

[Official]

Police and Crime Plan 2016-2021

Quarterly Update including MSG aspiration document

Quarter 1 – 2021/22

Data to June 2021



Version 1.4
Produced July 2021
Performance Analysis Unit, Essex Police

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q1

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Priority 1 - More Local, Visible and Accessible Policing

We will:

Boost community volunteering, encouraging the Active Citizen Programme and grow the police family - doubling the Special Constabulary, with a Special Constable in every community.

- The Special Constabulary headcount is currently 527 as at 4 June 2021, compared with 512 at the same point last year. There have been four intake courses in the past quarter, with a total of 21 new Special Constables. In the past 12 months, 42 Special Constables have left to join as regular Police Constables.
- In the last quarter, Specials have recorded 54,554 total hours with 16,828 hours of high visibility policing. This is equivalent to having an additional 117 full time officers, who would attract an annual salary cost of £6.1m. Activities included Automatic Number Plate Recognition (ANPR) operations, response policing, crime prevention patrols and execution of search warrants. Operation GRIP, which focuses on violent crime hotspots in Essex, will be incorporating specials who will be tasked to patrol hotspot areas to provide visible reassurance and to catch and deter criminals in the area.
- There are 13 Community Special Constables in post covering eight parishes, they have contributed 804 hours in this last quarter. There are another 22 in the pipeline including 11 in post foundation training.
- Essex Police actively took part in National Volunteer Week between 1 - 7 June to celebrate our Volunteers. There has been internal and external communications to thank our volunteers and showcase the great work that has been undertaken, especially during the COVID-19 pandemic.
- Essex Police retains 205 Active Citizens/Police Support Volunteers. Virtual meetings have also been completed with 10 new volunteers; the Force continues to work with all Community Volunteer Services (CVS) around recruitment campaigns to boost existing volunteer numbers. Active Citizens will continue to support local Community Policing Teams with “Coffee with Cops” and Crime Prevention Campaigns such as Operation METEOR (burglary) once COVID-19 restrictions are eased. Active Citizens have become involved in training the local Community Groups on Fraud prevention with support from the Fraud Co-ordinators within the Business Crime Team.
- Essex Police currently have 180 Volunteer Police Cadets across the 13 Cadet Units. There are approximately 100 new cadets on the waiting list wanting to join. All Cadet Units have resumed meetings and are planning attendance at events over the summer adhering to Government Guidelines.
- The Employer Supported Policing (ESP) scheme (whereby staff are given paid time off to volunteer as a Special Constable) currently has 38 companies registered. 88 Special Constables contributed 1,040 hours over this quarter.

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Priority 1 - More Local, Visible and Accessible Policing

We will:

Support increased participation in Community Safety by supporting schemes such as Neighbourhood Watch, Street Pastors, Community Speed Watch, Volunteer Police Cadets and others.

- Neighbourhood Watch (NHW) continue to work in partnership with the Citizens in Policing Team around Crime Prevention, Fraud and Scams. NHW volunteers have been involved in the Basildon district tasking process this quarter, helping to identify patterns and trends as well as assisting with the distribution of crime prevention materials and surveying local residents.
- The Essex Watch Liaison Officers continue to work with the Business Crime Team introducing Business Watch and intend on attending partnership events around the county.
- The Volunteer Police Cadet Scheme is working in collaboration with Essex County Fire Cadets which will involve Fire Safety Training for the Police Cadets and Crime Prevention Training for the Fire Cadets. This is planned to commence from Autumn 2021. Cadet Units took part in a virtual Positive Action Roadshow on the 30th June which included training around Cybercrime, Safeguarding, Mental Health, Knife Crime, Bullying and ASB.
- Street Pastors continue to work closely with all Local Policing Teams across the districts offering support particularly around Night Time Economy and are included in planning for the easing of COVID-19 restrictions.
- Community Speed Watch across the county continues to ensure our police volunteers feel supported and empowered.

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Priority 1 - More Local, Visible and Accessible Policing

We will:

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.

The Force Control Room (FCR):

- Emergency call handling demand was considerably higher this quarter than last quarter, with 85,251 emergency (999) calls received (937 a day). This represents an increase of 28% compared to previous quarter (18,754 more calls). During the same quarter last year, we received 74,630 calls (10,621 more calls, 14% increase). June was the busiest month with 31,753 calls (average 1,058 per day). This is to be expected with the start of the Summer Demand period, the easing of certain COVID restrictions, and the start of the Euro 2020 football competition in June.
- 72,709 101 (non-emergency) calls were received in the FCR this quarter, averaging 799 per day compared to 68,796 (756 per day) the previous quarter, a 6% increase (3,913 more calls). This was 4,094 calls fewer than the same quarter last year (-5%). June recorded the highest number of 101 calls at 24,795 which was only 424 fewer calls than June 2020 (majority received in June 2020 were related to COVID restrictions).
- Live Chat has seen 6,097 interactions this quarter averaging 67 contacts per day that would otherwise have been dealt with via 101. This is the highest total since the service began, but only 32 more than the previous quarter. The trend in the past weeks has been rising indicating a public appetite to use online platforms to contact Essex Police supported by the promotion work undertaken by our Media Department.
- The online reporting facility for Anti-Social Behaviour (ASB), has been available since 24th May 2020 to provide an alternative to calling 101 in order to report various categories of ASB. There were 653 reports generated this quarter.

