

# Police and Crime Plan 2021-2024

## Quarterly update

### Quarter 1 – 2022/23

*Data to June 2022*



Version 1.5  
Produced July 2022  
Performance Analysis Unit, Essex Police

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

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# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 1 - Further investment in crime prevention

### **We will:**

*Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and anti-social behaviour (ASB).*

### **North LPA**

- An operation launched in Colchester at the beginning of May, focused on the Top 10 most prolific suspects for crimes for the last three months. Suspects receive a named Community Policing Team (CPT) Officer who will visit, target them proactively and if suitable, work with them to reduce offending and divert away from crime. Officers have conducted 26 engagement visits which has resulted in additional stop and searches and intel submissions. There was one application for a Child Abduction Warning Notice.
- Continuing work with the CSP on operations to tackle nuisance vehicles across Colchester district. This involved proactive patrols, enforcement and analytical work with the overall aspiration to secure a district wide Public Space Protection Order (PSPO).
- Continuation of Colchester District Anti-Social Behaviour (ASB) Review Board and Multi Agency Co-ordination Panel which brings together partners to talk about problem offenders and ASB locations. As a result, a warrant was executed for Animal Cruelty Offences which is seeing the RSPCA work with police to investigate 103 suspected offences.
- An operation on partnership work with Colchester Borough Homes has developed an initiative to send young people involved in crime or ASB to the Garrison at Colchester for intervention and diversion under Pegasus Pathway scheme.
- Children's and Young Person Officers now operate a drop in centre for young people in Greenstead, Colchester.
- Community Safety Engagement Officers (CSEOs) have run a missing person scenario with Year 6 students in Schools demonstrating the effects of ASB and crime in the Community. Children take the role of a Detective investigating a missing person and the scenario draws out themes around the effects of ASB and crime.
- Community Safety Partnership (CSP) and CPT are focusing on reducing cycle thefts in Chelmsford City Centre. CSP are funding bikes and courses for the Town Centre Team (TCT) to be trained and run a cycle operation throughout the summer period. Joint patrols are being conducted in the High street.
- Under Safer Streets the SOS bus has been funded for Chelmsford City Centre for both Friday and Saturday nights.
- Braintree & Uttlesford Community Policing Team have been conducting Night Time Economy (NTE) health checks with partners and volunteers. Engaging with residents, licensees and pub goers by completing surveys and identifying local concerns. This work is aimed at addressing environmental factors with partners around street lighting, street furniture and maintenance of undergrowth and signage.

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### North LPA (continued)

- In Braintree & Uttlesford, regular pro-active operations are ongoing with council licensing teams, focusing on targeting the use of taxis for exploitation. Prevention work includes referrals to the ‘Spot It Stop It’ training provided by the district council safeguarding lead.
- In Braintree and Uttlesford, the initiative called Policing ‘our’ Parish, is aimed at increasing the number of engagement events at identified ASB hotspots. This work has involved housing, Braintree District Council (BDC) safeguarding and Police.
- “Ask Angela” has been adopted within the Tendring district and the scheme has been broadened to include engagement work with taxi drivers. Work is ongoing with the District Council, who are considering making it part of the taxi licence to have cameras within the taxis to help reduce crime and ASB.
- There has been an operation in Tendring specific to the town centre covering ASB and crime. This is a joint operation with the CSP looking at short term enforcement and partnership long term solutions.
- Partnership deployments across weekends supporting the night time economy. These include joint police/RMP patrols, SOS Bus, Street Pastors, Colchester Borough Council officers, includes Operation Bennison licensing checks.
- Multi Agency working group developing a prevent message pan Essex informing of the dangers of mixing drugs and alcohol to prevent personal injury to users and reduce drug driven violence.

### South LPA

- In Southend, details of the Operation Grip zones have been shared with the Community Support Officers (CSO) from Southend City Council so they can patrol the hotspots. Operation Grip focuses on violent crime hotspots in the county of Essex. Other proactive work is overlaid with the Operation Grip hotspots, such as Project Servator and Operation Union, which focuses on improving public safety and confidence in Southend Borough. The CSP is very much embedded in Operation Union, routinely attending the partnership and planning meetings. The CSP team also deploy with officers on Project Servator deployments.
- In Castle Point & Rochford, Community Safety Engagement Officers (CSEO) are producing intelligence-led hot spot patrol plans on a weekly basis for Local Policing Team (LPT) and Community Policing Team (CPT) targeting. Patrols have coincided with CSEO Beat Surgeries in key high foot-fall areas. As part of this work they have provided the community with CSP funded Personal Attack alarms, Faraday bags (which prevent RFID cloning, car key cloning, hacking, etc.) and home light switch timers.

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### **South LPA (continued)**

- Basildon district continues to run an operation using a partnership approach to dealing with a cohort of individuals that are known for criminality and ASB. Information sharing takes place through regular briefings, monthly mapping exercises and a task and finish group. Proactive patrolling and intelligence gathering saw an extensive seizure of knives and weapons being openly sold at a car boot sale. A large confiscation and arrest (with ongoing investigation) was a considerable success story as part of Essex police contribution to the National Operation Sceptre campaign.

