

## Performance and Resources Scrutiny Programme 2022

Report to: the Police, Fire and Crime Commissioner for Essex

<b>Title of Report:</b>	<b>Deep Dive: Police and Crime Plan Priorities Priority: Further Investment in Crime Prevention</b>
<b>Agenda Number:</b>	<b>10.0</b>
<b>Chief Officer</b>	<b>ACC Rachel Nolan</b>
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<b>Report from:</b>	<b>Supt Shaun Kane</b>
<b>Date of Meeting:</b>	<b>30<sup>th</sup> March 2022</b>
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<b>Date of Approval:</b>	<b>COG – 9<sup>th</sup> March 2022</b>

### 1.0 Purpose of Report

This report provides an overview of our collective objective to invest in activities and initiatives that prevent crime from happening, to reduce overall crime and keep our communities safe.

### 2.0 Recommendations

The Board to note the report, measures, opportunities and the key issues identified.

### 3.0 Executive Summary

At the time of writing a set of questions or points of interest were received from the PFCC office moving to a more focused reporting style, these have been incorporated into the executive summary below.

How will intelligence-led neighbourhood policing engage with local communities and help to reduce crime?

Investing in neighbourhood policing to get crime down continues, as we enhance, develop and grow both our Town Centre Teams and Community Policing Teams through effective Community Policing Hub joint working.

The Local Policing Support Unit houses all of Essex Police's volunteers, ranging from Special Constables to Active Citizens, Accredited Persons, Police Support Volunteers and Cadets (Collectively, over 1,500 individuals).

The introduction and creation of the Strategic Co-ordination Group was developed to enhance the effective co-ordination of them through pre-planned monthly 'proactive' partnership-based Community engagements across Essex throughout 2022 (The effective mobilisation of all our volunteers).

The SCG includes analysis of all relevant data and public surveys to understand local issues across the 10 Policing Districts and 'Demand v Performance' outcomes (when its busy, the support required so we can focus on the right things). Proactive deployments have commenced and are being plotted for every month of 2022, aligned to the Essex Police Force Planning Calendar, with focused media support. Activities are fundamentally 'Street and Visibility based' focusing on the Strategy and PFCC Crime and Police Plan, high harm reduction, and 'health-checking' with our partners as to what partnership involvement is currently in place and what 'activation' occurs to touch-points of crime and serious violence.

How will Essex Police work with Safer Essex and Community Safety Partnerships to deliver the Crime Prevention Strategy?

Working with Safer Essex and the Essex Councils for Voluntary Service (ECVS) we are focusing on addressing the root causes of issues which cause the most harm to our communities. The creation of a DA scrutiny panel has been set up to understand where operational/procedural improvements can be made and improve outcomes for victims.

Partner activity is increasing through Colchester Police joint patrols working with the Royal Military Police (RMP) through an established and agreed formal memorandum of understanding. This proactive partnership working builds on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and a focus on known offenders, to tackle crime and anti-social behaviour (ASB). Joint Police and RMP patrolling Colchester Town Centre and rural areas. Through investing further in intelligence led Local Policing Teams, as we have in Town Centre Teams and Disruptor Teams, we are adopting a long-term problem-solving response to local issues (SARA model; Scanning, Analysis, Response, Assessment) and using technology more to help Essex Police be visible in our communities including developing mobile applications and enabling better connectivity.

Through Safer Essex and delivery of the Essex Crime Prevention Strategy this includes bringing together Police, Health, Essex County Fire and Rescue Service,

Essex County Council, Probation, HM Prison Service, Safeguarding Teams, Education, Youth Offending Teams, Independent Advisory Groups, Community Safety Partnerships, Essex Community Safety Network, Local Councils, Social Care and Essex Councils for Voluntary Service.

The development of a refreshed quarterly reporting process to the P&RS Board against the fourteen thematic areas will provide both quantity and quality performance assessments and accountability in relation to preventing crime in Essex, keeping people safe and crime reduction. Governance, support, accountability and monitoring oversight work through Safer Essex, in line with the Crime Prevention Strategy, will also enable on-going identifiable opportunities to invest more in preventing crime in Essex.

How will Essex Police ensure that the ASB reduction is maintained and that ASB rates continue to fall?

Essex experienced a 23.6% decrease (12,628 fewer) in Anti-Social Behaviour (ASB) incidents for the 12 months to December 2021 compared to the 12 months to December 2020. December 2021 saw a new procedure introduced ensuring more accurate recording of ASB incidents.

This followed the implementation of Operation Somerton in October and November 2021 which involved the manual review of ASB records, many of which were later reclassified from ASB to other incident types, such as crime. ASB incidents in the 12 months to December 2021 were 2.4% lower compared to pre-COVID levels; there were 1,010 fewer incidents in the 12 months to December 2021 compared to the 12 months to December 2019 (40,965 v. 41,975 incidents).

To ensure ASB reduction is maintained a newly formed LPSU Strategic Coordination Group has been introduced to support and direct specific mobilisations of all Police Volunteers, Specials, Accredited Persons, Active Citizens (over 1,500 people) across all 10 Policing Districts, monthly throughout 2022 and beyond. These mobilisations (Supplementary Operations) will provide additional ASB reduction action supporting all Neighbourhood Policing Teams to ensure ASB rates continue to fall. They will also serve to support the positive impact the Community Safety Engagement Officers (CSEOs) have had focusing on local ASB problem solving (SARA and 4P Plans).

How is investment in technology improving efficiency and effectiveness?  
(considering some or all: mobile apps, connectivity, BWV, taser)

Domestic Abuse - Work is being progressed around provision of personal attack alarms in victims' homes to improve evidence capture and associated outcomes for victims. A new Tasking and Briefing App on Mobile First is being reviewed to include when DVPOs have been granted enabling them to be easier to access and readily available for frontline officers.

Burglary CPA (Crime Pattern Analysis) – A burglary problem profile has been produced indicating current trends in burglaries, which will assist in planning for preventative measures.

Electronic monitoring – A trial has been introduced in Essex whereby adult offenders convicted of an acquisitive crime and having served a sentence of 12 months or over will be issued with a GPS tag – there are currently five offenders for burglary or robbery offences which have had tags fitted, and two have been found in close proximity to burglary offences, although have been discounted as suspects.

Street-Safe was introduced into Essex as part of the government's strategy to tackle Violence against Women and Girls (VAWG). The Home Office are trialling a new online tool called Street Safe on police.uk to enable people, particularly women and girls, to pin-point locations where they feel or have felt unsafe and to identify the features on why that location made them feel unsafe. Street-Safe was developed by the Digital Public Contact (DPC) Programme in cooperation with the Home Office and the National Police Chiefs' Council (NPCC) and was soft launched on 2nd September 2021 as a national pilot for three months

Investing in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims and, investing in Body Worn Video and Tasers to help keep the public, officers and staff safe and be effective in their roles. The use of technology already (BWV, Mobile First, Apps, Connectivity, Tasers etc.) is ensuring greater efficiency and effectiveness in terms of safety, victim protection, evidential investigation improvements and officers/staff making best use of time to cut crime.

#### How are you improving the way you work with diverse communities?

As a county, Essex has a growing population of over 1.9 million people and approximately 7% is made up of ethnic or minority communities.