The Resolution Centre (RC):

- The Resolution Centre (Case Investigations) continues as a county-wide resource, managing investigations for crimes reported by the public that would previously have been dealt with by front-line officers. 2,810 investigations were received by the team in the three months to the end of May, of which 49.4% (1,389) have been retained by the RC Case team. This service offers an efficient, centrally managed service for the public.
- 39,736 Crime Investigations have been recorded and processed by the RC. This represents a 24.2% increase (7,734 more investigations) on previous quarter.
- The average answer time for public calls received in June 2021 was 3 mins 48 secs. This represents an improvement on June 2020 (4 mins 22 secs) demonstrating our ongoing commitment to service improvement for the public.
- During the quarter, 22,532 public 101 calls were received and dealt with by the RC, an increase of 21% (4,717 more calls) compared to the previous quarter. These calls related to crime enquiries.

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Priority 2 – Crack Down on Anti-social Behaviour

Working with partners we will:

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 police district.

NORTH LPA

- The North LPA have been working with Community Safety Partnership (CSP), Local Authorities and Parish Councils to plan events which enable Essex Police to utilise local community resources, facilities and communications to give the community a sense of ownership.
- Joint 'Nights of Action' have been completed during hours of Night Time Economy by working with a multi-agency approach with Royal Military Police, Colchester Borough Council, Licensing, COVID Marshalls, Zone Wardens and the SOS bus.
- The 'Knife Angel' is a sculpture made from over 1,000 seized blades, highlighting the negative effects of violent behaviour and the critical need for social change, will be coming to Chelmsford in September. This is supported by youth workers, educational information, and the VR project, which is an immersive experience focused on gangs and knife crime for children and young persons. Police cadets will be included in the project to raise awareness among young people about knife crime.
- Street doctors is a project about giving lifesaving skills to youths after someone has been stabbed. This is being looked at and supported by partners and will be hopefully implemented when the Knife Angel is in Chelmsford.

SOUTH LPA

- Project SERVATOR was launched in Southend in April. This project involves new tactics and training for police officers to help detect and deter criminal activity and reassure the general public. This has been supported by Community Safety Officers and various businesses.
- A multi-agency approach consisting of Police, Council, housing providers, ASB teams, education and health, amongst others has been created to deal with persistent issues on an estate in Basildon. These issues range from ASB, tenancy concerns, criminality and sexual and criminal exploitation. The group are currently meeting at least once a month.

WEST LPA

- The West LPA have been engaging with Lakeside Shopping Centre to support the re-opening of shops following the easing of National COVID-19 restrictions. Extra patrols have been implemented as part of this process.
- Extra patrols have also been completed in Harlow, Epping and Thurrock to build the confidence to return to normality as Covid-19 restrictions were eased. In May this included an extra 900 patrol hours resulting in 1,944 engagements with people (510 under 18) and visiting 720 key areas and 379 licensed premises.
- Off-road vehicle ASB (Quadbikes and similar) are a significant community concern in Thurrock. The Community Policing Team are working to scope national best practice to tackle this threat and increase confidence in the community. The local council are supportive and have committed funding to assist.

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Priority 3 – Breaking the Cycle of Domestic Abuse (DA)

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.

- Domestic Abuse Problem Solving Teams, launched on 1 March 2021, have been introduced across the county which has seen dedicated problem-solving teams in each of the three Local Policing Areas which has enabled us to look at breaking the cycle of abuse through quality engagement with victims. We have seen examples of this helping people and keeping people safe as well as giving them confidence to report DA matters.
- A key driver to improve support to victims is our “DA today” initiative with our goal of ensuring face-to-face contact with all DA victims within 24 hours.

NORTH LPA

- ‘Next Chapter’ is a referral process for young persons involved in Domestic Abuse. Partnership working has been established with the Young Person’s Officer in the North LPA linking in with local schools to help support youths with this pathway.
- A coffee morning was held at the Women’s Refuge to engage with victims of domestic abuse which included activities with children at the refuge.

WEST LPA

- Operation ENCOMPASS is the notification to schools where one of their pupils (under 16) has been involved, present or is part of a household where there’s been a domestic incident in Southend and Thurrock. The initiative is designed to understand the impact domestic abuse can have on children, with a view to preventing them from growing up to become perpetrators in the future. It shares information with schools so that they can understand the impact in an educational setting, and can provide pastoral care.

