

[Official]

Police and Crime Plan 2016-2021

Quarterly Update including MSG aspiration document

Quarter 4 – 2020/21

Data to March 2021



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Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

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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 stood at 530 as at 1 February 2021, compared with 513 at the same point last year. There have been five intake courses with a total of 72 new Special Constables.
- In the last quarter, Special Constables have recorded 51,866 total hours with 17,211 hours of high visibility policing. This is equivalent to having an additional 106.9 full time officers, who would attract an annual salary cost of £5.6m. Activities included Automatic Number Plate Recognition (ANPR), operations, response policing, crime prevention patrols, community policing of protests and execution of search warrants.
- Essex Police currently retains 205 Active Citizens/Police Support Volunteers, with 10 applications waiting to be processed; the Force continues to work with all Community Volunteer Services (CVS) around recruitment campaigns to boost existing volunteer numbers. Six Active Citizens are now volunteering at their local vaccine centre offering marshal support. 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. Some Active Citizens have become involved in training the local Community Groups on Fraud and Scams supported by the Fraud Co-ordinators within the Business Crime Team.
- Due to COVID-19, no recruitment events have been attended but potential volunteers have been kept up to date via e-mail and telephone. A recovery plan is in progress to slowly return volunteers back into the workplace over the coming months.
- Essex Police currently retains 410 Volunteer Police Cadets across the 13 Cadet Units. Cadet Units operated in accordance with Government guidelines, with Cadets in contact with their Cadet Leaders through social media and video conferencing. A recovery plan is being developed to return Cadets to their Cadet Units, working in partnership with the local schools and community centres to allow the use of their facilities for any meetings over the coming months. They will also be attending the Community Policing Teams meetings.
- The Employer Supported Policing (ESP) scheme (whereby staff are given paid time off to volunteer as a Special Constable) currently has 35 companies registered. 83 Special Constables contributed 822 hours over this quarter.
- Meetings have begun with Parish Councils to discuss how to best engage and be more accessible with their residents, working with the Parish Councils to arrange street meets and “Coffee with Cops” activities.

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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 and have encouraged their members to join Essex Police Facebook and Twitter groups as well as reporting incidents and obtaining information via the on line reporting system. NHW co-ordinators have been out with Community Policing Team (CPT) officers, Essex Fire and Rescue Service (EFRS) and local parish councillors conducting targeted street beats to support local residents, the most recent of which has occurred in Great Yeldham. NHW groups are re-starting as COVID-19 restrictions are eased, supported by engagement from Community Support Engagement Officers.
- The Essex Watch Liaison Officers continue to work with the Business Crime Team around introducing Businesses to Industrial and Business Watch which has proved really useful.
- Volunteer Police Cadet Scheme continue to work in collaboration with Essex County Fire Cadets with plans to include Fire Safety Training for Police Cadets and Crime Prevention Training for Fire Cadets. This is planned to commence early 2021.
- 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.
- There are plans in place to reintroduce the Community Speed Watch groups as COVID-19 restrictions are eased.
- North LPA are focussed on developing NHW in the Maldon area with support from the well established Chelmsford group; a group leader is currently being sought. Community Police in Tendring are also continuing to work in partnership with the newly formed Jaywick Neighbourhood Watch (JNW).

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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 lower this quarter than last quarter, with 66,497 emergency (999) calls received (738 a day). This represents a decrease of 10.0% on last quarter (7,390 less calls). By comparison, 82,344 calls were received during the same quarter last year (15,847 less calls, down 19.2%). March was the busiest month, with approximately 3,200 more emergency calls than either January or February.
- 68,796 non-emergency (101) calls were taken this quarter compared to 70,753 the previous quarter, a decrease of 1,957 calls (2.8%). This was higher than the same quarter last year when 67,590 non-emergency (101) calls were received (1,206 more). March recorded the highest number of calls received (25,090).
- Live Chat has seen 6,065 interactions this quarter, averaging 67 contacts per day that would otherwise have been taken via 101. This is the highest total since the service began, with March seeing the most interactions this quarter (2,346 interactions).
- The online reporting facility for Anti-Social Behaviour (ASB), which launched on 24th May 2020, provides an alternative to calling 101 to report various categories of ASB. It has been live for 10 months and this quarter there were 731 reports generated.

