

Police and Crime Plan 2021-2024

Quarterly update

Quarter 3 - 2022/23

Data to December 2022



Version 1.3

Produced January 2023

Performance Analysis Unit, Research & Analysis Department, Essex Police

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Contents

Priority 1 – Further investment in crime prevention	3-4
Priority 2 – Reducing drug driven violence	5-6
Priority 3 – Protecting vulnerable people and breaking the cycle of domestic abuse	7-9
Priority 4 – Reducing violence against women and girls	10-14
Priority 5 – Improving support for victims of crime	15-17
Priority 6 – Protecting rural and isolated areas	18
Priority 7 – Preventing dog theft	19
Priority 8 – Preventing business crime, fraud and cyber crime	20
Priority 9 – Improving safety on our roads	21
Priority 10 – Encouraging volunteers and community support	22-24
Priority 11 – Supporting our officers and staff	25

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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

- Braintree Community Policing Team (CPT) work once a month with the Local Authority Licensing Department to target taxis on the Night Time Economy (NTE). Specifically we target the Friday and Saturday nights. This includes licence checks but also ‘test-purchasing’ using Police Cadets and adults to test the drivers response to child exploitation.
- Multi-agency weeks of action into Organised Criminal Gangs (OCGs) also continue under Operation HEAP. Recent intelligence gathered has enabled warrants to be obtained targeting principal members of OCGs that will ultimately reduce the risk within our communities.
- Operation Shepherd has been implemented in Colchester focusing on the NTE with dedicated resources from the Community Policing Teams, Local Policing Teams (LPT) and the special Constabulary. North LPA have incorporated risk terrain mapping and Operation Grip tactics to ensure officers are highly visible in key footfall areas at key times, ensuring the most exposure, engagement & enforcement opportunities. They are also working with local business owners and the Colchester Business Improvement District (BID) to support the local community.
- In Colchester there are several overlapping multi-agency boards which take place regularly and are very well supported each with a range of partners, including all housing providers, healthcare, social care, probation, local authority, environmental health, and our licensed premises to discuss crime trends and ASB.
- The Colchester Crime Prevention sub-group has evolved to dovetail with the NLPA Crime Prevention Round Table. Meetings take place each quarter with an element of the Essex Crime Prevention Strategy being focused on. Partners attending this meeting consist of the Local Authority, Health, Police, Fire, Neighbourhood Watch, Crime Stoppers and the chair of the Behaviour & Attendance Panel (BAP).
- Silver Monday – The event was to target social isolation and crime prevention. There were talks from libraries, Police, Fire, Community Voluntary Service (CVS). This is to support the elderly community in reporting crime and ASB (Anti Social Behaviour). 70 older persons from Maldon and Chelmsford attended the latest event and there were partners from a variety of agencies, including social care, banks, citizens advice, Crimestoppers, Essex well being etc.

South LPA

- As Operation Union in Southend winds down, CPT resources are being focused back on ASB. The end of Op Union will also provide more time for CPT in the other districts in the South.
- Basildon will be increasing the frequency and improving the agenda for CPT and joint community events. There is also a continued campaign to advise and influence the public on safety features such as CCTV, lighting and warden patrols.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 1 - Further investment in crime prevention

South LPA (continued)

- Operation Grip is an operation where crime “hot spots” have been identified and officers are directed to undertake 15 minutes of visible patrols in these locations. This has been focused on, with clear messaging, auditing and expectations set on officers, this focus has greatly increased the amount of patrols conducted in hot spot areas and monitoring will continue to measure results.
- Operation Casio has focused on known individuals in the Basildon district and making use of all powers to prevent anti-social behaviour as well as respond to it. A number of proactive stop and searches, engagements and arrests have been made with the assistance of this operation.
- Visible patrols continue in areas with a high amount of night time economy activity. In Southend we work jointly with the council and with security at venues to take robust and quick actions when required. This includes access to CCTV for officers to access while deploying to incidents.