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Priority 4 – Reverse the Trend in Serious Violence

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.

- The first Victim Feedback Panel sat in May 2021, utilising victim commissioned services within rape crisis, domestic abuse and witness care to provide bespoke feedback to frontline teams, capturing the victims voice and identifying recurring themes to enable the Force to learn and shape future services. The focus was on victims of sexual violence and domestic abuse from closed police investigations. Almost 100 officers and staff from all ranks across the force took part in the Microsoft Teams Event. Feedback from staff and support services/panel members was positive, with support services already having identified victims willing to be part of future panels.
- Essex remain to be a standout Force in the region according to the Regional Rape And Serious Sexual Offences (RASSO) Board. The Section 28 success from C&PP Command is being shared by Judges from Basildon to Ipswich, following the first S.28 case allowing victims/witnesses evidence to be pre recorded and played at trial. The second S.28 case is in progress.
- A referral process is in place with partners where peer on peer abuse testimonies are identified by frontline practitioners on social media sites. Once identified, all relevant partnership leads are notified quickly so a multi-agency assessment can take place and joint response agreed, which is managed through the relevant Local Safeguarding Children Partnerships (LSCP). The approach is focussed on supporting schools and ensuring appropriate safeguarding & welfare provision is in place.
- Management of Sexual or Violent Offenders (MOSOVO) maintain a 100% target when visiting High and Very High-Risk offenders. Joint working between MOSOVO and Community Policing Teams intend to focus activity over the summer months on proactive work to tackle Registered Sex Offenders at holiday locations and large events in the county.

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Priority 4 – Reverse the Trend in Serious Violence

Working with partners we will:

Bring violent offenders to justice through targeted police enforcement, working closely with neighbouring forces such as the Metropolitan Police.

NORTH LPA

- The Community Policing Team in the North LPA have been proactively working with the Metropolitan Police Service in order to combat large-scale cannabis production which has been occurring in the Local Policing Area.

SOUTH LPA

- The Criminal Investigation Department (CID) have had positive results in removing violent offenders off the streets. There have been multiple good news stories in the South LPA, including the charging and remanding of four separate offenders with offences include armed robberies, store robbery and possession of offensive weapons.

WEST LPA

- Operation SUNSHADE is supporting additional patrols and the 4V (Victims, Vulnerability, Violence, Visibility) violence reduction plans in the West LPA by targeting likely hotspots of violence, in terms of both night time economy (NTE) and summer demand. This also includes Lakeside which is set to significantly increase its NTE activity over the coming months.
- The West LPA borders with Hertfordshire, London and Kent meaning that cross-border criminal activity is a prominent issue for this LPA. In order to tackle this, the West LPA are continuing to have joint meetings with Herts and Kent command teams to progress cross border mentoring and understand the impact on each other's demand.

Priority 5 – Tackle Gangs and Organised Crime

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.

- Essex Police have had the victim navigator role embedded in the dedicated Modern Slavery Human Trafficking (MSHT) team since 2019. The victim navigator acts as a bridge between identified victims of Modern Slavery and Human Trafficking and police to bring exploiters to justice. Following the success of the Essex model utilised in the pilot, Justice and Care have funded a full time victim navigator role to support victims placed into the National Referral Mechanism (NRM).
- In April 2021, three potential victims of sexual exploitation were intercepted by border force coming into the Country and Stansted airport. The victim navigator supported all three potential victims, and supported Essex Police in securing accounts from all three of them. The victim navigator supported the victims whilst they were in the UK, and assisted in their return home, continuing to provide support since leaving the UK. The investigation remains ongoing, but two arrests have been made by Essex Police for Modern Slavery offences.

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Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

Disrupt and prevent organised drug distribution through improved intelligence shared between police partners and local communities to limit the harm drugs cause.