Key areas of delivery include recognising and welcoming the increased diversity of Essex and ways of investing to work together with all communities to prevent crime by encouraging reporting, identifying problem areas and targeting prevention activity. This requires a multi-agency joined-up approach, working together with a situational awareness and consideration to the impact crime and ASB has on every respective group.

Equality, diversity and inclusion underpins all that we do and should run-through all further investment opportunities associated with Crime Reduction. Failure to consider and encourage this could result in unintentional isolation and risk breaching discrimination law. In its simplest form, improving equality will better serve the diverse range of people and communities we serve in Essex, and in doing so, improve ideas, problem-solving, and attract and keep good staff.

Turning the Essex Crime Prevention Strategy into action and delivering upon the PFCC Police and Crime Plan, there are four pillars linked to all current and future activities. Increasing satisfaction, improving understanding, attracting recruitment

and retention and narrowing disparity gaps. This is particularly focused towards our hard-to-reach groups and ensuring appropriate utilisation of our 10 Independent Advisory Groups (IAGs) and the Strategic IAG.

To improve the way, we work with diverse communities and maximise investment opportunities in Crime Reduction we are proactively completing positive out-reach engagements across all Districts in Essex. This includes outreach programmes and community events to listen and ensure we are part of all our communities we serve. I.e., The Festival of Rice, which brings communities together around different food cuisines. Opportunities such as 'Police Station Open days', regular, focused community public surveys, challenge panels and sustaining media campaigns. In this way we are establishing trust, community links and champions which is ensuring we have a good understanding of situations and any future emerging issues with potential equality implications.

#### What impact have Community Safety Engagement Officers (CSEOs) had?

Town Centre Teams were introduced in the summer of 2019. The teams have worked hard to make our towns safer by catching drug dealers, shoplifters, those carrying weapons, as well as dealing with anti-social behaviour. Community Safety Engagement Officers (CSEOs) have made a positive impact as the latest addition to our Community Policing Teams. They work closely with our existing Community Police Constables and Police Community Support Officers (PCSOs) and with our Community Safety Partners, which include local councils, fire service, and probation and health services.

The CSEOs focus on partnership work to reduce crime and anti-social behaviour, and to protect vulnerable people, helping to provide long term solutions to problems. This often involves a focus on an identified place, area or individuals, based on local intelligence, taskings and their dedicated out-reach within their communities. By working with our local communities, the CSEOs have increased the information and intelligence flow which in turn has helped us catch more criminals and prevent and detect crime.

The CSEOs continue to build close relationships with residents, businesses, community groups, councils and other organisations to get to the root of ongoing local issues and tensions. From collaborating with homeless agencies to reduce homelessness, to engaging with our local communities through proactive local initiatives and operations, to executing drug warrants. They also respond to critical incidents and assist local policing team officers when needed. Additional research is currently being completed to ascertain the CSEOs key performance indicators within their respective Community Policing Teams as whilst their overarching objectives are consistent, performance indicators vary from District to District based on local demand and problem profiling.

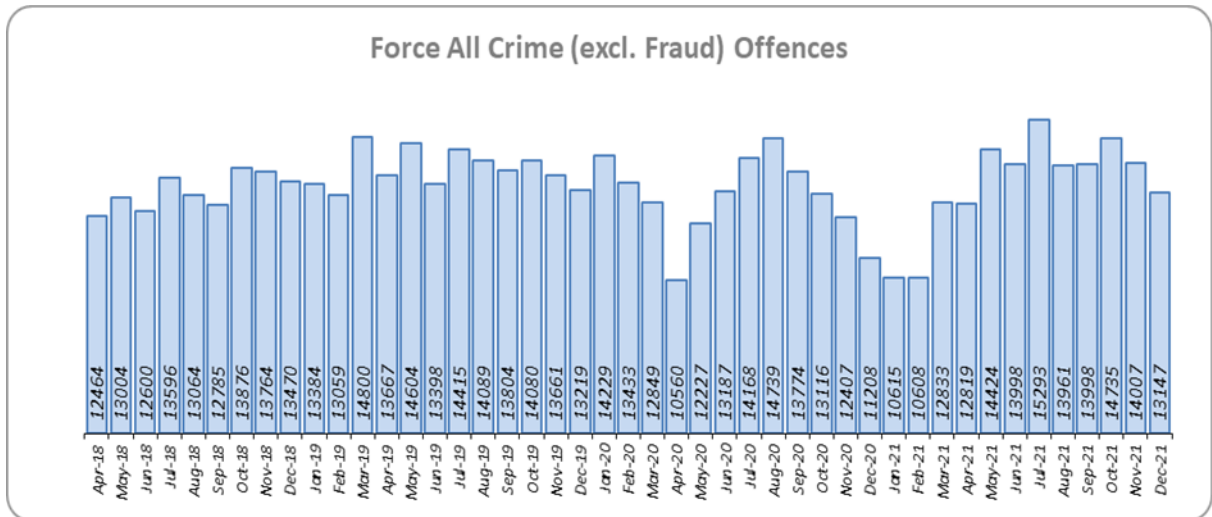
#### **4.0 Performance**

Previous, current and future forecast –

All Crime increased by 2.8% for the 12 months to December 2021 compared to the 12 months to December 2020; this equates to 4,361 more offences. This increase has been primarily influenced by the Government’s restrictions on gathering and movement in relation to Covid-19.

The Force also recorded 2,587 more offences in December 2021 compared to April 2020, when the Government implemented the first restrictions in relation to gathering and movement; this equates to 24.5% more offences.

*(Each change in the rules relating to social distancing has affected the number of All Crime offences reported to Essex Police)*



There was a 5.5% decrease in All Crime in the 12 months to December 2021 compared to the 12 months to December 2019; this equates to 9,227 fewer offences. The Force recorded 434 more Violence with Injury (VWI) offences (49.6% increase) in the month of December 2021 compared to the month of April 2020 (1,309 v. 875 offences). The number of VWI offences recorded in the 12 months to December 2021, however, was lower than the number recorded before COVID restrictions were introduced; compared with the 12 months to December 2019, there was a 3.8% decrease (590 fewer crimes).

Essex is eighth in its Most Similar Group of forces (MSG) for crime per 1,000 population. Essex Police recorded a daily average of 424 crimes in December 2021, compared with an average of 467 crimes in November 2021. This equates to a decrease of 9.2%, or an average of 43 fewer crimes recorded per day.

13,147 offences were recorded in the month of December 2021, an increase of 17.3% (1,939 more offences) compared to the month of December 2020 (11,208 offences). There was a 0.5% decrease in the month of December 2021 compared to the month of December 2019 (13,219 offences).

The All-Crime Harm (Crime Severity) Score 13.5 (12 months to December 2021) places Essex seventh in its MSG and is 2.2 points higher than the MSG average, the biggest difference being in the past 12 months.