The Resolution Centre (RC):

- The Resolution Centre (Case Investigations) continues to embed as a county-wide resource, managing investigations for crimes reported by the public that would previously have been dealt with by front-line officers. 2,443 investigations were received by the team in the three months to the end of March, a decrease of 472 from the last quarter, of which 82.4% (2,014) have been retained by the RC Case team.
- 32,203 Crime Investigations have been recorded and processed by the demand element of the RC (previously known as Crime Bureau).
- During the quarter 17,815 public 101 calls were received and dealt with by the RC, a decrease of 2,204 on the previous quarter.

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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
 - Operation LUSCOMBE, a multi agency approach combining Police, NHS, Open Road, Colchester Borough Homes and Community 360, continues in Colchester and Tendring, with scoping for wider roll-out. This operation provides a drop-in centre once a week where members of the homeless community can access a range of services to provide safeguarding and support. Combining this support with prosecution of offenders has resulted in a reduction in instances of crime and Anti-social Behaviour (ASB).
 - As a result of working together the Multi Agency Coordination (MAC) Panel partners, one Organised Crime Group has been archived. Emerging groups are under review on a bi-monthly basis.
 - Officers have created QR codes for local residents to help them report their concerns or issues to the correct agencies. These QR codes are distributed to the local community through leafleting and large posters being placed in communal areas of residential premises. This QR codes will take the user directly to the Housing Association, Local Authority, CrimeStoppers or Essex Police depending on the issue.
 - Braintree Community Policing Team continue to work in partnership with external agencies and helped secure a full closure order at a residential address in Woodlands, Braintree after multiple reports of ASB over an 18-month period.
- South LPA
 - A Southend multi-agency Community Action Group is well-established and tackles high harm ASB. A new Community Operations Group (COG) was established in January to help tackle lower-level ASB and will ensure effective sharing of good practice to help provide a better response and problem-solving through the months ahead as restrictions are eased.
 - Persistent nuisance behaviour, involving children shooting birds with catapults, around Wickford High Street, Basildon, was identified as a community concern. PCSOs worked with the Council to identify and educate those responsible and their parents.
 - Joint patrolling with district ASB officers and enforcement team officers is a key part of the local response to the roadmap out of lockdown, and is supported by police and partners.
- West LPA
 - Operation SMILE was established by Thurrock Town Centre Team and partners to tackle ASB in Purfleet on Thames, specifically in the area of Garrison Parade and the outskirts. This activity resulted in a significant reduction in reported ASB incidents as well as arrests and community resolutions. A longer term preventative focus has been put in place alongside the Youth Offending Team.

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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.

- ASK FOR ANI is a national initiative whereby pharmacies can sign up to a scheme where a victim of Domestic Abuse (DA) can attend and "ASK FOR ANI". This will then trigger a response from pharmacy staff to safeguard the victim and contact the police. Rollout to other businesses is being explored.
- The new Domestic Abuse Problem Solving teams were launched across the County on 1 March 2021. There is now a dedicated problem solving team in each of the three Local Policing Areas consisting of problem solving officers to support victims of DA and offender management officers to target perpetrators of abuse. The teams will be working closely alongside partner agencies to provide additional support to victims, helping to break the cycle of abuse and to address barriers to victim engagement with the Criminal Justice system. The teams will also be targeting the most prolific offenders to reduce repeat and serial victimisation and to enforce criminal orders to help reduce offending. Early successes have already been seen, with support provided to vulnerable victims, perpetrators apprehended and victims re-engaged with police investigations.
- North LPA:
 - Braintree and Uttlesford have provided further training to Local Policing Team Officers which includes ensuring that standard risk DA victims are aware how to self-refer to the Independent Domestic Violence Advisor (IDVA) service. Empowering Sergeants to take investigations to the Crown Prosecution Service (CPS) for a charging decision and training on the Domestic Violence Protection Notice (DVPN) process has already seen an increase in the number of Domestic Violence Protection Orders being secured across both districts.
- 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. 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.
 - Launched an initiative called "deal with DA today" with a goal of ensuring face-to-face contact with all DA victims within 24 hours.