- Since April 2021, Essex Police Serious Organised Crime Unit (SOCU) have completed significant activity in tackling importation and supply of Class A and B Drugs (currently working on 33 Organised Crime Group (OCG) operations). A total of 36 people have been arrested; 22 have been charged and are awaiting court dates. As a result, at least three kilograms of drugs, with a street value £441,600, and £2,300 cash, were seized. There have been 59 disruptions submitted to the Organised Crime management unit for qualification in April, 21 in May and six in June. The tackling of Organised Crime is overseen by Strategic SOC Boards, which key partners attend, whereby information and intelligence is shared to ensure we are working together to tackle organised crime and that we maximise our efforts.
- Operation CONFINE – Essex Police work in partnership with insurance professionals to successfully disrupt OCG's. This pro-active operation targets known OCG Nominals' insurance policies. OCG nominal vehicle details were placed on Automatic Number Plate Recognition (ANPR), and/or stopped by officers. This resulted in 20 submissions this period, an increase of eight on last reporting period. This now equates to a total of 32 submissions, with 26 insurance policies being cancelled due to non-disclosure of current and historic driving offences and a further six pending. This activity may also lead to further OCG disruptions, if they are found driving without valid insurance. This innovative approach by the Essex Police Prevent and Protect team is being shared as best practice.
- The recruitment of an additional Sergeant and three officers has been completed to the Organised Crime Management unit. The purpose of this aspect of the team is to maximise the flow of Organised Crime group intelligence between Essex Police departments and partners, to identify more Organised Crime Groups and to coordinate the disruption of these groups.
- Operation TRESPASS - The Serious Crime Directorate (SCD) Prevent and Protect team (P&P) have been working with the Violence and Vulnerability Unit (VVU), Strategic partners and industry to deliver a series of workshops and training, raising awareness of Cuckooing in Essex (Cuckooing is the term used when criminal gangs target the home of a 'vulnerable' person(s) in order for the property to be used as a hub and/or base for drug dealing). There have been 20 workshops, with another 20 planned, delivering training to over 400 delegates from all areas of the community. The workshops aim to better prepare delegates to identify and recognise the signs of Cuckooing and what they can do to assist in mitigating the effects and safeguarding any individuals involved. Funding has been agreed from the VVU to run these again in 2021/22.

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Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

Disrupt and prevent organised drug distribution through improved intelligence shared between police partners and local communities to limit the harm drugs cause.

NORTH LPA

- Colchester Multi-Agency Coordination Panel is held quarterly with partners to disrupt offenders causing harm to local communities.

SOUTH LPA

- In April 2021, the Disruptor Team working closely with the intelligence department and CID, investigated an Organised Crime Group (OCG) that were supplying cocaine in Southend. 10 warrants were executed, one Kilogram of Class A drugs was recovered, five of the main offenders were remanded in prison and all pleaded guilty to the offence of Conspiracy to supply Class A, which has ultimately led to their line no longer operating.

WEST LPA

- Operation WILDCAT (part of Operation SCEPTRE) and Operation GAMBLER (a cross border operation with the Metropolitan Police Service (MPS) tackling violent crime and vehicle crime) take place regularly focussing on the borders with MPS and targeting prolific offenders and those known and wanted for weapons, drugs and theft of motor vehicle offences. To date, over 300 offenders have been arrested across 26 operations.

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Priority 6 – Protecting Children and Vulnerable People

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

Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

- June marks Gypsy Roma Traveller (GRT) History Month and across Essex Police we will be supporting the objectives and values of Essex Police's Diversity, Equality & Inclusion Strategy by improving awareness and understanding of the GRT community, and by building confidence in policing for members of the GRT community. We're also hoping to attract members of this community to consider a career with Essex Police. This includes engagement and briefing events.

NORTH LPA

- The Children and Young Persons (CYP) officers are working with YMCA (a youth outreach program) and the EP/ECFRS Education team to provide workshops for young people on issues such as; gangs, knife crime, Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE) and Hate Crime. The work aims to build trust and confidence in police for young people so they feel more comfortable in reporting crime if they become a victim.

SOUTH LPA

- In the South LPA, a Hate Crime officer has recently trained security staff at the University of Essex's Southend Campus to become Hate Crime Ambassadors, to help encourage reporting of hate crime and support victims. Once COVID restrictions are eased, contact will be made with existing Hate Incident Reporting Centres (HIRCs) and Hate Crime Ambassadors to take a measure of who is still operating and who requires further training.

WEST LPA

- A key focus for the West LPA this quarter has been improvement in engagement with a focus on disproportionality. Efforts include a media campaign with Thurrock Channel Panel (Channel is a national programme which focuses on providing support at an early stage to individuals identified as being vulnerable to being drawn into terrorism) and Epping Forest Independent Advisory Group.

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Priority 6 – Protecting Children and Vulnerable People

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

Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

- Hate Crime Officers have delivered Hate Crime Awareness presentations to around 300 people this year (nearly 1000 in total). Both aimed at potential Hate Crime Ambassadors and other interested groups. This included about 60 people at the Tri-service International Day Against Homophobia, Biphobia, Intersexism and Transphobia. The Hate Crime Ambassador network have engaged with 1500 people in the last 3 months.
- The strategic force lead for Hate Crime is now a full time Superintendent who reports directly to the ACC for Local Policing. They will sit within the Essex Strategic Hate Crime Partnership and is forging strong links with all three local authority areas.
- Essex Police and Victim Support hosted focus groups with members of the public, including young people, to learn their views towards the 'Stop the Hate' leaflet. Their views directly influenced the re-design of the leaflet. 15,000 leaflets were printed in English, Urdu, Bengali, Romanian, Lithuanian and Polish and shared with Hate Incident Reporting Centres, Local Authority offices, Housing Agencies, third sector organisations and many others.
- The Essex Police Hate Crime Officers (HCOs) grew the county's third party reporting network to over 50 Hate Incident Reporting Centres. The ongoing pandemic has meant that this was now a virtual project. As restrictions are eased, the HCOs will be working with existing HIRCS to relaunch the scheme.
- Volunteers across Essex are now able to take reports of Hate Crime and provide advice and support to people affected. The Volunteering Team within Essex Police recruited four volunteers to help support the county's third party reporting network. The four volunteers will be volunteering alongside Essex Police's Hate Crime Officers.
- The Strategic Hate Crime Prevention Partnership worked with the Essex Resilience Forum to issue guidance and reassurance to victims. Communities in Essex received letters, encouraging them to report if they experienced Hate Crime during the COVID-19 National restrictions. Recipients included faith groups who were at risk of experiencing hate crime when travelling to or from their places of worship. Residents with public-facing job including taxi drivers and security guards also received Hate Crime awareness resources to encourage them to report or access support .