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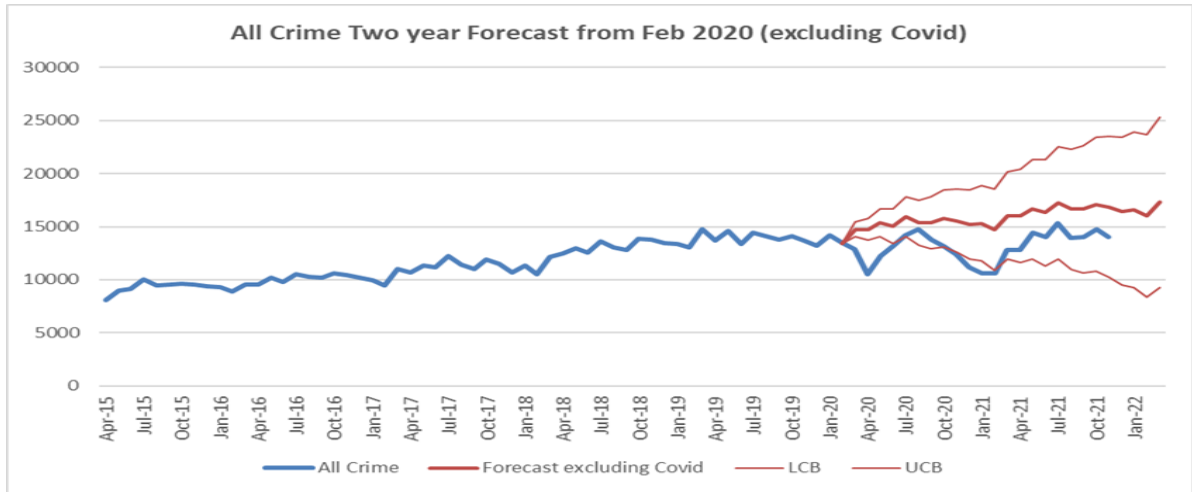
December 2020. December 2021 saw a new procedure introduced ensuring more accurate recording of ASB incidents. This followed the implementation of Operation Somerton in October and November 2021 which involved the manual review of ASB records, many of which were later reclassified from ASB to other incident types, such as crime. ASB incidents in the 12 months to December 2021 were 2.4% lower compared to pre-COVID levels; there were 1,010 fewer incidents in the 12 months to December 2021 compared to the 12 months to December 2019 (40,965 v. 41,975 incidents). To ensure ASB reduction is maintained a newly formed LPSU Strategic Coordination Group has been introduced to support and direct specific mobilisations of all Police Volunteers, Specials, Accredited Persons, Active Citizens (over 1,500 people) across all 10 Policing Districts, monthly throughout 2022 and beyond. These mobilisations (Supplementary Operations) will provide additional ASB reduction action supporting all Neighbourhood Policing Teams to ensure ASB rates continue to fall. They will also serve to support the positive impact the Community Safety Engagement Officers (CSEOs) have had focusing on local ASB problem solving (SARA and 4P Plans).

These performance metrics and analysis tell us that the trajectory of all crime levels in Essex were unsurprisingly affected as a result of Covid-19. Pre the pandemic and the launch of the Police and Crime Plan 2021, all recorded crime has been gradually increasing but ASB decreasing.

Considering the volatility of demand in the last 24 months and the impact that Covid-19 has had on recorded offences, forecasting for the next two years may be less reliable. (Rape continues to be the largest contributor to harm and severity for the Force and is increasing year-on-year).

The threat and harm from all crime is unevenly distributed across Essex. Five crime categories, contributing to almost a fifth of all recorded offences, contribute to three-quarters of harm caused, and the most significant socio-economic costs (Rape and Other Sexual Offences, Robbery, Burglary and Violence with Injury).

Burglary and Robbery both declined compared to 2020 (Burglary -21%, Robbery -8%), and continue to be much lower than 2019 (Burglary -39%, Robbery -27%). This decline was expected based on previous forecasts as Covid-19 is still having a prolonged effect on these crime types. This ongoing decline is forecast to plateau throughout 2022, if circumstances stay the same.



\*From the PAU FMS guidance, over the next two years all crime is expected to increase by 11% to 177,000 offences in 2022 compared to 2021 (18,000 additional offences) and further increase by 5% to 186,000 in 2023 compared to 2022 (9,500 additional offences).



This forecast is reflective of the significant planned growth in Essex alongside information provided in the Levelling Up White Paper that suggest that there are more than 123,000 people in Essex, 40,000 of whom are children, that live in areas that are in the 20% most deprived of the whole UK. This is a figure that has doubled since 2007. (The population of Essex in 2020, 1.9 million people, a 14.2% population growth since 2002).

### Public Views and Experience of Policing in Essex

SMSR - Details of the 18<sup>th</sup> quarter of results for the Essex Police Public Perceptions Survey. Since the survey began approx. 34,600 Essex residents have been interviewed – approx. 2,500 in each of the 14 Districts. Fieldwork has previously been split between interviews taking place over the phone and face to face. Due to



the Coronavirus COVID-19 outbreak all interviews from Q1 20/21 onward took place over the phone. Results have been weighted to accurately represent the population size and demographics of each District.

- Eight out of 10 of Essex residents (81%) think the police in their area are doing a good or excellent job - significantly higher than the previous year (72%) and the MSG average (56%).
- Over 6 out of 10 (62%) agree EP understand the issues affecting their community, significantly lower than the previous year (72%) and the MSG average (67%)
- Around half (56%) agree EP are dealing with crime and ASB in their area, significantly higher than the previous year (52%) – compared with an MSG average of 53% and a National average of 42%.
- Over three-quarters (78%) have confidence in local policing, significantly higher than the previous year (71%) – and in line with the MSG average of 75%.
- Over three-quarters (78%) are confident of receiving a good service if they were to report a crime, significantly higher than the previous year (73%).
- Three-quarters (74%) are aware Police Officers use body worn video cameras and 84% agree they make them feel safer.

## 5.0 **Assessment of the Priority Areas**

The prevention and deterrence of crime remains paramount. Essex Police within the Local Policing Support Unit have a team of dual trained Crime Prevention Advisers and Designing Out Crime Officers. The team work on local initiatives, allocated Crime Prevention thematic leads and national infrastructure projects – for example Lower Thames Crossing, Bradwell Nuclear Power Station. The new Essex Crime Prevention Strategy is further supported by the newly created Crime Prevention Inspector role whose responsibility is to support the 14 thematic leads, share good practise and report on the success of the strategy.

Since the launch of the strategy, developments have included a review of all recent work in all areas including key initiatives and activities, and the impact they have had. This also included an assessment of resources available (including budget), officer and staff numbers and noted any changes to these, and the impact this has had prior to the pandemic and subsequently. The findings and observations revealed opportunities to maximise our Volunteers, Community Safety Partnerships and Community Safety Accreditation Scheme organisations in a more coordinated and organised way to both compliment the ‘whole system’ approach to the new strategy and support local and neighbourhood policing at a focused, visibility and proactive community engagement local level.

The current initiatives and plans developed against the themes within the new Essex Crime Prevention Strategy consist of;

### **Domestic Abuse**

The creation of a DA scrutiny panel has been set up to understand where operational/procedural improvements can be made and improve outcomes for victims. The College of Policing are rolling out new Domestic Abuse Risk Assessment (DARA) process. DA Problem Solving Teams are defining focused cohorts. A review of DA Foundation and Crime Training is being led by Learning &

Development. Work is being progressed around provision of personal attack alarms in victims' homes to improve evidence capture and associated outcomes for victims. A new Tasking and Briefing App on Mobile First is being reviewed to include when DVPOs have been granted enabling them to be easier to access and readily available for frontline officers.

