

[Official]

Police and Crime Plan 2016-2021

Quarterly Update including MSG aspiration document

Quarter 2 – 2021/22

Data to September 2021



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Performance Analysis Unit, Essex Police

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

Contents

Priority 1 – More Local, Visible and Accessible Policing	3-6
Priority 2 – Crack Down on Anti-social Behaviour	7
Priority 3 – Breaking the Cycle of Domestic Abuse	8
Priority 4 – Reverse the Trend in Serious Violence	9-10
Priority 5 – Tackle Gangs and Organised Crime	11-13
Priority 6 – Protecting Children and Vulnerable People	14-15
Priority 7 – Improve Safety on our Roads	16
PFCC Priorities Aspiration’s document	17-22

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 515 as at 9 September 2021, compared with 506 at the same point last year. There have been two intake courses in the past quarter with a total of 13 new Special Constables, and a further 21 students who have started their training in September. In the month of July alone, specials have recorded 15,603 total hours with 11,699 hours of operational policing. During the quarter, 13 Special Constables left to join the regulars.
- There are 14 Community Special Constables supporting nine Parishes. The Employer Supported Policing scheme has 38 companies registered with 92 Specials, including Essex Police, where staff are provided with paid time off to volunteer as a Special in Essex. For the month of August alone they achieved 30 duties and 229 hours.
- Essex Police retains 207 Active Citizens/Police Support Volunteers. There are five new Volunteer Roles that are to be recruited into over the coming months. These Volunteer Roles are working with our Diversity Equality and Inclusion Team, Learning and Development Team, Trauma Risk Management (TRiM) and LGBTQ Support Network. The Community Volunteer Services (CVS) continue to work with us around recruitment campaigns to boost our existing volunteer numbers. Our Active Citizens continue to support their Community Policing Teams and are now starting to support local Coffee with Cops and Street Meets again as Government Guidelines now allow us to promote the volunteering opportunities that Essex Police has to offer.
- The Volunteer Police Cadets (VPCs) have 180 VPCs with 70 Volunteer Cadet Leaders across 13 cadet units and approximately 100 new cadets are on the waiting list to join. The VPCs are preparing to support their local Remembrance Parades in November. Cadet Units will be holding recruitment events from September 2021.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- The Essex Watch Liaison Officers continue to work with Neighbourhood Watch (NHW) and as Government Guidelines allow, are supporting local community events promoting the various Watch Groups. They have worked with the Marine Unit through the summer and have planned meetings with Farm Watch members to provide support with rural crime.
- The Neighbourhood Watch continue to work in partnership with the Citizens in Policing Team around Crime Prevention, Fraud and Scams and have encouraged their members to join the Essex Police Facebook and Twitter. They are also encouraging reporting of incidents and information using the online reporting system.
- 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. Volunteer Police Cadets recently assisted with Operation Aidant in Brentwood and a further operation in Southend, which was aimed at tackling Child Sexual Exploitation.
- Street Pastors continue to work closely with all Local Policing Teams across the districts offering support particularly around Night Time Economy.
- Community Speed Watch across the county continues to ensure our police volunteers feel supported and empowered. The scheme has continued to work efficiently during Q2. A total of 8,190 first time and 402 second time warning letters have been sent to registered keepers. Further Police action has been enacted on 42 occasions for multiple offenders. A total of 21 new groups have also been established during Q2. The scheme currently supports 121 groups and 1,150 volunteers.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 nearly 10% higher this quarter than last quarter with 93,759 emergency (999) calls received (1,019 a day). This is 8,508 more calls than the previous quarter. However, during the same quarter last year, we received 91,425 calls (2,334 more calls, 2.6% increase). July was the busiest month with 32,185 emergency (999) calls (1,037 per day). This is to be expected as the anticipated Summer Demand period coincided with the relaxation of COVID-19 restrictions.
- There were 66,254 non-emergency (101) calls received in the FCR this quarter, averaging 720 calls per day. This is a 9% decrease when compared to the previous quarter: 72,709 non-emergency (101) calls (799 per day) which equals to -6,455 fewer calls. There is also a decrease between this quarter and the same quarter the previous year with -12,499 fewer calls (a decrease of 16%). July was the busiest month of the quarter with 22,744 calls and was -2,735 fewer calls than July 2020. August saw the biggest difference with 21,502 calls this year, compared to 27,312 last year (5,810 fewer calls, 21% decrease). This may reflect a reduced number of non-emergency COVID-19 related referrals as restrictions eased, combined with an increased use of other forms of contact such as Live Chat.
- Live Chat has seen 6,145 interactions this quarter averaging 66 contacts per day that would otherwise have been dealt with via 101. This is the highest total since the service began, but only 48 more than the previous quarter. August saw the most interactions this quarter (2,016) compared to an average 1,970 for July and September.
- The online reporting facility for Anti-Social Behaviour (ASB), provides another alternative to calling 101 in order to report various categories of ASB. There were 754 reports generated this quarter which is 101 more reports than last quarter and the highest since the service began.
- Despite the increases in call for service performance has remained positive—999 average answer time is 9 seconds; 101 average answer time is 4 mins 3 seconds (22 second improvement from Sept 2020). The FCR 101 abandoned rate for September 2021 was 21.8% (September 2020 was 26.0%).