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Priority 6 – Protecting Children and Vulnerable People

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

Bring more perpetrators of rape and sexual abuse to justice.

- The solved rate for both Rape and Sexual Offences have improved when comparing to the previous year (Rape Solved: 4% v 3.1%; Sexual Offences: 9.1% v 7.6%)
- Operation HENDERSON commenced in June 2021 and is a joint initiative with partners, focussing on the role transport networks play in cases of Child Sexual Exploitation (CSE), Criminal Exploitation (CCE) and Missing Children. The operation aims to raise awareness of the vulnerability of young people to exploitation and abuse at stations and transport networks in parts of Essex.
- Operation MAKESAFE is a joint initiative with partners, focusing on educating businesses providing accommodation, i.e., Guest Houses, Hotels, B&B etc, on how to spot and report the signs of CSE/Child Abuse/Missing. Training is being provided with partners through free online webinars.
- The Management of Sex Offenders and Violent Offenders (MOSOVO) team, jointly with Kent Police, are re-designing a MOSOVO course to ensure staff have improved training which will include a focus on Digital Devices, Active Risk Management System (ARMS) and Civil Orders. Course will increase to two weeks in length in line with other forces. Further work on civil orders training is being reviewed by the Crime Training Team, to ensure all officers are aware of orders that can be issued.
- There is a focus on making MOSOVO more proactive and exploring utilisation of Counter Child Abuse technology more widely across the Force. Essex Police secured Home Office funding of £170,000 to purchase market leading Monitoring Software and Triage equipment for Registered Sex Offenders (RSO). This is already leading to the detection of offences.

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Priority 7 – Improve Safety on our Roads

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 Road Partnership to set an ambitious long-term target for significant further reductions.

- During this quarter, a total of 183 People were killed or seriously injured following a road traffic collision. This compares to 127 who were killed or seriously injured during the same period last year. Seven of these were fatalities, which is down from 12 in the same time last year (a reduction of five).
- Community Speed Watch - Since the restarting of Community Speed Watch monitoring on March 29th, a total of 2,416 warning letters have been sent to registered keepers of vehicles following their vehicle being monitored travelling above the posted speed limit. Of these, 49 were identified as multiple offenders. The scheme is now overseen by a new co-ordinator employed by Essex Fire & Rescue and includes an enhanced level of contact and commitment by Essex Police to enforcing speed limits at Community Speed Watch locations. This has to date been well received by Community Speed Watch Communities.
- Extra Eyes – The use of EGRESS in managing and viewing Digital images of offences received through the Extra Eyes programme has continued to improve the overall experience of those submitting images. During May, a total of 250 submissions were received through EGRESS resulting in positive outcomes on 53.6% of incidents. Careless driving 95, (Positive outcome 57.9%), Close Pass 79, (Positive outcome 43.3%), Red light offences 23, (Positive outcome 60.9%), Mobile Phone 8, (0% Positive outcome), Contravene traffic sign 24, (Positive outcome 50%).
- Operation ALLIANCE – During Q1, all seven forces within the Eastern Region took part in a week of action sharing resources in facilitating a number of road checks across the region. Checks took place at MOTO Services Thurrock, A47 Norwich, South Mimms Services M25 and Dartford. This week of action focused upon the fatal five road safety offences alongside the disruption of criminality utilising automatic number plate recognition using officers from across a number of specialist areas within Roads Policing. The Essex Road check resulted in 90 vehicles being checked with 66 traffic offence reports issued, 8 vehicles seized for no insurance, one stolen vehicle recovered and two arrests (One for drug driving; One disqualified driver who failed to stop for police).
- Operation CHEMICAL - During this quarter, the Roads Policing Commercial Vehicle Unit undertook two operations focused upon the Carriage of Dangerous Goods (CDG) in partnership with Suffolk Police. The Essex site (Boreham Services, A12) resulted in 11 goods vehicles being subject to checks resulting in a number of immediate vehicle prohibitions and penalties being issued.

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A quarterly update on Essex Police's Force Plan and PFCC Priorities Aspiration document

Executive Summary

Essex is meeting its aspiration in two areas:

- Trafficking of Drugs – solved rate.
- Percentage of sick – police officers.