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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.

- Following the implementation of Section 28 of the Youth Justice and Criminal Evidence Act 1999 (YJCEA) in November 2020, an enhanced data product has been developed; this enables supervisors to ensure an appropriate level of oversight is in place to support an enhanced service to vulnerable and intimidated witnesses.
- Crime and Public Protection (C&PP) have developed a Victim survey, which is being piloted in the North Public Protection Investigation Unit (PPIU). The survey is designed to assess reasons for victim disengagement and focusses around the 12 rights under new VictimCode of Practice (VCOP) which is being launched 1 April 2021.
- Crime and Public Protection continue to identify options to deliver sustainable improvements to the quality of Achieving Best Evidence (ABE) interviews to improve outcomes for victims.
- An Eastern Region Child Abuse Investigations Group has been created to share information and good practice around Child Death, Child Sexual Exploitation, Child Exploitation, Child Abuse, Legislation, Procedure, Training Events.
- Operation GENOA is an operation focused on an attack on a 16-year-old girl on a cycle path in Harlow in January 2020. Two possible suspects have been arrested and the victim is being supported by colleagues in Crime and Public Protection Command.

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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:
 - Tendring Police has produced Operation SUNSHADE, a joint partnership operation to support the roadmap for when COVID restrictions are relaxed and provide specific targeted resourcing on key dates and times to tackle and reverse the trend in serious violence posed by Drug County Lines and Organised Criminal Gangs. It also intends to make the Town a safe place to shop and eat out during the Euro Football Games.
 - Operation RAPTOR teams regularly work in partnership with the Metropolitan Police. An example of this included executing a joint warrant at an address in Highwoods, Colchester, which was being used to distribute Class A drugs and also where a male wanted for firearms offences in London was found.
- South LPA:
 - Operation FLORET has been established following the death of a man in Old Leigh, Southend after he was stabbed. This joint-service operation seeks to provide a strong community response, with an increased partnership presence in the area, together with an effective investigation and safeguarding of key involved parties and wider associates.
 - Basildon: Undertaking a trial of Risk Terrain Modelling, a high visibility and targeted problem-solving solution to help to reduce community violence. Over the last six months, the Community Policing Team has worked with community safety partners to reduce levels of violence in Basildon town.
- West LPA:
 - Children and Young People (CYP) officers support Operation GLOSS to engage and influence young people who may be at risk of making wrong decisions about purchasing imitation weapons online.
 - Operation LANDLORD was designed with a two-phase method plan to reduce overall outstanding suspects, improve investigations within Local Policing Teams (LPT's) and to improve recognition at supervisory level of managing an investigation effectively.

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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.

- The Modern Slavery Human Trafficking (MSHT) team work closely with the National Crime Agency (NCA) through Operation AIDANT. This is a National intensification phase, with the dates and target exploitation type set by the NCA, occurring four to six times a year. To date it has focused on: labour exploitation and raising awareness of COVID-19 throughout the agricultural sector; raising awareness of child sexual exploitation throughout the hospitality industry, and; raising awareness of adult sexual exploitation through targeting high risk premises suspected of being involved in prostitution and trafficking. Operation AIDANT is supported by the MSHT team, Force Intelligence Analysts and partner agencies such as the Gangmasters and Labour Abuse Authority, Immigration Enforcement and Border Force. The most recent phase focused on sexual exploitation, under the local operation name of Operation YELL; as result of this operation, a number of victims were safeguarded and five suspects were arrested.
- The MSHT team provide training both internally to Essex Police officers and also to partners such a Local Authorities, charitable organisations and those within the criminal justice system. The aim is to enhance understanding, improve the level of service they provide to victims and to support bringing offenders to justice.
- Through an ongoing partnership with Justice and Care, Essex police now have 24/7 access to a local safehouse facility for victims of trafficking. This allows for better support for victims and the ability for early evidential capture.