### **West LPA**

- In Epping the CPT have been working with the sixth form college in relation to a knife amnesty. Students have delivered leaflets to estates regarding the change in legislation (whereby it is illegal to have offensive weapons in private as well as in public) and this is followed up a week later by the Police door knocking to take in illegal weapons. A total of 103 knives, an axe and a starter pistol were handed in. There are plans to repeat this operation in other knife crime hotspots.
- In Brentwood, the Community Policing Team are working with Licensing and using data to identify issues around the night time economy and consider applying for a licensing saturation zone to prevent any further late night licences on Brentwood High Street.
- Thurrock Town Team have refocused to address members of Organised Crime Groups (OCG) who operate in the local area.
- An operation was deployed at Lakeside to prevent cross-border motorcycle theft that was OCG-led. A sharp drop in these types of incidents, was observed, following the operation.
- An operation was launched in Harlow, this is a visibility operation over the summer period consisting of dedicated cycle patrols in and around Harlow's open spaces, cycle paths and underpasses. This area is prevalent for ASB and Violence as well being an important community asset. During the first week, officers have made a number of arrests which included them intervening in a knife point robbery which was in progress on a cycle path.
- A joint force operation will continue to run over the Summer Months in Epping. This is a joint ANPR Operation between Essex Police, the Metropolitan Police and Hertfordshire Police. The last three deployments have resulted in over 30 arrests for a number of offences including violence, drug and organised vehicle crime.

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### **West LPA (Continued)**

- In Thurrock, an operation continues to target off road vehicle antisocial behaviour. In 2022 so far, officers deployed have issued 35 section 59 warnings which is more than double than those issued for the entirety of 2021.
- Joint patrols in identified hotspots within Thurrock were undertaken with council staff, including Environmental Enforcement and ASB teams. Joint operations are also taking place on a regular basis to target high harm offenders and violent crime.
- An operation continues to run in Harlow targeting nominals with gang links who are identified knife carriers. There are now twelve nominals on the operation, all bar one are subject to sanction under the criminal justice system with four currently serving custodial sentences.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 2 - Reducing drug driven violence

### **We will:**

*Through our Violence and Vulnerability Partnership we will: Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them.*

- The Serious Crime Directorate (SCD) seek to target the Organised Crime Groups (OCG) that supply Gangs and County Lines their drugs. We have a very good working relationship with the Serious Violence Unit and look to work up the ladder from the County Line model. This joint working makes it hostile and difficult for County Lines to operate in Essex.
- During Q1, the Serious Organised Crime Unit (SOCU) within SCD has dismantled an organised crime group supplying firearms to criminals within the county and region, recovering 18 viable firearms with ammunition from one OCG. SOC have also seized 19kg of Cocaine and arrested a number of significant OCG nominals, recovering £38,000 and receiving a proceeds of crime forfeiture of over £800,000.
- Essex police have recorded 53 OCG disruptions in April and May this year, making Essex the lead force for OCG disruptions in the Eastern Region.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 2 - Reducing drug driven violence

### **We will:**

*Through our Violence and Vulnerability Partnership we will: Encourage and facilitate cooperation between public bodies in line with the government's proposed public sector duty to reduce serious violence.*

- The Serious Crime Directorate (SCD) lead the Strategic Partnership Serious and Organised Crime (SOC) Board. Here, law enforcement agencies have senior representation. Essex Police, Trading Standards, HMRC, Environment Agency, Border Force and Crime Stoppers all work together to tackle SOC, in line with the governments whole systems approach. This board has facilitated better cross agency understanding and enabled some excellent collaborative work, one recent example being an Environment Agency investigation into illegal waste that implicated a principle member of a long standing drugs OCG. Police and Environment agency worked together and have successfully enforced against the OCG member.
- The Modern Slavery and Human Trafficking (MSHT) Team have established a working Hub with partners from Department for Work and Pensions (DWP), Immigration and Justice and Care, to collate and share information to achieve faster and more efficient results. This joined up approach will include a joint IT system to share data and establish the best resources to tackle an OCG and support each other in securing convictions.
- The Organised Immigration Crime (OIC) team within SCD have identified a number of locations across the county of high vulnerability and are working with local businesses to reduce this risk and tackle immigration crime along with MSHT, this will be utilising protect and prevent measures to identify future victims and offenders. It will have an impact on OCG's trafficking vulnerable people across Essex, making traditional routes unviable and capturing evidence to secure convictions.
- The SCD Review Team have continued to facilitate Homicide Prevention Rapid Debriefs of 'near miss' incidents of serious violence, often working with partners to identify opportunities to improve outcomes and prevent situations of serious violence reoccurring.



# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 3 - Protecting vulnerable people and breaking the cycle of domestic abuse