### **Child Abuse/CSE**

Re-shaping the Restorative Justice & Mediation process – part of the Victim's Code of Practice, though not new, there has been a further push to use this service, when suitable, to bring victims of crime and ASB together with the person or people that has caused them harm. It encourages harmers to take responsibility for their actions, reduces reoffending and allows victims to feel empowered, have a voice, and be at the heart of the process. Section 28 Youth Justice and Criminal Evidence Act is now being used and allows victims or witnesses that fit certain criteria to give pre-recorded evidence. Training is being delivered to all front-line officers, covering the identification of risk to children, supporting decision making and referral to the relevant Teams. The creation of Eastern Region Child Abuse Investigation Group on the Knowledge Hub site (Police sharing community) to allow mutual sharing of learning points and good practice within the Eastern Region Forces, overseen by Essex. MOSOVO (Management of Sexual or Violent Offenders) are routinely deploying using technical advances on monitoring visits (Firefly/Detago) which are locating hidden harm victims forced into Rape and sexual assault and an Achieving Best Evidence (ABE) Group has been set up to improve interview quality when dealing with most vulnerable.

### **Hate Crime**

The Strategic Hate Crime Partnership board conducted a workshop to review the focus of hate crime. Ideas were shared regarding an increased focus on VAWG. This will be reviewed, and a draft circulated early next year. Gender based reporting within Essex. Essex is one of only 11 other forces currently recording this level of detail with a view to better understanding violence, abuse and intimidation against women and girls across the county. A review of the Hate Crime procedure has been conducted and comprehensive changes to improve Essex Police response have been made. This includes the introduction of a hate crime investigation template and closer liaison with the CPS to deliver better investigation outcomes for victims.

### **Knife Crime**

Op Grip - Essex Police's strategy to reduce community violence. 67 Harm spots have been identified in seven major towns across all parts of Essex. This has been achieved with academic research highlighting the areas where most street violence occurs. The purpose is to regularly enter these harm spots with activities such as business checks, routine and directed patrol, stop searches, quality of life improvements. This commenced in June 2021. There have consistently been over 500 interactions in those harm spots each week. This scheme is Home Office funded and is highlighted as a case study in the UK Governments Crime Plan. Knife Crime Violence Model - A University of Essex verified model where 4 years of data is used to predict who is most likely to be involved in serious violence using a knife. The early signs of this trial are positive. People are engaging with the team and preventative and safeguarding measures being put in place. This is a long-term approach to reducing knife crime and harm caused by the criminal use of knives.

Prevent, Prepare, Protect Team (PPPT) - Successfully introduced and are crucial in the long-term approach of reducing harm and dependency within the drug and gang areas. These areas are commonly linked with the criminal use of knives. Further development of the PPPT and analysis of what future functions they can carry out in the preventative landscape is ongoing including use of data to identify 'at risk' cohorts to create support and enforcement opportunities, and the development of multi-agency public health data to identify locations and other information from those entering healthcare settings with possible knife injuries.

### **Night-Time Economy**

If there are no more disruptions to the Night-Time Economy with further Covid measures, it seems likely that offence volumes will continue to rise through 2022. Monitoring of data during Covid re-opening for flexible deployment plans as hot spots that have traditionally been stable have fluctuated significantly. Development of a dedicated media strategy to coincide with the full reopening of the NTE, focusing on alcohol moderation, responsible behaviour, journey planning and consequences of criminal activity. Operation Grip focus patrols aimed at the NTE areas of high harm and a review of NTE plans to understand effectiveness against the reopening of the NTE venues has commenced.

Licencing work continues to allow us to identify and deal with problem premises and take enforcement action as required (CPT and TCT engagement with licenced premises as required in the overarching NTE plan).

There are plans for test purchase operations 'post Covid' in all primary NTE areas and NTE leads will receive training on data systems (Power Bi) to allow targeted enforcement and education. The NTE plans for all districts have been reviewed and there is an expectation that vulnerable locations and identification of vulnerable members of the public will form part of the 'patrol plan'.

### **County Lines/Exploitation**

Proactive work is ongoing within the Serious Violence Unit (SVU). Suspects continue to be remanded in custody as a default position for the Raptor teams. Activity continues to be focused on those controlling drug lines and lines which cause the most harm to the communities. Further development of the PPPT continues within the SVU, with focus on safeguarding and the diversion of children and adults away from gangs and county lines. This safeguarding and preventative work is integral to the longer term aims of reduction. Interim Gang injunctions obtained previously have been successfully granted into full gang injunctions. The work required to obtain these injunctions is significant but a necessary tool in tackling gangs.

The Serious Violence Unit focus on Gangs and County Lines continues, looking to pursue and dismantle targeting those who cause the most harm identified through intelligence. This includes cross force, regional and national liaison.

Development/growth of Raptor teams and further realignment of safeguarding officers will bring more focus to the Prevent strand of the 4P's and, the introduction of an SVU advice/support system for other teams dealing with drug dealing offences will ensure that the most up-to-date investigative techniques are used ensuring early remands of those believed to be dealing drugs in our County.

### **Serious Organised Crime**

Review of crime prevention strategy for Serious and Organised Crime and refresh of the 4P plan for the new strategic tasking period, resulting in a move away from simply identifying OCGs and more focus on the full management process from identification through to lifetime offender management. Briefing with CPS to share challenges faced by police through CPS protocols for Modern Slavery and Human Trafficking (MSHT) casework. Following staff movement, assignment of new Local Responsible Officers (LRO's) for OCGs, and familiarisation with how a MoRiLE score works in order it will help identify the OCG's with a propensity for violence. Monitoring the intelligence picture to identify when the drugs market is nearing saturation, with this being a strong indicator of potential escalation in violence. This was seen prior to Op Union by the force and indeed post raptor work. The launch of the new department to tackle Organised Immigration Crime and enhanced engagement through Essex Prevent & Protect now that the Covid restrictions have reduced which has allowed more allowing for wider engagement to recommence. A conference is planned to engage partners further to enhance intelligence collection for MSHT.

### **Cybercrime and Fraud**

The Essex Cyber Crime Unit (CCU) continues to develop a package which will help them achieve ISO accreditation. This work is supported and peer-reviewed by experts from the Digital Forensics Unit. Once accreditation is achieved, the CCU will be capable of maintaining and increasing its' ability for digital forensic capture at scenes, not only for Cyber-related crime but the most serious of offences, including murder. Enhanced training and support to other departments within Essex Police, specifically those involved in the investigating offences of sextortion. These offences are of low sophistication and widespread but the potential harm to victims is high and victim support at the earliest opportunity is a necessity.

On-going promotion of the national Cyber Alarm project through Prevent & Protect advice. This allows a proactive response to attempted cyber-attacks on businesses. Enhanced level of regional and national enforcement, in partnership with ERSOU and other Forces.

Operation Carriage - increased proactive operations relating to Cash-Based Money Laundering. These are joint operations with ERSOU and Border Force, primarily at Stansted Airport.

There remains a continued focus on Operation Otello activity as directed by City of London. This will include a review of all active romance fraud investigations in Essex, with a period of intensification on those cases. Essex Police has previously agreed to join the Level 1 service provided by the National Economic Crime Victim Care Unit (NECVCU), who under this agreement, take responsibility for the management of low-risk victims in Essex.

Essex Police continues to focus on medium and high-risk victims, working with Trading Standards to develop a multi-agency working group tackling door-step fraud – rogue traders and courier fraud and, an increased focus on Suspicious Activity

Reports and Defence Against Money Laundering reports, led by the Primary Investigation Team, with assistance and guidance from the City of London Police.

### **Burglary and Robbery**

Burglary CPA – A burglary problem profile has been produced indicating current trends in burglaries, which will assist in planning for preventative measures.