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 Resolution Centre (RC):

- The Resolution Centre (Case Investigations) is the county-wide resource to manage investigations for crimes reported by the public. 2,417 investigations were received by the team this quarter, 323 fewer than the previous quarter, of which 1,296 (53.6%) were retained by the RC Case team that would otherwise have been dealt with by front-line officers.
- 43,185 Crime Investigations have been recorded and processed by the RC in the last quarter, representing a 5.6% increase (2,289 more investigations) than the previous quarter.
- The average answer time for public calls received at the end of this quarter was 3 mins 57 secs, which is 9 seconds longer than last quarter.
- During the quarter, 22,606 non-emergency (101) calls were received and dealt with by the RC, averaging 245.7 per day. This is only 74 more calls than the previous quarter (no significant increase) and a 4% decrease compared to the same quarter the previous year (950 fewer calls).

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

ASB Oversight board

- An Anti-Social Behaviour (ASB) Board has been implemented to provide strategic oversight in improving the performance of recording and responding to ASB across the force. This is supported by the development of the ASB Improvement Plan.
- Anti-Social Behaviour week was promoted internally to officers and staff, and externally to local communities. The week provided good examples of officers working with partner agencies to tackle ASB. It included holding an ASB surgery with partner agencies to discuss a long term ASB matter.

NORTH LPA

- Ongoing work to tackle local ASB issues in Braintree continues. The joint engagement approach to littering youths saw a positive impact whereby the youths volunteered to clean the local area and dispose of the rubbish.
- Operation Luscombe is an initiative designed to encourage rough sleepers and begging in the town centres of Braintree and Colchester to break the cycle of homelessness and begging by providing multi-agency support.
- Children and Young Person Officers in Clacton have worked with 'Inclusions Ventures' who deliver support and diversionary intervention to youths including cycling events and a summer BBQ. This has broken barriers with youths in Jaywick and allowed officers to address issues affecting them directly.
- Tending officers have worked with Council Enforcement Officers to tackle the growing issue of E-Scooters including the poor riding of the legal E-Scooters and the illegal use of unlicensed E-Scooters. Riders of the legal E-Scooters riding in contravention of the highway code, have had their accounts blocked and illegal E-scooters have been seized.
- Colchester district has conducted ASB community trigger meetings to support victims of ASB and create partnership solutions for victims.

SOUTH LPA

- The Southend Community Operations Group is a joint problem-solving group aimed at tackling high harm ASB across the district and is now fully operational meeting every six weeks. There have been significant results from this including a day of action following a number of fires being set in blocks of flats. Since the intervention, there have been no further offences reported.

WEST LPA

- Pop-up events have been facilitated in Brentwood and Shenfield made up of Community Safety Partnership, Essex Police Watch Liaison officer and a Community Policing Team officer.
- Social media has proven an effective method of reaching out to local communities regarding the topic of Anti-Social Behaviour. A Q&A session was conducted on Brentwood Police Facebook page to help better understand the issues affecting the district.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

NORTH LPA

- Community Policing Team officers have been working with ‘Next Chapter’, a referral process for young persons involved in Domestic Abuse, to attend the Women’s refuge and engage with victims/families to support victims.
- A Domestic Abuse victim was presented with an award for courage and bravery by the High Sherriff, after being nominated by an officer from the Domestic Abuse Problem Solving Team. This individual is working towards becoming involved in officer training around victim support, the cycle of abuse and psychology.
- A trial drop-in facility has been set up for the Domestic Abuse Investigations Team (DAIT) to review standard risk investigations with the Local Policing Team (LPT) to improve outcomes for victims.