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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 January 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 18 people have been arrested; six have been charged and are awaiting court dates. As a result, at least 21 kilograms of class A drugs, with a street value £2.1 million, and £165,000 cash, were seized. A significant number of these results have come from Intelligence gained through partnership work with the National Crime Agency (NCA) under Operation VENETIC.
- Serious Crime Directorate (SCD) Prevent and Protect (P&P) have been working with the Violence and Vulnerability Unit (VVU), Strategic partners and industry to deliver a series of workshops (Operation TRESPASS) delivering training and 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, with the aim of making them better prepared to identify and recognise the signs of Cuckooing and what they can do assist in mitigating the effects and safeguarding any individuals involved.
- SCD P&P have been instrumental in setting up the new Epping based Gangs Advisory Group, which involves bringing together partners to deal with the threat posed by Gangs and to deal with safeguarding opportunities. Building on the success of this, two further areas (Chelmsford and Colchester) have expressed an interest in forming such groups.
- Operation FLACK was a pre-planned operation targeting a known OCG. Intelligence resulted in a subject being stopped and searched after being caught speeding; a drug swipe then proved positive for cocaine. A warrant was then obtained to search his home address which resulted in the seizure of 40 cannabis plants, half a kilogram of cocaine, three kilograms of cannabis, £1,800 in cash as well as his vehicle. A second proactive operation under Operation FLACK, which targeted a principal subject, resulted in an arrest and found the subject in possession of £10,000 cash, 63 wraps of cocaine and a taser.
- Operation CONFINE was a pro-active operation targeting known OCG Nominals' insurance policies (vehicles were placed on Automatic Number Plate Recognition (ANPR), and stopped by officers). This resulted in 12 policies being cancelled due to non-disclosure of current and historic driving offences. This may lead to further OCG disruptions, if they are found driving without valid insurance. This innovative approach by the Prevent and Protect team is being shared as best practice.

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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
 - Proactivity by Community Policing Teams, along with other dedicated teams, has already seen multiple warrants being served, a nd firearms and cars being used to transport drugs seized. This targeted response has seen violence reduce and the use of vulnerable individuals including children as runners decrease. A notable warrant was the discovery of a cannabis grow in a disused hotel complex in Walton that saw the seizure and removal of a £1 million worth of cannabis.
 - Operation ENLIGHTENMENT works with schools to identify and support vulnerable students who may be at risk of exploitation. This can come in the form of one-to-ones with the Children and Young Person officers or sessions with a non-government organisations (NGOs) who provide expert youth workers.
- South LPA
 - Operation GLOUCESTER saw local officers join with the Road Crime Team and Special Constabulary to target Organised Crime Groups (OCGs). This Automatic Number Plate Recognition (ANPR) based operation led to five arrests, 18 stop and searches, four car seizures and generated 15 intelligence reports.
 - Castle Point: Operation FALCON targets a number of OCGs in the district, responsible for supply of class A and B drugs. In the last quarter the team have carried out a number of proactive warrants, including one against the identified head of a local OCG. Officers identified a number of fraud offences involving vehicles being used to transport drugs, and worked with the Operation Support Group (OSG) to execute a warrant and secure evidence. Further warrants have recovered significant quantities of drugs, drug paraphernalia, offensive weapons and proceeds of crime.
- 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) focuses on the borders with MPS to target prolific offenders and those wanted for weapons, drugs and theft of motor vehicle offences. To date, over 200 offenders have been arrested across 19 operations.
 - A key area of focus has been cannabis grows which are often linked to aggravated burglaries. One such operation is Operation LIMA, which enabled a warrant to be executed and 50 plants recovered, alongside two Rolex watches with a value of £50,000. Two people were arrested. Another operation, Operation COT, resulted in 120 plants and a handgun being recovered, as well as a link to other drug dealing in the area being identified.

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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.