Essex is not meeting its aspiration in eight areas:

- Public confidence.
- All Crime – offences.
- All Crime – Solved Rate
- Violence with Injury – offences.
- Violence with Injury – solved rate.
- Trafficking of drugs – offences.
- Homicide – solved rate.
- Percentage sick – police staff.

Since the last quarterly update, Essex's MSG position has improved in two areas:

- Trafficking of Drugs – solved rate
- Homicide – solved rate

Since the last quarterly update, Essex's MSG position has deteriorated in two areas.

- All Crime – solved rate
- Trafficking of drugs - offences

- There is no aspiration for Killed or Seriously Injured (KSI), or for Homicide offences

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A quarterly update on Essex Police’s Force Plan and PFCC Priorities Aspiration document

The table below shows Essex’s priority areas against performance (based on iQuanta data)

Priority Area	Available from iQuanta	Per 1000 pop. or Unit of Measurement		MSG Position Sparkline - Previous 12 Data Points (see notes below for data periods)	Change required to reach MSG Average	Change required to reach top quartile rank in MSG	Aspiration	Rationale
		MSG Position	Unit of Measurement					
Priority 1 - More local, visible and accessible policing	Public Confidence (CSEW)	8 <i>(Last data to March 2020)</i>	48.60%		6.5% points	12.6% points	MSG Average	The percentage of people who say the police are doing an excellent or good job in their local area. Essex Police aim to achieve this through: <ul style="list-style-type: none"> Ensuring the local level Engagement Plans as part of the three Year Public Engagement Strategy adhere to the strategic guidance and deliver a consistent quality of mandatory public engagement activity across the county. Using the results of the public perception survey to evaluate local engagement activity, identifying differences between local areas and how we can improve performance and target initiatives. Using insight from public and victim feedback to increase satisfaction (which is a driver of public confidence). This will be monitored through the DCC-chaired Victim Focus and Public Confidence Board and included in performance updates at the Force SLT and Synergy meetings.
Deliver the best possible service that promotes satisfaction and confidence								
Priority 1 - More local, visible and accessible policing	All Crime Offences	8	68.0 per 1,000 pop.		-16,804 offences	-30,837 offences	4th in MSG	Preventing crime and protecting people is at the heart of the Essex Police mission and fundamental to good policing. The Force has invested heavily in to developing partnership arrangements focused on prevention; these include community safety hubs, street triage, and closer working with key partners in cases involving sexual abuse and offences against children. The Force has also launched a Crime Prevention Strategy which details nine key areas of focus, and is supported by a 4P action plan in relation to each.
Prevent crime and protect people from harm								
Solve crime and bring offenders to justice	All Crime Solved Rate	3	14.20%		N/A - already better than average.	1% point	Upper Quartile Rank	Whilst solving crime remains a key indicator of policing success, the new crime outcome codes better reflect the range of ways policing and others can deliver an appropriate sanction or intervention for offenders. The force has invested in training for supervisors to understand the different outcome categories and is allowing sergeants to close crimes using a wider number of these outcomes. Work with partners is ongoing to develop the restorative justice approaches across the county which will include developments such as the creation of a Youth Justice Board, where evidence shows early intervention is the right way to resolve a crime and in the interests of long term prevention.
Priority 4 - Reverse the trend in serious violence	Violence with Injury Offences	5	6.1 per 1,000 pop.		-369 offences	-1,662 offences	4th in MSG	The Force's aspiration is to be in the upper quartiles and achieve 4th in its MSG. Essex Police aims to achieve this through: <ul style="list-style-type: none"> Preventative action through targeting Domestic Abuse (DA) perpetrators and victims (Op. SHIELD). Preventative action through targeting Urban Street Gang-related criminality (Op. RAPTOR) Continued Night Time Economy analysis to identify and target hotspots. Op Grip funding for reducing violence using Hotspots Policing and RTM in our most violent urban areas. This will be monitored by the Assistant Chief Constable for Local Policing and Crime and Public Protection.
Violence with Injury								
Priority 4 - Reverse the trend in serious violence	Violence with Injury Solved Rate	4	16.70%		0.1% points	1.5% points	Upper Quartile Rank	The Force's aspiration is to once again achieve an upper quartile ranking within its MSG through: <ul style="list-style-type: none"> Implementation of the CARA model to provide greater focus on those offences that require fuller investigation. JUNO teams expanding their role to include medium and standard risk DA (currently in the South LPA only) to increase the number of solved DA outcomes. This will be monitored by the Assistant Chief Constable for Local Policing and Crime and Public Protection.
Violence with Injury								The Force is focusing on the quality of crime investigation supervision and ensuring that sergeants work towards appropriate outcomes in key areas, specifically Violence with Injury.