Electronic monitoring – A trial has been introduced in Essex whereby adult offenders convicted of an acquisitive crime and having served a sentence of 12 months or over will be issued with a GPS tag – there are currently five offenders for burglary or robbery offences which have had tags fitted, and two have been found in close proximity to burglary offences, although have been discounted as suspects.

Op Tigress (street robbery trigger plan) has been reviewed and refreshed

CSI attendance – A review has taken place to establish the percentage of burglary offences attended by scenes of crime officers – this rate is remaining relatively steady across the force. A review of forensic hits that do not result in a charge is now underway. Operation Shot is a new operation which has commenced in Southend targeting child on child robbery offences.

### **Prevent**

This year's Hate Crime awareness week gave opportunity for internal and external communication from both Essex and Kent on the PREVENT programme. Prevent Champions being identified across a range of commands and externally across partners including Local Authority, Children Services, Health, CRC, NPS, Education (schools, FE & HE), Community Safety Partnership Managers, Housing. Planning for Op Geopony (CT exercise) is underway with a plan to test and a Review of SET Channel Panels ToR and self-assessment against new Home Office Guidance continues through the PDG. A new Constable role within LPSU to support Hate Crime and PREVENT activity within Essex Police has also been created. To support the overarching improvement of the effective allocation of planned police resources by monitoring All Crime Harm (crime severity) scores and ensuring Essex Police and Partners bring down the level of harm in our communities, a new Strategic Coordination Group has been introduced.

### **Local Policing Support Unit – Strategic Coordination Group (SCG)**

The LPSU houses all of Essex Police's volunteers, ranging from Special Constables to Active Citizens, Accredited Persons, Police Support Volunteers and Cadets (Collectively, over 1,500 individuals). The introduction and creation of the SCG was developed to enhance the effective co-ordination of them through pre-planned monthly 'proactive' partnership-based Community engagements across Essex throughout 2022 (The effective mobilisation of all our volunteers). The first SCG was held on the 20<sup>th</sup> Dec 2021 agreeing both the Terms of Reference, group membership, representation, participants and the aims. The overarching objective being further investment in Crime Prevention in Essex. The SCG includes analysis of all relevant data and public surveys to understand local issues across the 10 Policing Districts and 'Demand v Performance' outcomes (when its busy, the support required so we can focus on the right things). Proactive deployments have commenced and are being plotted for every month of 2022, aligned to the Essex Police Force Planning Calendar, with focused media support. Activities are fundamentally 'Street

and Visibility based' focusing on the Strategy and PFCC Crime and Police Plan, high harm reduction, and 'heath-checking' with our partners as to what partnership involvement is currently in place and what 'activation' occurs to touch-points of crime and serious violence. On the 12<sup>th</sup> January the SCG coordinated additional support to all Policing Districts, responding to the National Neighbourhood Policing Week (17<sup>th</sup> January – 23<sup>rd</sup> January). The ethos, 'we are stronger together' was highlighted throughout this week bringing a multitude of caring Specials, Community Safety Accredited Persons, Policing Support Volunteers and Active Citizens together for concentrated local people engagements, and to reflect on the invaluable work Essex Neighbourhood Officers, PCSOs and our Citizens in Policing complete.

The second SCG took place on the 19<sup>th</sup> Jan 2022 with CSP representatives and District Commanders establishing mobilisation plans for the months ahead. The first mobilisation of volunteers 'Day of Action' was set for the 29<sup>th</sup> January, in Thurrock (Lakeside), day and evening deployment plans. February will see a 'Street-Weeks' in Colchester and months thereafter, bespoke deployments/operations in conjunction with each District Commander/CSP manager.

Intelligence-led neighbourhood policing will engage with local communities and help reduce crime through several proactive initiatives, acting on public survey feedback and data pattern/trend analysis;

### **Street Weeks**

Working with partners to design out crime, Street Weeks are a High Visibility Multi-Agency Initiative in which partnerships work together at an enhanced 'Street Level' to support Essex Communities. The focus is on tackling crime, Anti-Social Behaviour and understanding local issues for local people. Through coordinated multi-agency engagements (supplementary to 'business as usual') deployments cover a concentrated week, 24/7. The key to this initiative is its ability to establish a legacy post the week activity, which remains in place and creates a lasting positive impression and crime prevention relationships.

There have been 12 deployments over the last 2 years – reaching (face-to-face) over 25,000 Essex residents. The consequences include directly reducing ASB, problem solving repeating crimes, increasing safeguarding opportunities, increasing Neighbourhood Watch membership, Special Constabulary applications, Volunteer Police Cadets and Citizens in Policing. When the initiative is measured against Districts Public perception results an increase is seen in the Confidence and Satisfaction surveys.

The initiative is a proactive approach to identifying vulnerability (Crime, ASB, Places and People) by combining (cross-crewing) multi-agency high visibility engagements in a concentrated given week/ward. It has been approved by the SET Safeguarding Adults Boards and several CSP's as a scheme they endorse and are actively involved in when week deployments occur. The initiative utilises predominately face-to-face community house to house activity (during the pandemic a Grays virtual Street-Weeks was delivered), maximising shared agency resources to prevent duplication of efforts and increase service awareness and intervention.

Implementing activity, each Street-Weeks has a pre-scoping week, followed by a week of evaluation to establish a legacy from all the activity in the area concerned; for example, the creation of Community Care Action Plans and Environmental Care Plans, referral follow-ups with appropriate SPOCs and identified Community Champions (including local Councillors). Previous Street-Weeks have uncovered vulnerable adults and children who otherwise would not have come to the attention of the appropriate authorities had it not been for the initiative's direct proactive approach. (The introduction of Community based Action Plans ensure long-term Adult and Child Care is collectively maintained). Key areas of success include supporting homeless people getting into suitable accommodation, through to drug and alcohol intervention and the introduction of community groups delivering bespoke educational support, such as education on Domestic Abuse, Young Adult's access/dangers of knives/gangs and cybercrime, and Vulnerable Adults at risk from exploitation, such as cuckooing. Street-Weeks are coordinated by the police but led by Community Safety Partnerships, the Community Policing Team and Volunteers.

### **Street Safe**

Street-Safe was introduced into Essex as part of the government's strategy to tackle Violence against Women and Girls (VAWG). The Home Office are trialling a new online tool called Street Safe on police.uk to enable people, particularly women and girls, to pin-point locations where they feel or have felt unsafe and to identify the features on why that location made them feel unsafe.

Street-Safe was developed by the Digital Public Contact (DPC) Programme in cooperation with the Home Office and the National Police Chiefs' Council (NPCC) and was soft launched on 2nd September 2021 as a national pilot for three months. Street-Safe is not a means for crime reporting to the police. This has been confirmed by the National Crime Registrar for the purposes of the pilot and users will be directed to the right channels and guidance, including online crime reporting services, 101 and 999, should they need to report an incident. The use of Street-Safe data is being acted upon through the SCG and local policing Districts to compliment crime prevention action.

### **Street Meets**

Are Community meetings with the public, in public to discuss community issues. Partner agencies are often present, and these meetings are held across the County in various neighbourhoods to identify, address and to combat local issues. These are co-ordinated through the Community Policing Teams and are publicised in advance in conjunction with partners. "Coffee with Cops" has become a common theme and structure for the Street Meets across the County and are heavily publicised through local partners, businesses, and social media.