SOUTH LPA

- The South Domestic Abuse Problem Solving Team have completed training on drug and alcohol referrals, allowing them to better identify when suspects and victims require drug and alcohol intervention with a clear pathway of referral into “STARS”, the Southend Drug and Alcohol Service.
- The South Domestic Abuse Problem Solving Team (DAPST) have just joined part of the alliance plan, headed up by the NHS, which is a multiple joint- agency approach to improve the pathway for referrals.
- The South DAPST have also set up a monthly meeting alongside St Vincent’s charity, a homeless centre in Southend, called ‘Women’s Wellbeing Wednesday’ where police, health services, immigration agencies and other groups meet with women who are homeless, domestic abuse victims, or who may otherwise have little contact with the police to offer support.

WEST LPA

- The West LPA have introduced ‘Break the Cycle’ where officers will ask two questions at every Domestic Abuse incident; “Have we been here before?”, “How can we prevent coming back?”. This is adopting a problem orientated policing culture in hopes to break the cycle of repeat offending and victimisation.
- Op Encompass is in operation in Thurrock to notify schools where their pupils (under 16) has been involved in or is part of a household where there has been a domestic incident. Information is shared with schools so that they can understand the impact in an educational setting, better understanding behaviours and provide the necessary pastoral care.
- The West LPA are seeking to achieve face-to-face contact with all DA victims within 24 hours. During the review period, the West achieved 8 attendance of more than 90% of incidents and aim to improve that further.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- Our staff are receiving specialist training on the neurological impact of trauma to promote decision making and better victimcare. We are sharing learning with other Forces and partners through the Sexual Violence Scrutiny Panel, highlighting the importance and worth of wrap-around support from multiple agencies.
- Training sessions have been held across the Command, highlighting to Officers and staff the role of the Independent Sexual Violence Advisors (ISVA) and the valuable support they can offer. A monthly report is also shared with the ISVAs, detailing which officers are based in which hubs. This enables clear and accurate communication.
- Frontliner is a new programme being tested which uses a piece of Software called Cellbrite. This allows Police to connect with a device and share files without the need to physically seize or remove the device (leaving the victim vulnerable). The application includes a consent form and allows Police to provide a report showing the data received in an evidential format.
- The victim closure document trial gives the victim the opportunity to talk about the investigation, regardless of the outcome, and how it affected them. By collating, reviewing and sharing this information we can better shape our response to victims.
- By enabling staff to more easily access the early advice facility by removing blockers such as the gatekeeper and triage role, we ensure that investigations are directed and expeditious, engaging CPS sooner working together to bring perpetrators to justice.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

Operation Sunshade is a joint operation to assist with the easing of national restrictions. This involves targeted resourcing on key dates and times to tackle and reverse the trend of serious violence posed by County Drug Lines and Organised Criminal Gangs and Alcohol-fuelled violence. There was also an increase of police engagement with the community throughout the summer months due to this operation.

NORTH LPA

- In Colchester, Military Aid to Civil Power (MACP) has been working with partners to tackle persistent offenders, safeguarding matters, organised crime nominals and anti-social behaviour matters.

SOUTH LPA

- Operation Union was in place during over the quarter to combat violent offences occurring along the seafront. Essex Police were assisted by the British Transport Police (BTP), who provided officers to help patrol the train stations within the area. This joint approach saw a number of violent offenders arrested for possession of offensive weapons, assaults, and public order offences. The partnership between Essex Police, BTP and other partner agencies led to a significant decrease in anti-social behaviour and violent offences in the area patrolled.

WEST LPA

- Operation Sunshade saw officers working a total of over 3,500 hours of patrol time in and around hot spot locations identified in the West LPA. This resulted in the attendance at 815 incidents, engagement activity with 4,135 individuals including 1,027 juveniles and visits undertaken to licenced premises on 657 occasions.
- Operation Slice ran for the month of August; this saw officers patrolling for 460 hours around pre-defined hotspot locations, there was attendance at 99 incidents which were of a violent nature, visits to local licenced premises resulting in engagement with 443 individuals and a total of 22 stop and searches were undertaken.
- Operation Barrow is ongoing with officers deployed during their Flex duties to actively reduce the number of outstanding wanted individuals, this list has been prioritised with offenders for violent offences at the top of the list. Engagement has been undertaken with the Local Authority to help identify addresses for our outstanding suspects.
- Operation Marshal is targeted at named individuals who are responsible for the highest levels of harm in the LPA, it see's each LPT shift given responsibility for a single target, officers are then tasked with developing intelligence, ownership of investigations and working with partner agencies to either ensure the offending is stopped or the individual is brought to justice.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q1