### **We will:**

*Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.*

### **Domestic Abuse**

- Following learning from a recent Domestic Homicide the perpetrator cohorts have changed to identify those perpetrators that pose the greatest risk of committing a Domestic Homicide and manage them through Domestic Abuse Problem Solving Teams (DAPST), supported by the Independent Domestic Violence Advisors (IDVA) service who are providing expert victim support and safeguarding.
- Scoping was conducted around Coercive and Controlling behaviour (C&C) which identified 6 suspects to be managed by DAPST. These suspects had 3 or more reports of C&C over the last 3 years, some with multiple partners.
- The team has also used more indicators linked to DA Homicide to identify more individuals and has been shared with partners through the MAPPAs coordinator. The top 31 of these perpetrators have multiple reports across 4 or more partners, so are considered the highest risk. These have all been adopted by DAPST and are being actively managed. The remaining 92 suspects all have 3 or more victims, but due to capacity issues within DAPST are being fed through as and when capacity allows.
- There is an ongoing piece of work with our analysts to research and design a cohort that will identify our greatest risk perpetrators, focused towards known homicide triggers. This will involve consultation with the College of Policing, National Crime Agency and academics. When completed this will become the perpetrator cohort used going forward.
- With the support of Southend and Thurrock Domestic Abuse Partnership (SETDAB), an application made for Home Office funding to enhancing IDVA coverage across Essex, increasing the number of IDVA's across Essex and enabling closer collaborations with Domestic Abuse Problem Solving Teams (DAPST).
- Changing the strategic direction of DAPST, who will now support and enhance victim safeguarding (provided by IDVA) through prevention as part of a 'perpetrator management' focus.
- Application made to Home Office for Essex Police to become a pilot site for the new Domestic Abuse Protection Orders (DAPO). These orders are being implemented as part of changes to the DA Act and will replace DVPO/DVPN in the future. A DAPO breach is a criminal offence, and these orders allow for 'positive obligations' to be placed on the perpetrators, for example - requirement to attend behaviour change programs, or wear a tag, or have monitoring software placed on mobile devices. If Essex are successful this project will be a collaboration between SETDAB, Police, Crown Prosecution Service (CPS), Courts, and commissioned services.

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### **We will:**

*Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.*

### **North LPA**

- In Chelmsford, Play as One, sports event with Chelmsford City FC has been developed; to identify youths through schools who are at risk of gangs involvement. They are invited and given inputs on gangs, knife crime and healthy relationships.
- Braintree & Uttlesford have seen substantial increases in arrest rates in both districts following the implementation of a Standard Risk Domestic Abuse (DA) improvement plan.
- Introduction through CSP of two new DA initiatives, in Braintree and Uttlesford. A new area of discussion at the Hub is young people using violence in a domestic setting and as a result of this a new support programme, provided by Next Chapter which is aimed at young people using violence against family members. Work is also ongoing to identify and support families who are victims of DA for new housing options and additional support when they move house.
- A new process is being trialled with IDVA's from Next Chapter, to accompany police officers attending domestic violence incidents to provide additional and long term support.
- The North DAPST is targeting outstanding domestic abuse suspects as part of the team's effort of to reduce re-offending and protecting vulnerable victims.
- DAPST have had agreement through the Essex Police legal team to include the 'Buddi Tag' as part of Stalking Protection Orders (SPO's), the team are in the process of applying for the forces first SPO with this as a condition.
- The North Domestic Abuse Investigation Team (DAIT) continues to work with CPS to identify cases that are suitable for evidence led prosecutions and early evidential advice, to progress investigations where the victim feels unable to support through fear. The process remains in it's infancy, but a small number of cases have been referred with positive outcomes.
- Community Safety Engagement Officers (CSEO's) visit woman's refuge every month to check in with all the victims and staff to ensure the process of reporting is continued, provide engagement and reassurance and victims feel safe and well.
- Colchester CSEO's conduct joint work with Next Chapter's TRIBE programme to work with children from high risk domestic abuse relationships.

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### **We will:**

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### **South LPA**

- The Domestic Abuse Problem Solving Team has developed a number of useful collaborative partners in the South of Essex to help in supporting victims out of the cycle of domestic abuse. These include Changing Pathways, Southend City DA panel, St Vincent De Paul (a charity), IDVAs, closer ties with the Women's refuges, and our work through the Multi-Agency Public Protection Arrangements (MAPPA) system. This has created a network of support for victims in finding ways to tackle repeat victimisation.
- South Offender management teams have been robust in arresting double the number of DA suspects they were a year ago, as well as ensuring regular enforcement of protective orders like Stalking Protection Orders (SPO) and Domestic Violence Protection Orders (DVPO).

### **West LPA**

- Across Harlow, Thurrock, Brentwood and Epping, the LPTs are supporting the DA teams through the tasking process and looking at opportunities to target repeat offenders and protect repeat victims as part of an ongoing operation.
- Brentwood Council's door chain project has continued with support from the CSP, now well established in the district. This has allowed vulnerable victims to access greater home security, making them feel safer and preventing further offending.
- An operation has allowed for greater oversight of DA investigations across West LPA. The LPT's Sergeants review 2 closed investigations per month where the victim has withdrawn support from the prosecution, with the aim being to ensure that our victim care is the best it can be and to identify cases where we could encourage victim participation and therefore prevent further offending.
- The West's DAITs now have a proactive arm who pursue outstanding repeat offenders to ensure they are dealt with expeditiously. They look to pursue victimless prosecutions where victims have withdrawn support and where the evidence allows in order to break the cycle of high-risk offending.
- An operation which has allowed for more partnership working, particularly in Thurrock, where children who have been involved in or witnessed domestic incidents are supported at school through notifying key adults in these organisations. This allows for continued safeguarding for those who are most vulnerable and affected by domestic violence.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 4 – Reducing violence against women and girls