### **Street Briefings**

Are police focussed briefings in public as a high visibility presence to deal with a particular area. The briefings that officers would normally conduct within their police stations are held in high profile areas in the public domain to address a specific issue within a hotspot area for crime or Anti-Social Behaviour) night-time economy briefings held in a night time economy hotspot area at the beginning of the deployment to add an extra layer of visibility to the deployment. These briefings have

been particularly successful in Southend and are being extended across all Policing Districts.

### **Safer Streets**

The Home Office Safer Streets fund enables Police and Crime Commissioners and local authorities to invest in initiatives that seek to provide targeted improvements to the physical environment, with the aim to both prevent crime and improve feelings of safety. To support ongoing partnerships work including Safer Streets, Places of Worship funding bids, the Designing Out Crime officers (DOCOS) are required to contribute to an 'Environmental Visual Audits' (EVAs). EVAs involve a collaborative approach to addressing areas of crime, ASB and vulnerability.

EVAs culminate in a partnership walk-through (including DOCOS attendance) to address issues of concern and identify remedial solutions. The DOCOS attendance is pivotal in providing bespoke situation crime prevention measures, tactical support to target hardening measures and best evidence to support the evidence base required for the bid process. The last tranche of funding saw Essex PFCC granted £550,000.00 for improvements to the area commonly known as the 'Bunny Walks' in Chelmsford.

The Home Office Safer Streets Fund is interjected within other Home Office Policy such as the Tackling Violence against Women and Girls agenda. With the emergence of the various tranches of Safer Street funding, the new Essex Crime Prevention Strategy aligns to numerous components including the Essex Police Force Plan. The latest wave of funding was in line with the Tackling Violence against Women and Girls agenda.

The Local Policing Support Unit (LPSU) have instigated several crime prevention operations through the Designing Out Crime Team.

### **Op Meteor**

Sought to explore the effectiveness of property marking solutions as a tactical option for burglary reduction. As part of a wider Burglary Reduction campaign, an independent academic review was undertaken to evaluate the effectiveness of property marking on the rate of domestic burglary. The Community Policing Teams have delivered 3,147 various property marking products across Essex in designated hot spot locations. The success and effectiveness of the operation was evaluated by the Policing Institute for Eastern Region within Anglia Ruskin University, Chelmsford. The findings from Op Meteor suggest that there may be broad benefits from the distribution of such products, including positive engagement with communities and increased crime prevention awareness. However, Op Meteor found the delivery of a range of property marking products did not produce a statistically significant reduction in dwelling burglary.

Burglary Victim Pack – a review has been carried out on the burglary pack to bring it up to date.

### **Darker Nights Campaign**

The 2022 Winter Burglary Campaign (Darker Nights) is undertaken in support of preventing and reducing Dwelling Burglary in Essex. Several planning meetings



have taken place to continue this campaign to run to the end of March 2022. The activity is in support of the Crime Prevention Strategy and Essex Police Force Plan and this year, our response will be mainly by the Community Policing Teams but proportionate to offence levels and conflicting demand. The Performance Analysis Unit provides the required information to local teams to ensure an appropriate response is activated. This year's campaign focuses on reducing dwelling burglaries in several districts (Southend, Colchester, Brentwood, Epping, Basildon, Thurrock, Tendring, Castle Point, Chelmsford, Braintree and Rochford) and this is based on evidential data around recorded offences (we are not back to pre-COVID levels and high(er) levels of near-repeat offences). Much of the police and partnership activity focusses on 'cocooning' post offence with a view to preventing further offences in a locality. Whilst we have seen a significant reduction in Dwelling Burglaries (which can be contributed to the pandemic impact) the on-going 'cocooning' tactic will continue to disrupt the frequency of an offender returning to a specific area especially as we come further out of the pandemic restrictions. The presence of the Police and Partners introduces the concept of a "capable guardian". Capable guardians are the extra 'eyes and ears' on the street, who by the mere presence would deter potential offenders from crime.

Research has shown that burglaries do cluster in space and time. These studies found that properties within a range up to 400 metres from a burgled home and for a period of six weeks following the event, are at risk of burglary. The 'cocooning' tactic has been evaluated and has shown to successfully reduce dwelling burglary by educating the public in basic burglary crime prevention when they speak to the resident on the door. The PC or PCSO will be required to cocoon every dwelling burglary within designated Local Policing Areas and within a 48-hour window where possible. Officers are not required to visit every property and media are supporting.

### **Op Reassure**

Has been established to offer an enhanced service to victims of burglary, to offer bespoke crime prevention and home security advice, to make victims feel more secure in their home. A pilot scheme was launched in Southend, working in partnership with Victims Support who refer appropriate victims to Southend Community Policing Team, where a PCSO will attend the address and provide crime prevention advice. The DOCOs have provided Southend PCSOs with in-depth training, which equipped them with current crime prevention advice techniques and knowledge. This has been supplemented by an extensive aide memoire. The aide memoire will be available internally for all front-line staff on the Essex Police Connexions Webpage and used as part of the training package for new officers.

### **Safe and Well Scheme**

The Designing out crime team is supporting the re-launch of the Safe & Well scheme through a pilot project in the North LPA, Tendring District. Previously, DOCOs have competently trained staff from Essex County Fire and Rescue Service (ECFRS) to deliver crime prevention advice whilst undertaking 'Safe & Well' visits under the existing partnership programme. This allows a significantly larger group of individuals, access to crime prevention advice. Governance is undertaken through the strategy Burglary and Robbery Portfolio, and Victims Code. The focus on

vulnerabilities associated to dwelling burglary, street robbery and serious violence (knife crime and our night-time economies).

## **6.0 Forward Look**

Essex Police are working with Safer Essex and all Community Safety Partnerships as part of an on-going assessment of understanding crime problems (District 'Health-Checks') to deliver the Crime Prevention Strategy. Discussions have been held with Essex Police (including our volunteer network), Safer Essex, Community Safety Partnerships, Neighbourhood Watch, IAGs and representatives from the Voluntary Sector. It was recognised that in some areas (I.e. Thurrock) there is a strong network of community groups who support various groups however there was no training available to upskill them in basic crime prevention. Using the current funding it is proposed to create an e-learning package that will provide crime prevention advice in order to keep individuals, residential properties and vehicles safe. Having an e-learning package will allow for this to be sustainably used post the funding period and it can be extended to the wide landscape of community groups and volunteers that are in Thurrock. It is also the ambition for the e-learning package to also support business crime and retailers with crime prevention advice which can also be broadened to include every contact counts messages in regard to exploitation of young and vulnerable people. There will be an additional advantage that this can be used across the wide Essex landscape.

### **Crime Stoppers**

Investing in the establishment of Crime Stoppers Zones across Essex.

The introduction of Crime Stoppers Zones is part of the Crime Stoppers regional strategy to raise awareness of the charity and what it does, and to increase the quantity and quality of crime reports. The objective of the Zones is to target specific areas to create envelopes of intense marketing. These areas could be housing estates, crime hotspots, industrial sites or villages.

Zones could envelope communities where there is a reluctance or fear of reporting crime to police or other authorities. The reach could also include the challenging or isolated communities. The focus of Crime Stoppers awareness would be on three option levels –

- Total market coverage distribution of CS leaflets and materials and other promotions.
- Social media.
- A combination of both.