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The table below shows Essex’s priority areas against performance (based on iQuanta data)

Priority Area	Available from iQuanta	-				Aspiration	Rationale	
		Per 1000 pop. or Unit of Measurement		MSG Position Sparkline - Previous 12 Data Points (see notes below for data periods)	Change required to reach MSG Average			Change required to reach top quartile rank in MSG
		MSG Position	Unit of Measurement					
Improve safety on Essex’s roads	Killed or Seriously Injured (KSI) data	6 (last data to Jun 2020)	1.276 Casualties per 100M veh kms		N/A	N/A	(Not just police dependent) A number of challenges remain including concerns focused upon the significant increase in the number of drivers being arrested for drug driving. Analytical data also highlights cyclists remaining a vulnerable road user group alongside road traffic collisions involving cars being driven by young people (aged 17-25). Two priority road safety campaigns are currently being prepared by the Safer Essex Roads Partnership: * Young Driver * "Street Spirit", focused on Moped riders. * Intelligence-led multi-agency operations focus on enforcing fatal 4 (speed, seatbelts, drink/drug driving/mobile phones) * "Extra Eyes" campaign continues to review average 320 incidents supported with footage per months prosecuting average 140 road users. * As a trial Maldon District Council Community Protection officers enforcing speed limits across the Maldon District Council area. PCSO staff enforcing speed limits across Tendring District with Braintree / Uttlesford to come on line shortly.	
Priority 7 - Improve safety on our roads								
Priority 5- Tackle gangs and organised crime	Trafficking of Drugs - Offences	6	0.6 per 1,000 pop.		N/A - already better than average.	-553 offences	2nd in MSG. We are continuing to develop our approach to drugs and its links with Gangs. A "Pan Essex" approach is being developed which will see Essex Police working with a number of key partners to address this issue across Essex, focusing on key violence and vulnerability issues – ensuring an effective prevention and diversionary process is in place. This links in with the multi-disciplinary Violence and Vulnerability Unit.	
	Trafficking of Drugs - Solved Rate	3	70.10%		N/A - already better than average.	4.2% points	3rd in MSG.	
Priority 4 - Reverse the trend in serious violence	Homicide Offences	4	0.009 per 1,000 pop.		0	-7	(Small numbers) Homicide suppression is challenging so focus is placed on motivation factors (alcohol misuse, domestic abuse, illicit drugs markets), and the force has a clear 4P plan around County Lines and Gangs and a Domestic Abuse Strategy to reduce both types of offending.	
	Homicide Solved Rate	2	53.70%		N/A - already better than average.	13% points	Best in MSG The solved rate is reflective of those investigations where a charge has been secured. This tends to be either a quick resolution - the offender is named or captured through early "Golden Hour" activity and the solved outcome is assigned within the reporting period - or the investigation has an unknown offender and is categorised as a category A or B offence, which requires more resourcing and complex investigation. The latter can go on for a long period of time and often the outcome is assigned outside of the reporting period. Due to this the solved rate can fluctuate greatly due to low numbers but also cross over annual reporting periods.	
Reduce Absence	Percentage Sick (Police Officers)	6 (last data to March 2020)	4.3% of contracted hours lost		N/A - already better than average.	0.01%	7th in MSG. It remains the aspiration of the Force to ensure an effective, healthy and supported workforce. The bi-monthly DCC absence scrutiny boards remain a key aspect of the governance of the overarching improvement programme and the Performance Improvement Unit continue to be actively involved in the Absence Management Group processes, ensuring that support is provided and where specific issues are identified, scrutiny is applied with Senior Leadership Teams. Human Resources Advisors will continue with the proactive 'Days of Action' which allows for local engagement between the HR professionals and line managers.	
	Percentage Sick (All Police Staff)	2 (last data to March 2020)	5.2% of contracted hours lost		-0.6%	-1.0%	5th in MSG.	

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The table below shows Essex’s priority areas against performance (based on iQuanta data): Essex's MSG Aspiration

Priority Area	Available from iQuanta	Aspiration	Jan 2021 MSG Position	April 2021 MSG Position	Update
Priority 1 - More local, visible and accessible policing Deliver the best possible service that promotes satisfaction and confidence	Public Confidence (CSEW)	MSG Average	8 (Last data to March 2020)	8 (Last data to March 2020)	Essex remains eighth in its MSG. There has been no significant change in confidence as measured by the CSEW for Essex in the last three years since Sep-17.
Priority 1 - More local, visible and accessible policing Prevent crime and protect people from harm					
Priority 1 - More local, visible and accessible policing Prevent crime and protect people from harm	All Crime Offences	4th in MSG	8	8	Essex remains 8th in its MSG. Until all MSGs have comparable CDA rates to Essex it is almost certain that this position will not change.
Solve crime and bring offenders to justice	All Crime Solved Rate	Upper Quartile Rank	2	3	Essex is currently 3rd in its MSG. Possession of drugs offences have contributed to increasing the overall Solved Rate for the force.
Priority 4 - Reverse the trend in serious violence Violence with Injury	Violence with Injury Offences	4th in MSG	5	5	Essex remains 5th in its MSG and has already reached the MSG average.
Priority 4 - Reverse the trend in serious violence Violence with Injury					
Priority 4 - Reverse the trend in serious violence Violence with Injury	Violence with Injury Solved Rate	Upper Quartile Rank	4	4	All Forces except one have a long-term deteriorating solved rate for VWI. Essex currently ranks 4th.
Improve safety on Essex's roads Priority 7 - Improve safety on our roads	Killed or Seriously Injured (KSI) data	(Not just police dependent)	6 (last data to Jun 2020)	6 (last data to Jun 2020)	Essex has improved to 6th in the MSG in June 2020. KSIs were significantly lower in the most recent data period, as were all forces, during Covid-19 restrictions.
Priority 7 - Improve safety on our roads					