### **We will:**

*Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.*

### **VAWG**

- With DA the force has been robustly targeting offenders, identifying concerning behaviour then targeting offenders for their full range of criminality. The force has been working on stronger perpetrator management in the field of DA.
- The force has been pushing for evidence led prosecutions where victims are unsupportive.
- The use of DVPOs/DVPNs/SPOs, whilst Essex has also put themselves forward for the DA Protection Order trial (awaiting results)
- Operation Lester Gold Group has worked on drink spiking project vigilance. The force will implement operations to combat this, particularly at times such as Freshers week, using Overt and Covert response. This includes a pilot of operations targeted and prevention and identification of drink spiking.
- There is robust scrutiny of Body Worn Video (BWV) to assist in evidence capture for all offences. The BWV group is making sure BWV is used at DA incidents to push positive outcomes.
- Working with partners SETDAB, Essex County Council (ECC), Anchors Network, Essex Partners Board and the related DA Community Mission to build community resilience and enhance support for victims.
- Ongoing training for officers, including DA Flex training (better identification of Command and Control, victim psychology and preventative orders), training around new strangulation offence, Homicide Timeline training, DAIT specialist investigator training, ongoing Continual Professional Development (CPD) for DA practitioners.
- Learning the lessons from Domestic Homicide Reviews, rapid reviews and near miss reviews. Highlight lessons learned to improve response and investigations. Includes lessons learnt of partner agencies.
- Development of new analytical dashboard which will provide information in relation to positive outcomes and highlight areas for proactive engagement and targeting. Dashboard will provide information for the full wide range of VAWG offences. This will lead to the publishing of a VAWG problem profile in August. A DA dashboard is already in existence.
- An internal VAWG Steering Group has been implemented with representatives from all main commands in order to capture all current work on VAWG and tasking specific actions to improve reporting.
- Enhanced engagement with the Vulnerability Knowledge and Practice Programme to identify evaluated Police Programmes from across the country to see which schemes are suitable and can be implemented within Essex. Supporting innovation both in the areas of enhancing positive outcomes and victim support re-assurance.

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## Priority 4 – Reducing violence against women and girls

### **We will:**

*Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.*

### **South LPA**

- On a daily basis Southend and Basildon Domestic Abuse Investigation Teams rely on the Offender Management Team (OMT) to apprehend priority High & Medium Risk DA Suspects and also monitor and “police” Domestic Violence Protection Orders (DVPN/DVPOs), Stalking Protection Orders (SPO) and other such orders. The OMT liaise with the officer in case and other teams such as Force Intelligence Officers in order to locate the suspects, utilising various enquiries and regularly travel out of the county to apprehend outstanding suspects. This allows the investigator to concentrate on the investigation, obtaining relevant evidence and building a case so that when the suspect is located, they are in the best possible position in order to seek charges against the suspect.

### **North LPA**

- The North LPA has recently worked with staff in the Criminal Justice Unit (CJU) to improve file quality, developing stronger investigations that will lead to more prosecutions. This work has seen the North LPA improve it’s file quality success rate to over 90% in some areas ensuring that we have a greater opportunity for successful prosecutions.

### **West LPA**

- The Community Policing Teams in Epping and Brentwood have worked with the Criminal Investigation Department and licensing to highlight the issues of spiking in the Night Time Economy, under the banner of Operation Lester. There has been an improvement in the investigation of instances of spiking by following the new trigger plan, to both identify any offenders and to reassure victims. The early investigation and gathering of CCTV has helped to reduce the number of crimes.
- The Community Safety Partnerships in Brentwood and Thurrock are funding educational kits and posters in relation to drinks spiking, which have been deployed in licensed premises as part of their ongoing response to the Serious Violence Duty.
- West LPA file quality training continues ensuring we are “getting it right the first time”, enabling more cases to get to court more quickly.
- DA today focus encourages early attendance at high harm incidents leads to more supportive victims and therefore more likely prosecutions.

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## Priority 4 – Reducing violence against women and girls

### **We will:**

*Work with communities and listen to women and girls directly affected by violence and harassment to discuss and understand what we can do differently and use this feedback to inform our future work.*

- Victim feedback panels are held with victims of sexual assault, domestic abuse, commissioned victim services and minoritized female victims run by Crime and Public Protection Command. This enhances police knowledge of the voice of the victim and have been made available on our internal intranet for non attending staff. Learning to be delivered through recruitment processes, student officer training and CPD.
- Links in with Independent Advisory Groups (IAG) across all areas of policing and geographical areas. IAG's giving detailed reviews of the Professional Standards Department's (PSD) internal VAWG related conduct investigations.
- Internally to Essex Police a number internal listening circles have been implemented with local discussions of how officers and staff feel in response to VAWG.
- Project Minerva with funding from the Home Office is an intuitive mapping tool being developed that will enable the collective efforts of policing, community partners and local authorities to target geographical locations that are more likely to be subject of VAWG. Supported by Nottingham Trent University who have provided academic interpretation and predictions based on a range of multiagency data collated. This is supported by Safer Essex and led by local Community Safety Partnerships providing a range of innovative tactics that will reshape identified Minerva Zones.
- Exploring new initiatives with partner agencies that work with minoritized groups such as "Sistahspace" designed to improve our response to support these communities.
- Launch of new Essex Police media campaign designed to increase reporting. Targets specific areas of VAWG and also encourages perpetrators to seek help. Thus further reassuring victims to approach police.
- Working with ECC to implement Women's Safety Charter designed to get other agencies (public and Private) to make pledges to support victims of VAWG.
- Enhanced PSD monitoring of VAWG related public complaints to highlight any patterns of behaviour and put in effective measures for intervention.
- Extensive collaboration with the Students at the Heart of Knowledge (SHoKE) programme through Anglia Ruskin University (ARU) to understand the lived experience of women and develop innovative ways to tackle VAWG.
- The Community Engagement Group (CEG) run by Public Protection, CPS and Synergy Essex. Similar to an IAG but force wide rather for local areas. There are more than 40 members and following a Towards Excellence in Policing Conference, further approaches were made by others wishing to join. This group provides the community groups/organisations with updates from the key agencies, dispelling myths/barriers and furthering victim/community engagement.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 4 – Reducing violence against women and girls