- Police Online Investigation Teams (POLIT) completed accredited grading training with Management of Sexual Offenders and Violent Offenders (MOSOVO) and Child Sexual Exploitation (CSE) Proactive Team, thereby enabling them to become Nationally Accredited to grade indecent images of children to improve consistency and provide inexperienced staff with confidence to undertake this difficult area of work.
- POLIT are supporting the development of a new Digital Forensics Unit (DFU) platform that aims to provide a cloud-based storage solution for data. This will greatly improve efficiencies in terms of being able to access and share data more quickly.
- A CSE Toolkit is being prepared. This incorporates criminal, civil and partnership powers to tackle CSE and repeat offending.
- Work commenced in the last quarter focusses on civil orders for Violent Offenders through the Police Multi-Agency Public Protection Arrangements (MAPPA) team, thereby identifying a way to capture those who may be applicable for Violent Offender Orders (VOO's).
- Crime and Public Protection (C&PP) have been working with the Media Department to create public communications to encourage reporting during the COVID-19 restrictions and give victims the confidence that breaches of COVID-19 restrictions will be appropriately managed.

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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.

- The new 2021 Hate Crime Prevention Strategy supports the Police and Crime Plan with specific focus on improving reporting and community engagement, thereby bringing organisations across Essex together to develop a consistent, multi-agency response to tackle hate crime.
- The Hate Crime Strategic Force lead presented at the Safer Essex Partnership board, providing an overview of the work that Essex Police and the Essex Strategic Hate Crime Partnership are delivering. It has been agreed that this will happen every six months moving forward.
- The Hate Crime Strategic Force lead attended a Regional PREVENT Independent Advisory Group (IAG) to present on hate crime and the potential links to terrorism and extremism. This generated good discussion around how early identification of potential terrorists and extremists could be improved.
- Essex Police and Victim Support hosted focus groups with members of the public, including young people, to gain feedback on the 'Stop the Hate' leaflet. Their views directly influenced the revamp of the leaflet. 15,000 leaflets were printed in English, Urdu, Bengali, Romanian, Lithuanian and Polish and were shared with Hate Incident Reporting Centres (HIRCs), Local Authority offices and Housing Agencies.
- Hate Crime Officers (HCOs) grew the county's third party reporting network to over 800 Ambassadors, and 50 HIRCs and are working to recruit and train more Hate Crime Ambassadors and HIRCs. The ongoing pandemic has forced this to become a virtual project but as the restrictions are eased, the HCOs will be working with existing HIRCS to relaunch the scheme.
- Every district policing area now has an Independent Advisory Group.
- Volunteers across Essex are now able to take reports of hate crime and provide advice and support to those affected. The Volunteering Team recruited four volunteers to help support and work alongside the HCOs
- To promote alternative ways of reporting hate crime using funding awarded by the Police, Fire and Crime Commissioner, Crimestoppers delivered an online hate crime campaign. Using the established brand of Crimestoppers, the aim of the campaign was to encourage people to report hate crime anonymously. Crimestoppers received over 1.2 million impressions on their social media post.

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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.

- To date in Q4 2021 there have been 123 referrals to Victim Support compared to 175 in the same period 2020. This reduction is thought to be attributed to the COVID-19 restrictions. Victim Support do not take direct reports of hate incidents: these largely come directly from the police.
- 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 lockdown. 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 jobs – including taxi drivers and security guards – also received hate crime awareness resources to encourage them to report or access support.
- South LPA: The last quarter saw the launch of a new community-led initiative “Basildon Side-by-Side” which aims to improve community cohesion and reduce hate crime. The initiative included a policing and hate crime sub-group which considers appropriate use of police powers, but also seeks to improve minority communities’ understanding of hate crime and how it can be reported.
- West LPA: Improvements in engagement focused on disproportionality including 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.
- The Southend, Thurrock and Essex Youth multi agency out of court panels ensure that victims and suspects of Hate Crime are referred to relevant support agencies which includes the Restorative Justice Hubs. This approach provides support, safeguarding and a preventive approach to Hate Crime offending for the future whilst recognising the seriousness of the nature of the offence.

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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 (SERP) to set an ambitious long-term target for significant further reductions.