Zones could be established and developed in conjunction with police, community safety partnerships and other partners. Outcomes would be measured in Crime Stoppers crime reports data and Crime reduction data. The methodology consists of; Total market coverage distribution of CS leaflets and materials and other promotions. Leaflets can be distributed by volunteers on a house-to-house basis; by Royal Mail (cost required); by PCSOs, police cadets. CS promo materials in shops, libraries, notice boards, community centres.

Or Social media SM on post code basis. A 'One Call Can' social media campaign is available with assets. Specific crime types can also be targeted (some assets available). Or a combination of both.

This is a collaborative opportunity for further investment in Crime Prevention (Crime Stoppers Trust CEO Stuart Rawlins) #Speak up #Stay Safe supporting the creation and establishment of Crime Stopper Zones in Essex.

### **Essex Police Special Constabulary**

Investment in growth (recruitment focus), retention and operational developments are focused and in line with the PFCC Crime and Police Plan. Developments include the recalibration of the pipeline process from initial expressions of interest through to attestation, and ensuring our Specials are skilled, equipped and enabled looking forward to 2024 and beyond. Investment in Master Classes, Quarterly entire Special Constabulary meetings, line management support training and expectations, Specials infrastructure support, dedicated recruitment campaigns and high-profile mobilisations. On 20<sup>th</sup> November 2021, from 0600 until 0800 on 21<sup>st</sup> November 2021, the Special Constabulary ran a day of action named Operation Matterhorn which saw more than 140 Special Constables work alongside Police Staff, Cadets and Active Citizens to target different areas of policing including high harm offenders, drugs, County lines and ASB. This was all with the overarching aim of improving public confidence and being able to showcase the skill set of the Special Constabulary within Essex Police. This provided over 1,300 hours of policing in just a single day.

February sees the re-launch of our media recruitment campaign #MyOtherLife #WeValueDifference using a range of social media channels to showcase videos, case studies and links back to news articles on the brilliant work of the Specials with the aim to reach beyond the current audience of our pages and encourage new applicants.

The 16<sup>th</sup> February sees the first Special Sergeant Workshop aimed to encourage and empower all our Special Supervisors to provide input in the planning and building the foundations of our 2025 Vision for the next 3 years. The 17<sup>th</sup> February also sees the first online entire Special Constabulary event hosted by Supt Shaun Kane, as Head of LPSU giving an opportunity to all our Special Constables to join him for an hour meeting (to run every quarter) in which an update on all work achieved and a forward-looking vision (correlating to investment in Crime Prevention) will be provided. The events will provide an opportunity to have a universal forum to update all our Special Constables together and galvanise thought processes from the Specials Command Team with the aim to give real clarity in relation to support and development available, expectations and valuing the work all our Specials do.

The LPSU are currently developing and improving communication with partners, with particular emphasis on Training – liaison with the police probationer programme to ensure crime prevention is included. Education – working with ECFRS to ensure education packages presented to primary and secondary schools are targeted and fit for purpose. Building on the success of our Joint Education Teams by investing in work with schools and young people to develop a comprehensive education focused

prevention programme delivering relevant messages, including about healthy relationships and child sexual exploitation, at the right time throughout a student's journey through education.

Communication with the Public – work is ongoing with the media department to create regular crime prevention messaging across Essex which includes latest crime trends.

A governance and performance framework for the strategy is being developed through on-going work with Safer Essex, and the next round of 'Flex Training' for Essex Police (commencing on the 30<sup>th</sup> March 2022) will deliver this training to over 1000 Local Policing Team officers, covering 'tackling Neighbourhood Crime', Crime Prevention through Partnerships, Proactive Policing, Stop and Search, and Professionalism. Looking forward (and following evaluation) this training will be continued and maintained.

### **Community Safety Accreditation Scheme (CSAS)**

We have started training for CSAS accredited persons having conducted training for Harlow and Southend Councils for new applicants. Training for CSAS has now been arranged consisting currently of 7 training courses for 5 organisations over January – May 2022. This also includes some refresher training for Accredited Persons as part of the ongoing CSAS support. The Citizens in Policing have been conducting CSAS renewals for all the organisations within the force, having conducted 10 so far with 6 further Council renewals being arranged over the next 4-6 months. Once the Councils have been completed then the focus will be on some of the other organisations who use CSAS. In conjunction with the renewals, we are seeking to see what Key Performance Indicator information can be obtained from organisations as part of the joint working to identify the value of CSAS. Essex currently has 44 Accredited organisations and 545 accredited people with 3 new organisations being processed over the next six months, with an Accredited Person number to extend into over 500 by the end of 2022.

Future activity will be to continue our accreditation training by offering organisations the opportunity of refresher training for accredited persons that have been accredited for more than 3 years. And to increase our CSAS cohort whilst ensuring that they are supported by their Community Policing Teams, working with the Home Office on the change in legislation around CSAS Powers.

### **Volunteer Police Cadets (VPC)**

Investment in joint collaboration and growth plans. All 13 Cadet Units have planned recruitment events between January-March 2022 in which each unit, depending on size, will take a minimum of 15 new Cadets to a 25 maximum for the larger units. At the moment there are 200 Cadets which by the Summer 2022 there is a projected increase of 300 Cadets. Work is underway with the Fire Cadets to provide training to all Police and Fire Cadet Units around violence against women and girls which will support their education and awareness. There are also plans for joint attendance around community events.

Future plans within the VPC Scheme will ensure that all the Cadet Units continue the opportunity of completing the Duke of Edinburgh Awards at Bronze, Silver and Gold Levels in which Essex Police now have their own License to operate the scheme. Introduction of Junior Volunteer Police Cadets (age 10–13 year-olds) is to be piloted in one District and reviewed after 6 months with a view to force-wide roll out. (This has been delayed due to COVID-19 but once we are in a position to achieve this, we will start the pilot scheme).

Liaison with all Districts around future deployments for Cadets is in place and on-going, so we can keep a record of their achievements and compare year on year going forward.

### **Business Crime Team (Essex Police BCT)**

For a small team they are achieving a significant positive impact on the Essex Business Community. The team are often mentioned and held up as best practise within the National Business Crime Centre (NBCC) quarterly newsletters. Ongoing development work between BCT and Essex Chambers of Commerce is taking place with emphasis on how businesses can support victims of domestic abuse (Business communities' resilience to DA). This work includes employees recognising DA amongst their staff, enabling signposting of safeguarding pathways and directly supporting victims. The DA priority is a development strand for the BCT and a newly created strategic aim. The team are working with Alison Gilmour – Head of DA Partnerships on this. The BCT are presenting on 25/2/22 to the Business Community their visions and plans concerning DA. Further to this the BCT are developing their work in respect of cyber fraud prevention for Essex businesses. Recognising the cyber fraud theme within the Crime Prevention strategy the team are proactive in developing their links with newly created Cyber Crime Resilience centre (ERSOU) and building networks and relationships with SCD and the new Fraud prevent officer. The team will also be integral at this year's 'Festival of Business' in Essex, which is set for the 27<sup>th</sup> April 2022, bringing the Essex Business Community together.

### **Neighbourhood Watch, Street Pastors, Active Citizens**

Looking forward and beyond to support increased participation in delivery of the PFCC Crime and Police Plan and turning the Crime Prevention Strategy into Action. Increasing support, growth and governance so Active Citizens can continue to work with our local Volunteer Centres and Partner agencies to look at how we can collaborate our volunteers to support greater community cohesion. Essex Police are part of a Collaborative Wave Project which includes Essex County Fire and Rescue and Essex County Council evaluating how we can utilise our Volunteer strength and skill base to support each other.