### **We will:**

*Work with communities and listen to women and girls directly affected by violence and harassment to discuss and understand what we can do differently and use this feedback to inform our future work.*

### **South LPA**

- In Southend there is a proactive operation, deploying plain clothed Disruptive Effects Officers into NTE venues. Additional staff are expected to be trained in the coming weeks. This operation was well received by females that we spoke to during the previous deployment.
- In Castle Point & Rochford, VAWG is now a strategic objective for the Community Safety Partnership and a request for feedback has been made to partners, on how police can support them in this area. The ASHE group of senior school Head Teachers are providing feedback on how VAWG can be mitigated in schools. This feedback will support future plans for Children and Young People Services (CYPS) to assist in preventing VAWG, in relation to NTE and OCG recruitment within educational settings.
- In Basildon, VAWG sees focus through liaison with the CSEO who actively links in with female forums, including a local empowerment group, which supports previous victims to violence in Africa. The CSP commissions workstreams within schools, which includes healthy relationship inputs, across the borough.

### **West LPA**

- Operation Grip continues, which consists of evidence-based targeted patrols for hot spots of violence. The Independent Advisory Group in Epping have provided feedback and engagement with the community.
- Street Safe data has been implemented into Thurrock Town Teams' patrol plans to provide community reassurance, particularly to female members of the public. The data is based on anonymous reports from the public regarding how safe they feel in a given area, allowing police to identify potential areas of high harm offences.
- In Harlow, operational deployments continue to run in areas which are subject to high harm offending on the Night Time Economy. This involves knife arches, high visibility uniformed policing and support for security and licensees. There has been substantial local media coverage, support from the local community and licensees when these have run. There has been a successful bid for Street pastors to be used in both Grays and Tilbury. They will target our high streets during the hours of darkness, independent surveying shows female members of the public feel less safe at night.
- CSEOs have started working with a homeless charity in Thurrock and will be visiting soup kitchens on four Friday evenings. Engagement focus on female's at this location to offer support and safeguarding.
- There has been a bid for increased CCTV in Harlow that has been approved and will be implemented by the Community Safety Partnership. The new cameras will be located in identified areas where members of the public report feeling unsafe previously.

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## Priority 4 – Reducing violence against women and girls

### **We will:**

*Work with communities and listen to women and girls directly affected by violence and harassment to discuss and understand what we can do differently and use this feedback to inform our future work.*

### **North LPA**

- The North DAPST have introduced victim feedback debriefs for victims of domestic abuse. This provides an opportunity to provide feedback on how we can improve investigations and engagement with victims. This is presented within the Victims and Witnesses group within the North LPA.
- In Colchester, the Spring and Summer initiative “Stroll with a Patrol” continues. This is an initiative where officers will invite members of the community to patrol their local area with them for one hour and they can discuss and show officers areas where they feel safe or unsafe. This leads directly into work around violence against woman and gives the community an opportunity to inform police about areas they are worried about. 40 events are planned over the summer, so far we have run 11 and this has resulted in 35 members of the public turning up to walk with us and partners such as the NHS, Councillors, Park Rangers and University of Essex Security.
- Working in partnership with the University of Essex delivering prevention in regard safe relationships, consent, alcohol drug awareness, personal safety.
- Braintree Community Policing Team ran a youth engagement utilising sport as the medium for interaction. Working with local schools and the BAP, youngsters from the secondary school were identified due to the potential vulnerability to participate. The event was supported by FA Kick it Out, Tesco, Fearless, Braintree District Community Safety Partnership and Essex Youth Service. All secondary schools participated, which provided an opportunity to establish trust and relationships between young people, police and other support agencies. A further Girls only event is planned for 23<sup>rd</sup> June.
- Surveys conducted of people out in the night time economy aimed at women and girls to understand their concerns around safety.
- Street-safe has been adopted in Tendring district and work is ongoing with Tendring District Council to ensure women and girls can report areas they feel unsafe and the risks are mitigated through problem solving.
- Tendring are piloting the “hand in hand” project with Next Chapter, to refer women who suffer violence into Next Chapter for additional support.
- The Tendring Muslim Sister Circle have invited the CSEO into the group to answer questions and concerns about islamophobia, within the district.



# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 5 - Improving support for victims of crime

### **We will:**

*Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.*

### **West LPA**

- Victims are offered contact with the Restorative Justice teams who also offer mediation services if appropriate. Training in relation to this has been delivered and more is planned for other teams in the future.
- The Community Policing Teams look at community trigger meetings or Local Action Group (LAG) referrals for repeat victims so that the appropriate agency can provide support. This work continues to be developed.
- Harlow District has implemented a Hate Crime Improvement Plan to improve the number of Hate Crimes that are solved, encourage more victims to support prosecutions and improve satisfaction. Through early examination the solved rate for Hate Crime has doubled over the preceding two months, this will continue over the Summer months with a further evaluation at the conclusion.
- Ongoing and further development of Partnership working with Thurrock CSP, including Park meets, Pop up events in ASB hotspots, Welcome events (for Ukrainian refugees), large scale events have also taken place at the Orsett show ground with the focus on education around violence against women and girls.