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 force has retained focus on identifying possible victims of modern slavery over the last 12 months. Despite some forces seeing a decrease in Modern Slavery and Human Trafficking (MSHT) referrals during the pandemic, Essex data continued with an increasing overall trend. Officers are now more knowledgeable of the MSHT signs and this has contributed to increased referrals. Each Local Policing Area has a designated MSHT point of contact to drive the information and sharing of learning out to the staff from the centralised Serious Crime Directorate dedicated team.
- Essex Police have several examples to demonstrate the shift in treating victims as such, as opposed to initially treating them as suspects. This is more evident in cases of cannabis production. Work is ongoing to ensure that the raising of section 45 defences continue to improve, and the Violence and Vulnerability unit ensure knowledge of current case law in this area remains up to date. Reviews completed by MSHT detectives and the crime recording standards monitoring completed centrally, continue to ensure that victims are identified and the correct crimes recorded.
- Essex Police have excellent working relationships with Justice and Care. This partnership has seen two Victim Navigators provided by the charity to work within the force (1 within MSHT and 1 within the force Violence and Vulnerability Unit). The Victim Navigator programme was embedded within the Serious Crime Directorate in the summer of 2018, but went live in Essex in early 2019 and continues to act as a bridge between identified victims of Modern Slavery and Human Trafficking and police, to bring exploiters to justice and supporting the victims. This has greatly enhanced the victim experience within the county, with 83 victims being supported and strategic advice being provided on 280 occasions (in the last 12 months). The force also has a local safe facility through partnership with CAST and Justice and Care. The details of how to access this facility have been passed to all supervising officers and within the control room. These details are also available within the MSHT advice pages on the force intranet.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- In the months up to August 2021, the SCD Prevent and Project team have completed 74 partner engagements to support joint working to tackle organised crime, raising awareness and enhancing information sharing.
- Serious Crime Directorate Intelligence have developed Operation Revoke. This is where the police work closely with the Driving and Vehicle Licensing Agency (DVLA) and Insurance Companies. The police will now scan organised crime group members and share their criminal convictions with the DVLA and Insurance Companies where we suspect the nominal has not disclosed these. This leads to driving licences and insurance policies being revoked, allowing opportunities for the police to target and tackle the OCG's over the roads network, disrupting them and gathering vital intelligence.
- The Essex Organised Crime Management Unit which was funded as part of the Police Uplift Programme (PUP) is now fully staffed. Benefits are being seen with more Organised Crime Group disruptions occurring across the prevent, protect and prepare strands whilst working with key partners.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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

- A site visit was conducted in company with representatives from Essex County Council and Maldon District Council of an area being utilised by Organised Crime Group nominals suspected of being involved in illegal waste management and fly tipping. Disruptor officers engaged with the primary nominal and others on the site enabling safe working of partners and the acquisition of information for inclusion within multiple Intelligence Reports. Further joint visits are planned to other sites over the forthcoming months.

SOUTH LPA

- Operation Quaver was lead by Southend Disruptor Unit and Southend Intelligence to target a drug line that was supplying cocaine in Southend, Hadleigh and Basildon. As a result of the operation, 8 warrants were executed across 3 properties and 5 vehicles, alongside Operation Falcon officers and the West Disruptor team. 4 males were arrested, and 1.4kilos of cocaine, 19 kilos of cannabis, a semi-automatic handgun with 28 bullets, and £9000 in cash were all recovered. From further investigation, more cannabis cultivations have been uncovered, as well as a “chop shop” where stolen cars are taken to be stripped of saleable parts. The results of the warrants were circulated on social media to let the community know about the good result.

WEST LPA

- Local partnership activity to raise awareness of the impact of Gangs is being delivered by YOT gang and exploitation worker in secondary schools. As well as this, education is delivered by the Children and Young Person officers, supported by the Fire service and Community Safety team. At both year 6 and secondary school engagement levels and is delivered through a weekly engagement event ‘Crucial crew’ held each year.
- Harlow Operation Raptor officers are engaging in monthly meetings with the Epping Forest District Community Safety Team where details of suspects, problem houses or problem areas are shared. Intelligence is also being shared with Probation service via IOM to the ir probation SPOC’s.
- Epping Forest District Community Safety Team and Community Policing Team have worked closely with Operation Raptor to complete a number of warrants for known drug suppliers in the Waltham Abbey area. The teams have also assisted Epping Forest District Council with the enforcement of closure orders on addresses used for such crime.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

NORTH LPA

- Hate Crime Officer has engaged with 84 victims of hate crime, referring 23 Colchester victims of hate crime to Victim Support
- The Community Policing Team have developed strong links with our local Mental Health establishments and our Hospital to ensure that staff and patients are supported and encouraged to report the hate-related incidents.
- Two new Hate Incident Reporting Centres (HIRCs) are being created in Witham and Braintree.
- Ambassador training is being given to CSP Partners and to Parish councils where hate crime reporting is extremely low.