Essex Watch continue to work with the various Watch Groups in particular Farm Watch working in partnership with the Rural Engagement Team around rural crime. To support the Community Safety Engagement Officers around local problem-solving issues and guide our Neighbourhood Watch cohort with crime prevention guidance. To look to improve feedback, the key focus placed on reporting the outcome of investigations back to those who made the initial report, in line with GDPR regulations.

The 'whole system' approach to Crime Reduction advocates for earlier intervention and diversion (education, support, help, restorative justice) to break cycles of all crime, which evidence shows us is often predicated by a need or a connected 'cycle' to offending and re-offending. Understanding the impact on our communities, victims and the public, all Community Safety agencies and organisations is key, whilst maintaining a proactive approach (as opposed to reactive) which will need to be sustained and maintained.

The risks and vulnerabilities lay in 'silo working' approaches which fail to follow-through with the problem-solving aim. Interventions at a strategic level have been set with supportive overarching governance in place through Safer Essex. Further work with government to ensure Police and Fire and Rescue Services have a strong, statutory voice in the planning of new developments and roads; and working with developers, including through Essex Design Guide, to improve the safety and security of new developments will assist. Making it clear how the safety and security of new roads and developments can be improved. Additionally, further work nationally to review the funding formula and get a fairer deal for Essex will help with long term investment in several of the initiatives and operations currently in place which, evidence-based, we know has a direct impact on Crime and ASB prevention and reduction.

Investing in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims and, investing in Body Worn Video and Tasers to help keep the public, officers and staff safe and be effective in their roles. The use of technology already (BWV, Mobile First, Apps, Connectivity, Tasers etc.) is ensuring greater efficiency and effectiveness in terms of safety, victim protection, evidential investigation improvements and officers/staff making best use of time to cut crime.

The main factor likely to influence performance is culture (education, attitudes and behaviour) to just how effective the application of a collective approach to traditional Neighbourhood Policing and Community Safety occurs. Whilst we operate in a modern and fast-paced technological world, the basics of Visibility and Caring Connectivity are essential in building trust, confidence and satisfaction. Empowering communities to make it a hostile place for crime to occur. This starts at the beginning from littering to inconsiderate parking (the broken window principle) whereby cultural expectations by the responding agency create an opportunity to reset, i.e. Inconsiderate Parking has been decriminalised but there is nothing stopping Police working in conjunction with local Councils and the Parking Enforcement Teams to support tackling the often-wider associated problems which correlate to safety and vehicles used in Crime.

Success can be measured through on-going data analysis and against a reduction in crime levels, but public confidence in cutting crime is intrinsically linked to the 'fear of crime' occurring in the first place. Communities want to see Police and Community Safety Volunteers in their areas. Basic foot-patrol and consistent representation at Community forums focused on local needs, for local people and residents. Public satisfaction surveys will continue to assist response direction, but it is anticipated this will remain a priority for the force beyond 2024.

As Essex Police continues to grow in establishment of Police Officers and Police Staff, running parallel to this is the opportunity to grow and expand our Citizens in Policing family and Essex Special Constabulary. The impact of more resources is clear in that we can coordinate more and do more, but the need to ensure the supporting infrastructure behind our people is required if we are to realise sustainability in growth and longevity. Additional investment in the Special Constabulary relating to a dedicated, sustained media platform, through to support, training and operational capabilities (in line with regular officers), will ensure our Specials are skilled, equipped and enabled to carry out all the functions of their duties and support retention (with the aim of establishing more career specials allocated to every Parish in Essex).

## 7.0 Impact Implications

**Community Safety** will be realized through an integrated consideration of diverse harms to the public and refers to the likely absence of harms from all sources, not just from human acts classifiable as crimes. Community Safety also provides a strategic viewpoint on community harms by focusing attention towards the development of programmes that set targets to manage risks and aims to maximise public safety.

**Crime Prevention** ongoing will involve any activity by an individual or group, public or private, which attempts to eliminate crime prior to it occurring or before additional activity results. Adopting a 'whole system' approach through the Essex Crime Prevention Strategy 2021 – 2025 and drawing on the public health model, we can distinguish between primary crime prevention (universal), secondary crime prevention (at risk) and tertiary crime prevention (known offenders).

**Crime Reduction** is concerned with diminishing the number of criminal events and the consequences of crime. Crime reduction is applied within the bandwidth of an available resource input (i.e. financial input) and needs to be considered as an action that brings net benefits, fear of crime and the impact of other programmes that may have contributed to any specific crime reduction activity. Crime reduction promotes a spirit of optimism that actions towards a problem will reduce crime or reduce the seriousness of criminal events. It aims to intervene directly in the events and their causes.

**Crime Control** considers that crime has already happened, and that some management of these criminal activities is required to ensure that it does not spiral out of control. It points to the need for maintenance of a problem, one where crime is kept to a tolerable level, and not a situation where crime can be prevented. The impact may be negligible, but a long-term problem-solving approach should always be sought in ameliorating, with the aim of ultimately achieving positive cessation.

### Equality implications

As a county, Essex has a growing population of over 1.9 million people and approximately 7% is made up of ethnic or minority communities.

Equality, diversity and inclusion underpins all that we do and should run-through all further investment opportunities associated to Crime Reduction. Failure to consider

and encourage this could result in unintentional isolation and risk breaching discrimination law. In its simplest form, improving equality will better serve the diverse range of people and communities we serve in Essex, and in doing so, improve ideas, problem-solving, and attract and keep good staff.

Turning the Essex Crime Prevention Strategy into action and delivering upon the PFCC Police and Crime Plan, there are four pillars linked to all current and future activities. Increasing satisfaction, improving understanding, attracting recruitment and retention and narrowing disparity gaps. This is particularly focused towards our hard-to-reach groups and ensuring appropriate utilisation of our 10 Independent Advisory Groups (IAGs) and the Strategic IAG.

To improve the way we work with diverse communities and maximise investment opportunities in Crime Reduction we are proactively completing positive out-reach engagements across all Districts in Essex. This includes outreach programmes and community events to listen and ensure we are part of all our communities we serve. I.e. The Festival of Rice, which brings communities together around different food cuisines. Opportunities such as 'Police Station Open days', regular, focused community public surveys, challenge panels and sustaining media campaigns. In this way we are establishing trust, community links and champions which is ensuring we have a good understanding of situations and any future emerging issues with potential equality implications.

### **Health and Safety Implications**

Every new task, opportunity and investment (initiatives, operations, projects) must be assessed to reduce the risks of any health and safety implications. This specifically includes identifying risks to our officers, staff and volunteers, factoring-in how we look after and support their welfare and well-being.

Implementing health and safety in the workplace also helps to assess potential risks and identify significant hazards which in turn, enables measures to be put in place to protect people and the environments they work in. These vital steps are essential to reduce costs associated with safety failures. Additional investment opportunities to reduce health and safety risks consider appropriate safety and operating equipment. I.e. Specials equipment juxtaposition to regular officers and volunteers. Further supporting officers, staff and volunteers to carry out their duties and functions safely, so they can be best skilled, equipped and enabled to do so.

On-going monitoring and assessment of health and safety implications continues through the effective management of Corporate Risk Registers.