### **North LPA**

- DAPST work jointly with Next Chapter to ensure that victims of Domestic Abuse, particularly those at greater risk of harm, or those that are unable to engage with police investigations due to fear, to ensure that there are given support to engage with investigations and break the cycle of domestic abuse
- In Colchester, regular events are held by the Community Team, in surrounding villages, so the public can drop in and see an officer “in person”. This has worked well in Tiptree and West Mersea.
- Chelmsford and Maldon are setting up a new review of engaging with victims of crime. CPT will be inviting 10 victims of crime bi-monthly to a venue to discuss with us what their experience has been and discuss with them what if anything we could have done differently and what we did well. This is to enable us as officers to better engage and build confidence within our communities to ensure we don't repeat the same mistakes and can share best practise.
- Braintree & Uttlesford are continuing to work with local district partners to create more Hate Crime Reporting Centres across both Braintree & Uttlesford Districts. CSP Partners have also become trained Hate Crime Ambassadors supporting victims of Hate Crime.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 5 - Improving support for victims of crime

### **We will:**

*Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.*

- The force works closely with commissioned support services to ensure the timely sharing of victims' information which enables those services to make an early offer of support and assessment of a victims needs.
- The force holds regular meetings with commissioned support services leads to ensure agreed processes work efficiently and effectively in support of victims.
- Investigating officers are required under the Victims Code to seek a victim's views when considering an out of court disposal, or other resolution, and to ensure that this is taken into account. Dip sampling and relevant audits will test this area.
- We continue to chair the Restorative Justice (RJ) Strategic Group, with members from a wide variety of partner agencies, looking to get a partnership pledge signed up to drive/reinvigorate the tactical delivery plan.
- Approval of direct referrals for DA cases obtained and implementation plan with Force lead for Domestic Abuse to increase referrals in this area.
- RJ Lead chairing the NPCC operational guidance working group on RJ, to enable effective delivery of the new joint nation (APCC/NPCC) Restorative Justice strategy.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 6 - Protecting rural and isolated areas

### **We will:**

*Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.*

- The Local Policing Support Unit (LPSU) have co-ordinated multi-agency ‘Street Weeks’ in Castle Point, Rochford and Uttlesford. This brought together CPT’s, the Rural Engagement Team, Business Crime Team, Essex Watch, Fraud Prevention, Crimestoppers and local CSP partners for a week of co-ordinated engagement activities.
- Each district now has a dedicated Rural Engagement Team (RET) Police Constable as a point of contact for communities and partners.
- Rural Engagement Events continue with 18 planned over Summer 2022.
- Hare Coursing continues to decline significantly due to the RET undertaking the seven force Community Protection Warning (CPW) process and securing several recent convictions.
- RET are undertaking more complex investigations. Recent charges for two offenders in relation to 14 agricultural GPS thefts valued over £400k.
- The RET social media has continued to grow with an additional 126 followers in Q1. This also resulted in 203,000 impressions and 21,000 profile views increasing community engagement.
- The RET newsletter continues to grow with a reach of over 50 individuals and organisations who further disseminate the newsletter. Plans underway to move to a new format which will also go out to the 5,100 followers.
- RET have setup an Essex-wide working group to understand the impact and changes of trespass legislation.
- The Tri-Service pilot in the Dengie (Maldon district) continues to undertake community engagement, tackling key priorities in rural isolation including suicide prevention meetings, home visits and work with the Maldon Dementia Action alliance in supporting vulnerable people.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 7 - Preventing dog theft

### **We will:**

*Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and promote prevention activity so people know how to keep their dog safe.*

- The Essex Watch Liaison Officers Co-ordinate Dog Watch for the force, it currently have 2,381 members countywide. The Watch scheme is open to any individual, related business and interested partners. All Dog Watch members receive crime prevention advice around looking after their dog and guidance on how to report any suspicious activity to the Police. Any intelligence that is received by Dog Watch Members the Essex Watch Liaison Officers link in with their local Community Policing Teams and the Rural Engagement Team.
- Nationally Policing partners have introduced the operation name “Op Reunite” and within Essex this label is added to the investigation summary to provide data on recorded dog thefts. Force Control Room (FCR) have introduced a how to guide for FCR / Resolution staff when dog theft recorded. This guide has been shared with the national working group.
- The Resolution Centre now registers an interest for the Force Dog theft Single Point of Contact (SPOC) for their awareness.
- The Resolution Centre ensures all victims are signposted to Victim support guidance on understanding the heartbreak the theft of a family pet causes.
- Essex Police work with Devon and Cornwall Police who chair the national working group which is held on a quarterly basis. 31 forces across England and Wales attend virtually and the standing agenda items include:
  - Pet Theft task force updates
  - Operation Reunite updates
  - Terms of reference of the National Working Group
  - Confirmation of consistent media messaging
  - Appropriate preventive measures
- The Rural Engagement Team are included within all circulations from National Intelligence Unit for Serious Organised Acquisitive Crime (OPAL). The dedicated dog theft officer works with partners including OPAL and forces nationally tackling cross border issues.
- The Rural Engagement Team have also begun carrying out “dog engagement” events raising awareness of dog theft prevention, microchipping etc., and ensuring Police Intelligence Reports (PIR’S) are submitted with the Operation Reunite tag.
- Dog theft SPOC is currently exploring dog shelters such as the Dogs Trust and establishing if Essex Police can supply a Crime Prevention leaflet with every dog they rehome and dog watch leaflet.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 8 - Preventing business crime, fraud and cyber crime