SOUTH LPA

- Work has been completed with partners to increase reporting of Hate Crimes including various council bodies, institutions and community groups like Basildon “Side-by-Side” and the University of Essex.
- As COVID 19 restrictions are eased in England, contact is being made with existing Hate Incident Reporting Centres (HIRCs) to ensure they are still able and willing to be part of the scheme.

WEST LPA

- Thurrock Fairness & Equality challenge panel is being held on Thursday 30th September, during National inclusion week.
- Education on what constitutes a hate incident has been delivered in Brentwood targeted areas, such as The Bell Hotel in Epping Forest (which temporarily housed asylum seekers) and New North House (which is a residential building in Brentwood used by a London council).
- Hate Crime Ambassador training is offered to all local IAG members, who can share the benefits with the community and encourage others to take up Hate Crime Awareness training.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 Other Sexual Offences in the three months to the end of September 2021 was 2.5% and 8.6% respectively.
- The Early Advice process, where lawyers are involved in early stages of an investigation, has seen a significant increase in submissions by Essex over the past two quarters. This process helps to build strong cases from outset, agree joint action plans and improve timeliness. Essex currently submit 40% of early advice files in the region. Force and regional meetings with CPS colleagues are in place and a real 'prosecution team ethos' has developed.
- Essex Police have been developing a strong and positive relationship with the rape crisis teams. The First Responder project, which ensures a victim of sexual abuse is contacted within 24 hours by an Independent Sexual Violence Advisor (ISVA), has been reviewed by the Ministry of Justice and shared as good practice. This Referrals into ISVA's have increased significantly since 2016.
- Additional funding has been received for Repeat and Vulnerable Victim Groups. Four additional Independent Sexual Violence Advisors (ISVAs) have been recruited and are part of a targeted engagement pilot to provide bespoke support to vulnerable repeat victims and improve engagement with the CJ process. Research through the Prime Minister's Implementation Group identified four victim type profiles who are more likely to disengage with the CJ process. This pilot will commence until Mar 2022 where it will be subject of academic evaluation with a view to applying for permanent funding through the Big Lottery, if successful.
- Safeguarding Partners share training with Essex Police on topics such as inter-agency child protection, awareness of impact of trauma and communication alongside safeguarding practitioners.
- The regional governance board is in the process of setting up an engagement group to jointly deliver inputs on a quarterly basis with ethnic minority groups, women and girls and vulnerable persons.
- Engaging with schools to jointly deliver events with partners to teach professionals to tackle culture and understand the signs of sexual abuse and harassment and reporting methods.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 228 people were killed or seriously injured following a road traffic collision. This compares to 196 who were killed or seriously injured during the same period last year. 17 of those were fatalities, which is up from 15 in the same time last year (increase of 2). A total of 26 people have been killed during Q1 & Q2 2021/22 compared to 17 over the same period during 2020/21.
- Community Speed Watch – The scheme has continued to work efficiently during Q2. A total of 8,190 first time and 402 second time warning letters have been sent to registered keepers. Further Police action has been enacted on 42 occasions for multiple offenders. A total of 21 new groups have also been established during Q2. The scheme currently supports 121 groups and 1,150 volunteers.
- Extra Eyes – During Q2 Extra Eyes received 802 incidents to view which resulted in the following outcomes for some key offences. Close Pass (cyclists v vehicle) 215, (positive outcome 48%), Careless Driving 208, (positive outcome 59%), Red Traffic light 53 (positive outcome 89%), Traffic sign contravention 165, (positive outcome 79%)
- Vision Zero Launch – On Monday September 13th The Safer Essex Roads Partnership launched the Vision Zero Project. This multi agency event received exceptional coverage throughout the day, engaging with members of the Public and local media. Vision Zero embraces a Safe System approach to delivering Zero Road Death and Zero Serious injury by 2040.
- Surround A Town Days – On July 2nd Surround a Town events restarted in partnership with The Safer Essex Roads Partnership which focus upon significant uplift in road safety education, enforcement and engagement on selected days. Southend, Colchester, Epping, Chelmsford and Brentwood have all hosted these specific days of action to date resulting in a wide range of road traffic offences including the seizure of 18 e-scooters. These days include the support of Community Speed Watch groups.
- Operation Solstice – During Q2 Roads Policing has led a force wide operation engaging, educating and enforcing the use of illegal e-scooters. There is a particular emphasis placed upon engagement with young people ensuring that in conjunction with their parents or guardians they are fully aware of legal and safety implications. A total of 99 e-scooters have been seized during Q2 by Essex Police.