- There were 138 Killed and seriously injured (KSI) casualties in the last quarter, down from 178 KSI casualties in the same time last year. Five of these were fatalities, down from 10 in the same time in last year. Due to COVID-19 restrictions, traffic volumes have reduced.
- **Extra Eyes:** Across the quarter, a total of 83 cases have been presented to court after receiving footage of poor or dangerous road user behaviour. The footage has provided evidence to secure guilty pleas in all cases, resulting in average fines of £440 and attracting between three and seven penalty points. The Egress system has improved the quality of service and interactions between the public and Essex Police with recent upgrades allowing those who submitted footage the ability to track their specific cases. During the quarter, and with the support of the SERP Communications Team, a range of Extra Eyes publicity will be developed to further improve public confidence with this road safety scheme. Offences have included careless driving, close pass (cyclists), contravening traffic signs and red traffic lights.
- **Drug Drive:** Across the quarter a total of 369 drivers have been arrested for drug driving. This compares to 449 drivers during the same time last year. This high number of arrests reflects the wider use of cocaine and cannabis across road users and the presence of these two illegal drugs continues to be a factor within a number of road traffic collisions. Challenges remain with Road Traffic Toxicology samples submitted to the National Forensic Science service.
- **Community Speed Watch:** COVID-19 restrictions have placed significant limitations upon Voluntary Community Speed Watch Groups, impacting upon their ability to provide speed monitoring within their local communities. From 29 March, and in line with Government guidelines, Community Speed Watch Groups will be able to recommence. A supportive structure has been put in place involving Essex Police and the wider Safer Essex Roads Partnership which will look to provide an increased level of support around enforcement opportunities, warning letters to offenders, training and wider support to local road safety initiatives.
- **Operation TRAMLINe:** During the week commencing 22 March, Essex Police utilised the Highways England HGV Tractor Unit. This Operation looks to identify road traffic offences on the strategic road network, in particular offences of “distraction”. Distraction plays a significant part in road traffic collisions involving Heavy Goods Vehicles which can result in high end harm to road users. A total of 160 vehicles were identified as having committed a moving traffic offence during the Operation.

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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:

- All crime – solved rate.
- Percentage of sick – police officers.

Essex is not meeting its aspiration in eight areas:

- Public confidence (NB: measure based on March 2020 data. Measure no longer used in the PFCC monthly report as these data are no longer being published).
- All Crime – offences.
- Violence with Injury – offences.
- Violence with Injury – solved rate.
- Trafficking of drugs – offences.
- Trafficking of drugs – solved rate.
- Homicide – solved rate.
- Percentage sick – police staff.

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

- Killed or Serious Injured (KSI).
- Trafficking of Drugs – offences.

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

- Homicide – offences.
 - Homicide – solved rate.
-
- 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	Performance				Aspiration	Rationale	
	Per 1000 pop. or Unit of Measurement		MSG Position Sparkline - Previous 12	Change required to reach MSG Average			Change required to reach top quartile rank in MSG
	MSG Position	Unit of Measurement †	Data Points (see notes below for				
Priority 1 - More local, visible and accessible policing	8 (Last data to March 2020)	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.
Deliver the best possible service that promotes satisfaction and confidence							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.
Priority 1 - More local, visible and accessible policing	8	79.35 per 1,000 pop.		-18,586 offences	-27,410 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.
Prevent crime and protect people from harm							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.
Solve crime and bring offenders to justice	2	16.20%		N/A - already better than average.	N/A - already within top quartile.	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	5	6.93 per 1,000 pop.		N/A - already better than average.	-476 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. 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	4	18.20%		1.2% points	2.0% 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							
Improve safety on Essex's roads	6 (last data to June 2020)	0.795 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).
Priority 7 - Improve safety on our roads							Two priority road safety campaigns are currently being prepared by the Safer Essex Roads Partnership: * Young Driver * "Street Spirit", focused on Moped riders.

Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

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	Per 1000 pop. or Unit of Measurement		MSG Position Sparkline - Previous 12 Data Points (see notes below for	Change required to reach MSG Average	Change required to reach top quartile rank in MSG	Aspiration	Rationale
	MSG Position	Unit of Measurement					
	Priority 5- Tackle gangs and organised crime	3					
4		78.30%		N/A - already better than average.	9.0% points	3rd in MSG.	
Priority 4 - Reverse the trend in serious violence	7	0.010 per 1,000 pop.		-3	-10	(Small numbers)	Offences from the previous 12 months includes the tragic incident where 39 Vietnamese nationals were discovered in a lorry trailer in Grays. Other recent offences have also shown an increase in the number of crimes linked to drug supply lines and associated violence. 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.
	3	105.30%		N/A - already better than average.	1.8% 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	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. In addition the ‘Feel Well Live Well’ programme aims to promote personal resilience continues, introducing a programme specifically designed for supervisors and managers. This commenced in October 2018. The Feel Well Live Well refreshers are proving to be successful and continue to be rolled out to enable previous attendees to embed their learning and positive coping strategies.
	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