### **We will:**

*Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and off line.*

- The Serious Crime Directorate (SCD) Prevent and Protect Team work closely with Local Policing and the Fraud Prevent Officers. In May 2022 they completed over 400 victim engagements, following up on vulnerable fraud alerts and safeguarding against repeat victimisation. The Prevent and Protect Team also complete cyber educational and partner engagements, assisting in people staying safe online.
- The Business Crime team has engaged the business community in respect of reporting fraud, raising awareness, and providing preventive advice. They have achieved this by completing town/retail visits in all LPA's, producing monthly newsletters fielded to 7,000 subscribers via the PFCC office, regular use of social media accounts, attending the Essex Chamber of Commerce Festival of Business, created the first Business Advisory Group for members to give business perspectives on criminality, organising Cybercrime clinics to give advice and ongoing support.
- In the immediate future the Business Crime Team will continue to improve the concept of Business Crime Town visits, acknowledging cybercrime trends and sign posting advice and partner agencies. The team will campaign to encourage business to support prevention methods in cybercrime, modern slavery, vulnerability, and anti-social behaviour.
- The Business Crime Team is currently working with local Community Safety Partnerships (CSP), Business Improvement District (BID) teams, Essex Chamber of Commerce, the Federation of Small Businesses (FSB) and County business leaders to promote their messaging in respect of fraud prevention, using specialists at Eastern Cyber Resilience Centre, National Cyber Security Centre for Cyber awareness, and internal specialists for Cyber Clinics.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 9 - Improving safety on our roads

### **We will:**

*Correct the misconception that death and injury on our roads is inevitable by working through Safer Essex Road Partnership (SERP) to deliver Vision Zero.*

- During this quarter, a total of 217 People were killed or seriously injured following road traffic collisions. 14 of those in this quarter were fatalities compared to eight in the same quarter last year, however, this is an increase of six. The force has also recorded its first fatality involving a rider of an e-scooter within quarter 1 Out of the 14 recorded fatalities, five involved motorcyclists.
- A new roads policing operation started on June 22<sup>nd</sup> providing a focused Roads Policing response to policing the fatal four offences on strategic roads located within the force area. These include A12, A120, M11, M25, A127 & A13. In addition, the operation takes advantage of Automatic Number Plate Recognition systems focusing on disrupting criminality. The operation generated a number of construction and use offences as well as the established fatal four offences, such as excess speed, seat belts and mobile phones.
- Roads Policing Knowledge Hub – A dedicated on line site has been created to provide Police officers with a central knowledge hub allowing them to seek additional guidance and assistance on traffic Law & powers. This site will provide officers with greater confidence in operational traffic matters supporting Vision Zero, improved standards of investigations and victim care.
- Extra Eyes – This road safety initiative continues to gain momentum with a continued rise in submissions since changes to the Highway Code hierarchy. During Q1 a total of 1,246 submissions have been received and reviewed resulting in 789 positive outcomes (64%). This includes 479 Careless driving, 403 Close Pass Careless Driving, 81 Mobile phone offences, and 49 Red traffic light offences.
- Sentencing changes - Effective from June 28<sup>th</sup> 2022, the sentencing tariff for offences that attract the highest levels of harm, such as death by dangerous driving aggravated by drink or drugs, changes from a maximum of 14 year imprisonment to a life sentence. In addition, a new offence of causing serious injury through careless driving has been introduced attracting a maximum sentence of two years imprisonment.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 10 - Encouraging volunteers and community support

### **We will:**

*Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Special programme, and one supported by every major business through the Employer Supported Policing Scheme.*

### **Essex Special Constabulary**

- There are currently 455 Special Constables serving. Six Special Constables left to join the regulars in this quarter.
- A dedicated Essex Specials recruitment campaign (Media, Positive Action and Out Reach programme) is in place throughout 2022 to increase application opportunities. A dedicated Specials recruitment campaign has now been established and included within the Media Department delivery pipeline. A Special Constable 'Quick Apply' link which aims to make it easier for anyone interested in joining has also been introduced to minimise delays.
- On 27<sup>th</sup> April our Employer Supported Policing Specials supported the Essex Chamber of Commerce Festival of Business promoting the opportunity to encourage businesses to sign up to our scheme.
- There are 15 Community Special Constables supporting 10 Parishes. The Employer Supported Policing (ESP) scheme currently has 52 companies and 98 Special Constables registered, including Essex Police. Under this scheme, 100 Specials are provided with paid time off to volunteer as a Special in Essex. Our Employer Supported Policing Co-Ordinator continues to work with the Essex Chamber of Commerce and local Parishes to promote Employer Supported Policing and Community Special Constables.

### **Active Citizens and Police Support Volunteers**

- Essex Police currently retains 63 Active Citizens (AC) and 125 Police Support Volunteers (PSV) .
- There are 13 volunteer applicants in the pipeline, with 12 ready for deployment. Seven volunteers were selected for a new role in the Casualty Bureau and will start training shortly. If this role is successful, future recruiting will be considered.
- Two PSVs have been recruited into the Learning and Development Team and into the LGBTQ+ Support Network role. One PSV has been recruited as a FCR Researcher, and three PSVs are deployed with their well-being dogs. Further candidates and roles are being progressed in the Learning and Development Team and Trauma Risk Management (TRiM).
- Our Police Support Volunteers and Active Citizens have supported several Street Week Events in Castlepoint and Rochford and Uttlesford with future Street Weeks planned in Tendring in August.
- Four volunteer induction courses have been conducted for both new and existing volunteers and monthly induction and training courses continue to be provided.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 10 - Encouraging volunteers and community support