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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

Executive Summary

Essex is meeting its aspiration in one area:

- Trafficking of Drugs – solved rate.

Essex is not meeting its aspiration in ten areas:

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

Since the last quarterly update, Essex's MSG position has improved in one area:

- Percentage sick – police staff.

Since the last quarterly update, Essex's MSG position has deteriorated in three areas:

- Homicide – offences.
 - Homicide – solved rate.
 - Violence with Injury – solved rate.
-
- There is no aspiration for Killed or Seriously Injured (KSI), or for Homicide offences

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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 (Last data to March 2020)	48.60%		6.5% points	12.6% points	MSG Average	<p>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:</p> <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). <p>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.</p>
Deliver the best possible service that promotes satisfaction and confidence								
Priority 1 - More local, visible and accessible policing	All Crime Offences	8	83.6 per 1,000 pop.		-20,934 offences	-40,594 offences	4th in MSG	<p>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.</p>
Prevent crime and protect people from harm								
Solve crime and bring offenders to justice	All Crime Solved Rate	3	13.70%		N/A - already better than average.	+0.5% points	Upper Quartile Rank	<p>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.</p> <p>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.</p>
Priority 4 - Reverse the trend in serious violence	Violence with Injury Offences	5	7.5 per 1,000 pop.		N/A - already better than average.	-1,820 offences	4th in MSG	<p>The Force's aspiration is to be in the upper quartiles and achieve 4th in its MSG. Essex Police aims to achieve this through:</p> <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. <p>This will be monitored by the Assistant Chief Constable for Local Policing and Crime and Public Protection.</p>
Violence with Injury								
Priority 4 - Reverse the trend in serious violence	Violence with Injury Solved Rate	5	16.00%		+0.3%	+1.5% points	Upper Quartile Rank	<p>The Force's aspiration is to once again achieve an upper quartile ranking within its MSG through:</p> <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. <p>This will be monitored by the Assistant Chief Constable for Local Policing and Crime and Public Protection.</p>
Violence with Injury								
								<p>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.</p>

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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	-				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).
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. * 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 5 - Tackle gangs and organised crime	Trafficking of Drugs - Offences	6	0.7 per 1,000 pop.		-182 offences	-546 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	74.8%		N/A - already better than average.	+0.5% points	3rd in MSG.	
Priority 4 - Reverse the trend in serious violence	Homicide Offences	5	0.011 per 1,000 pop.		-4	-9	(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	3	59.8%		N/A - already better than average.	+40.2% 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 2021)	3.0% of contracted hours lost		N/A - already better than average.	-0.5% points	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)	3 (last data to March 2021)	3.7% of contracted hours lost		-0.1% points	-0.8% points	5th in MSG.	

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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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	April 2021 MSG Position	July 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, most historic data available).
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	3	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	5	Excluding Avon & Somerset, all Forces have a long-term deteriorating solved rate for VWI. Essex currently ranks 5th.
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 restrictions.
Priority 7 - Improve safety on our roads					

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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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	April 2021 MSG Position	July 2021 MSG Position	Update
Priority 5- Tackle gangs and organised crime	Trafficking of Drugs - Offences	2nd in MSG.	6	6	Essex is currently sixth in rank. Rankings are volatile to extreme variability which are caused by the combination of low volumes and intermittent targeted efforts involving multiple offenders.
	Trafficking of Drugs - Solved Rate	3rd in MSG.	3	3	Essex is now 3rd in the MSG and above the average.
Priority 4 - Reverse the trend in serious violence	Homicide Offences	(Small numbers)	4	5	Essex is currently 5th 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 currently, the solved rate would need to be 100%.
Reduce Absence	Percentage Sick (Police Officers)	7th in MSG.	6 (last data to March 2020)	6 (last data to March 2021)	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)	3 (last data to March 2021)	Essex has improved to 3rd in its MSG, where 8th is best.

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

Police and Crime Plan 2016-2021 – Quarterly Update 2021/22 Q2

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

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.