Essex's MSG Aspiration					
Priority Area	Available from iQuanta	Aspiration	October 2020 MSG Position	January 2021 MSG Position	Update January 2021 data
Priority 1 - More local, visible and accessible policing	Public Confidence (CSEW)	MSG Average	8 (Last data to March 2020)	8 (Last data to March 2020)	This figure will not change as these data are no longer published. 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, most historic data available).
Deliver the best possible service that promotes satisfaction and confidence					
Priority 1 - More local, visible and accessible policing	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.
Prevent crime and protect people from harm					
Solve crime and bring offenders to justice	All Crime Solved Rate	Upper Quartile Rank	2	2	Essex has remained 2nd in its MSG. Possession of drugs offences have contributed to increasing the overall Solved Rate for the force. Drug offences involving possession of cannabis have increased significantly during the most recent data points. This is police generated demand solved resulting from stop and search.
Priority 4 - Reverse the trend in serious violence	Violence with Injury Offences	4th in MSG	4	5	Essex has moved to fifth in its MSG but remains above the MSG average.
Violence with Injury					
Priority 4 - Reverse the trend in serious violence	Violence with Injury Solved Rate	Upper Quartile Rank	4	4	Excluding Avon & Somerset, all Forces have a long-term deteriorating solved rate for VWI. Essex currently ranks 4th.
Violence with Injury					
Improve safety on Essex's roads	Killed or Seriously Injured (KSI) data	(Not just police dependent)	7 (last data to Dec 2019)	6 (last data to June 2020)	Essex has improved in rank to 6th in its MSG in Jun 2020. KSIs were significantly lower in the most recent data period, as were all Forces, during the first lockdown period.
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

Essex's MSG Aspiration					
Priority Area	Available from iQuanta	Aspiration	October 2020 MSG Position	January 2021 MSG Position	Update January 2021 data
Priority 5- Tackle gangs and organised crime	Trafficking of Drugs - Offences	2nd in MSG.	4	3	Essex is currently 3rd in its MSG, an improvement from 4th reported in the last quarter.
	Trafficking of Drugs - Solved Rate	3rd in MSG.	4	4	Essex is now 4th in the MSG but above the MSG.
Priority 4 - Reverse the trend in serious violence	Homicide Offences	(Small numbers)	4	7	Essex is currently 7th in its MSG. Small numbers mean the rank positioning of this indicator is highly sensitive to frequent change.
	Homicide Solved Rate	Best in MSG	2	3	Essex is currently ranked 3rd. The solved rate is currently above the MSG average. To reach the top quartile rank the solved rate would need to exceed 107% due to historic cases solved counted within the current reporting period.
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.

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Introduction/Background

In September 2017, a paper was submitted to the PFCC identifying the joint Essex Police and PFCC priorities, which may benefit 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.

Implications (Issues)

Due to the fact that forces within an MSG are intended to be statistically similar, there is frequently no significant difference between the top and bottom ranked force. For this reason, HMIC guidance (2015) states that inferences should not be drawn from relative MSG positions when all forces are performing within the expected range. Furthermore, improvements in the MSG ranking positions do not necessarily denote improved performance; changes in MSG positions can be achieved purely by deteriorations in the performance of other forces.

It is also important to note that crime rates are affected by multiple variables, none of which can be significantly influenced by the police. These include, economic cycles, substance misuse rates, weather, societal attitudes and behaviours, legislation and COVID restrictions.

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.

Risks/Mitigation

Setting targets in policing can negatively skew officer behaviour. A deterioration in MSG position can also be misinterpreted as a decline in performance (which may have improved); this can result in an unnecessary change of focus and allocation of resources.