### **We will:**

*Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Special programme, and one supported by every major business through the Employer Supported Policing Scheme.*

### **Volunteer Police Cadets**

- There are 350 Volunteer Police Cadets (VPCs) and 110 Volunteer Cadet Leaders across 13 Cadet Units.
- Recruitment campaigns are ongoing across the Force to grow the Cadets.
- There are final planning arrangements in place for the joint PFCC Games with Police and Fire Cadets coming together for a joint engagement activity day.
- In this period, Cadets have continued to attend community engagement events, with activities including beach cleaning to support the environment and giving out Crime Prevention advice.
- The Volunteer Police Cadet Scheme continues to work in collaboration with Essex County Fire Cadets. There are plans for Fire Safety Training for the Police Cadets and Crime Prevention Training for the Fire Cadets as well as an input around Valuing Women and Girls. Preparations are in place to hold the joint Police and Fire Cadets PFCC Games this summer. Volunteer Police Cadets also continue to support their local Policing Teams with Crime Prevention.



# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 10 - Encouraging volunteers and community support

**We will:**  
*Continue to support and collaborate with Neighbourhood Watch and further develop other watch schemes such as Farm and Rural Watch, and Pub Watch as well as supporting Crimestoppers.*

### **LPSU SCG**

- The Local Policing Support Unit Strategic Coordination Group (SCG), continues to bring together Community Safety Partnerships, Community Safety Managers, Crime Stoppers, Police Support Volunteer leads, District Commanders, Active citizens, Special Constabulary, Volunteer Police Cadets, Accredited Persons, Street Pastors, Community Speed Watch and Essex Watch groups. The group has successfully mobilised support for Street Week activities in Castlepoint and Rochford and Uttlesford. Both events have focused on delivering organised, proactive community engagements, including more local, visible policing and access to police and partners. Planned mobilisations are in addition to business as usual and are taking place monthly throughout 2022. Further events are planned throughout the Summer and this is being tracked through the Strategic Command Guidance and Force Planning Calendar, with outcomes and results reported to partners and Safer Essex.

### **Essex Watch**

- The Essex Watch Liaison Officers continue to work with Neighbourhood Watch (NHW) and, during this quarter, have supported 26 community engagement events and promoted the seven main Watch Groups by offering crime and fraud prevention advice.
- Essex Watch continues to work closely with the Farm and Rural Community; 751 farmers and 100 Business Watch Groups.
- Dog Watch continues to grow, with 2,381 individuals and related businesses now members.

### **Street Pastors**

- Street Pastors continue to work closely with all Local Policing Teams across the districts by offering support, particularly around the Night-Time Economy.

### **Crimestoppers**

- Crimestoppers are currently working with the Citizens in Policing Team around promoting their Crime Stopper Zone initiative
- In Tendring there is a pilot in place around rural heritage crime which the Essex Watch Liaison Officer is supporting.

# Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q1

## Priority 11 - Supporting our officers and staff

### We will:

*Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner's office with an increase in diversity and an inclusive recruitment and development strategy so that people from all segments of our community can aspire to serve the public through these services.*

- The 'We Value Difference' campaign that continues to attract diverse applicants into policing continues to advertise, via Social Media, Radio and TV. It highlights the range of roles for officers, police staff and volunteers. There are currently 448 applicants in the officer pipeline with 43% from females and 7.8% from ethnic minority applicants (data correct as at 13 June 2022).
- The Positive Action Team and Corporate Recruitment teams have undertaken 32 outreach events between 1 April 2022 – 30 June 2022 to promote policing as a career of choice. These are in conjunction with the many events held in local communities and bespoke events with the Muslim Sister Circle Group and Thurrock Nigerian Faith Group.
- A Positive Action Programme is in place to support those applying for the role of police officer. As at 17 June 2022, there are currently 138 trained buddies with 80 candidates currently receiving bespoke one-to-one support.
- The Positive Action Team are reaching out to industry to encourage those with transferable skills into policing. Networking Essex events attracting industry have been held in Southend and Colchester over this reporting period. The team engaged with 200+ individuals and have agreed further events with those who work in the Security Industry.
- On 18/19 June a 'Festival of Diversity' was held in Colchester. Essex Police attended, engaging with people from various diverse communities for an event aimed at celebrating diversity and challenging prejudice. This has led to offers of further support from AfriUK (African Families in the UK) to promote policing to diverse communities in North East Essex.
- In support of the Diversity, Equality and Inclusion Strategy, Essex Police held the 'Towards Excellence' conference on 31 May 2022. The conference had three themes of Our Organisation, Our Partners and Our Communities. The conference allowed us to make our partners and the public aware that we have, and are proud of, our values to embrace diversity, equality and inclusion and service excellence, both in policy and action.
- The Chief Constable continues to chair the Force Diversity and Inclusion Board with separate command level boards in place across the organisation. This ensures leadership and governance for implementing the Diversity, Equality, and Inclusion Strategy at a local level.
- Essex Police has nine active Support Networks hosting a series of events throughout the year. Events held in this quarter include Stephen Lawrence Day, a myth busting event hosted by the LGBTQ+ Network, a Autistic Pride event during Pride month.
- As part of Pride month, a tri-service event was held on 17 May 2022 to mark International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT). Essex Police has 6,542 employees of which there are 3,661 officers. Overall workforce representation is 4.23% ethnic minority and 46.87% female as at 15 June 2022.