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The table below shows Essex’s priority areas against performance (based on iQuanta data): Essex's MSG Aspiration

Priority Area	Available from iQuanta	Aspiration	Jan 2021 MSG Position	April 2021 MSG Position	Update
Priority 5- Tackle gangs and organised crime	Trafficking of Drugs - Offences	2nd in MSG.	3	6	Essex is currently fourth in rank. Rankings are subject to extreme variability caused by the combination of low volumes and intermittent targeted efforts involving multiple offenders.
	Trafficking of Drugs - Solved Rate	3rd in MSG.	4	3	Essex is now 3rd in the MSG and above the average.
Priority 4 - Reverse the trend in serious violence	Homicide Offences	(Small numbers)	7	4	Essex is currently 4th in its MSG. Small numbers mean the rank positioning of this indicator is highly sensitive to frequent change.
	Homicide Solved Rate	Best in MSG	3	2	Essex is currently ranked 2nd. The solved rate is currently above the MSG average. To reach the top quartile rank the solved rate would need to improve by 13% points due to historic cases solved counted <u>within the current reporting period</u> .
Reduce Absence	Percentage Sick (Police Officers)	7th in MSG.	6 (last data to March 2020)	6 (last data to March 2020)	Essex is ranked 6th in MSG, where 8th is best. There is no significant statistical difference in officer sickness rates across each MSG force. To reach the top quartile rank, sickness would need to fall by a further 0.01% points.
	Percentage Sick (All Police Staff)	5th in MSG.	2 (last data to March 2020)	2 (last data to March 2020)	Essex remain second in its MSG, where 8th is best. In order to reach the MSG average, % sickness would need to fall by 0.6% points. To reach the top quartile rank, sickness would need to fall by 1.0% points.

Key	
Plan on a Page	Plan on a Page
PFCC Priority	PFCC Priority
MSG Position 4	Below Aspiration
MSG Position 4	Met or Exceeded Aspiration

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Introduction/Background

In September 2017, a paper was submitted to the OPFCC identifying the joint Essex Police and PFCC priorities, which may benefit it from setting a future ambition. This involved using comparative rankings of Essex's Most Similar Group (MSG) of police forces, and commentary from command leads.

In this report – which is a quarterly update to accompany the PFCC quarterly report – Essex was re-reviewed against its MSG for percentage change, and for its overall rate. For crime, this is measured by offences per 1,000 of the population; other areas have different metrics, as well as different reporting periods.

It is important to note that as forces within an MSG are intended to be statistically similar, there is frequently no significant difference between the top and bottom ranked forces, therefore inferences should not be drawn from relative positions. It is also important to note that crime rates are affected by multiple variables; such as economic cycles, substance misuse rates, weather, societal attitudes and behaviours, legislation, global pandemics and so on; most of which are not within the ability of the police to influence. Further complicating the data presently, until all forces are recording crime that is reported with the same rigour and level of accuracy, comparisons are untrustworthy.

Implications (Issues)

The ranking of Most Similar Groups disregards the fact that there is no significant statistical difference between one force and the next (i.e. the difference between being ranked 1st and 8th can be of no meaningful significance); that improvements in the ranking position can be achieved by deteriorations in others performance; and that when performance deteriorates in real terms relative rank positions can still improve.

HMIC guidance (2015) stated that inferences should not be drawn from relative positions for Most Similar Groups where all forces perform within the expected range.

Links to Police and Crime Plan Priorities

The report details Essex Police's rank among similar forces for areas identified as priorities set out in the PFCC's Police and Crime Plan.

Demand

Commands were consulted about their aspirational MSG position. Their consequent rationale included the relative demand (current and likely future) facing their area of business. This was not informed by rigorous methods.

Risks/Mitigation

Setting targets in policing can negatively skew officer behaviour. Aspirational targets may cause dysfunctional behaviour when changes in rank are misinterpreted as declines in performance and result in unnecessary changes of focus and allocation of resources.