West LPA

- This quarter, foot patrols have been undertaken with partners in Harlow Town Centre, resulting in a number of E-Scooters being seized for anti-social riding.
- A joint operation with the Serious Violence Unit has also targeted nuisance motor bikes and criminality involving bikes, resulting in a number of arrests being made and improving visibility on cycleways and foot paths.
- Thurrock has launched the first Essex Police Quad Bike patrols to tackle off road ASB within the District. Supported by the PFCC and Chief Constable; funding was obtained through Thurrock Council, Thurrock CSP and Essex Police to launch this new initiative.
- Thurrock continues working in partnership with the CSP and Highways to target and harden the hotspot locations for crime and ASB.
- A new operation has been launched to provide a dedicated non-divertible burglary patrol car to cover locations of all burglaries that have occurred in the last six weeks. Funding has been obtained to increase patrol hours into the New Year.
- Following from consultation with the community, Ongar Library was identified as an ASB hot spot. The beat officer has been working with the CSP to provide a multi-agency approach which has involved cameras being installed, talks in schools and with parents, and increased visibility. This has ended the constant ASB issues that Ongar has been suffering.
- Operation Ringo culminated in October. This was an ongoing investigation into a series of arsons, criminal damages, and thefts across Epping Forest. Over £30,000 worth of damage was caused to car park machines and signage (this excludes any loss of revenue), as well as increased risk to the forest itself from fire. The victim was one of our key partners, the Corporation of London. The investigation resulted in the charge of a suspect for 15 offences – three Arsons, ten for Criminal Damage, one theft and one going equipped offence. They will be appearing at court in January.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- Essex currently has a total of 53 live OCGs spread across the three LPAs and Serious Crime Directorate (SCD) ownership. During this reporting period, there have been a total of 78 OCG disruptions.
- The SCD Prevent & Protect Modern Slavery and Human Trafficking (MSHT) officer delivers upskilling presentations to our partner agencies, charities, and the voluntary sector, which cover spotting the signs of Gangs & County Lines exploitation and how and to whom to report concerns and information.
- The Serious Crime Directorate (SCD) continues to develop intelligence and lead on enforcement activity against Class A drug supply networks. This enforcement extends from those involved in the importation, local distributors and street level dealers within the County. Through this layered and targeted approach, utilising a range of overt and covert tactics, we have made Essex a more hostile environment for individuals and gangs to target vulnerable people through drugs supply.
- The mapping of County lines onto the National Crime Agency's (NCA) Agency and Partner Management Information System (APMIS) has enabled a greater understanding of the risks posed by specific lines and enhances enforcement opportunities. An increased use of covert tactics is being employed to disrupt and target line holders and those supplying controlled drugs.
- The Serious and Organised crime teams within SCD continue to work with the NCA, Eastern Region Special Operations Unit (ERSOU) and Metropolitan Police to target those involved in cross boarder criminality, ensuring timely intelligence sharing and maximise intervention opportunities by sharing resource capabilities and undertaking joint activity.
- The SCD Prevent & Protect MSHT Officer delivers upskilling presentations to our partner agencies, charities, and the voluntary sector, which cover spotting the signs of Gangs & County Lines exploitation and how and to whom to report concerns and information.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- Operation Class was an investigation into an organised crime group responsible for stealing an ATM containing £41,000 by means of ram raid. The group were identified as having stolen high performance vehicles as well as using and threatening serious violence against targeted victims in the days leading up to the offence. The five suspects responsible were sentenced in October to a total of 50 years imprisonment.
- Operation Barking was an investigation into a gang related shooting that occurred in Thurrock Lakeside in broad daylight between two rival Met Gangs. The gangs were involved in drug supply and heavily linked to the drill music scene. Two suspects opened fire on the victims as they left the Flannels retail outlet. The suspects and victims both left the scene prior to police arrival. As a result of the subsequent investigation, both suspects were arrested and charged with firearms offences as well as drug offences. A further two suspects were charged with drugs supply, driving and money laundering offences. Seizures include one loaded firearm, a quantity of cocaine and cannabis and approximately £30,000 cash. All await trial.
- Operation Gail was an investigation into a robbery involving serious injury and possible firearm discharge. Subsequent enquiries have now revealed that both the victim and suspect are active drug dealers in the York Road, Southend area. It is not clear what the exact motive is but it is suspected to be drug related, and most likely a turf or a debt issue. Arrests have been made and a quantity of crack cocaine and heroin recovered. The investigation continues.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- We are in the process of introducing MASIP (Multi Agency Stalking Intervention Panel) which will commence early 2023. Around 85% of stalking cases reported are DA-related. MASIP will involve our partner agencies and appropriate officers, similar to the Multi Agency Risk Assessment Conference (MARAC) process, where individual stalking investigations will be discussed and advice offered to the OIC on how their case can be progressed appropriately with a view to achieving a positive outcome. It will also encourage the application of an SPO where appropriate to assist in safeguarding.
- The Claire's Law (DVDS) process is being reviewed and officers are going to be encouraged to utilise the “right to know” aspect where they have identified this would be appropriate. This has also been identified as being useful with our partner agencies who can also make applications. Under this review, consideration is being given to having an automatic referral made into the Domestic Violence Disclosure Scheme (DVDS) for consideration of disclosure for any partner or recent ex-partner of an Op Puffin nominal.
- Essex Police worked with partner agencies to organise the South Essex and Thurrock Domestic Abuse Board (SETDAB) yearly conference in November 2022. The event included guest speakers who gave first hand accounts of being a victim of forced marriage, stalking, domestic abuse and sexual abuse. There was a sharing of information and processes to allow agencies to improve their own working practices.
- Operation Finland: A working group is looking at how child abuse investigation officers conduct, record, debrief and share information following joint visits, there is no national guidance. Enquiries are being made nationally through the benchmarking scheme as well as contact with the College of Policing.
- Sexual Offences and harm indicators: This is an additional product to Operation Yalta, identifying sexual offence victims with alcohol/violence indicators. This will run in the same way as Yalta, but a separate cohort, being raised and tracked through Crime and Public Protection tasking with nominated owners as appropriate. Working with perpetrator delivery board, supporting interventions through Phoenix futures, remaining positivity persistent resulting in reduced offending.
- Operation ASK has been trialled in the West Public Protection Investigation Unit (PPIU) hub this quarter. This is where a Secsys 9 tag is added to an address where a child is on a Child Protection Plan with Social Care in order to alert any attending officers. The intention is to roll this out Force-wide.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- Through extensive research Essex Analysts have developed the 'Op Puffin perpetrator cohort', designed using known indicators of Domestic Homicides, into a 'High Threat cohort' using indicators of harm based upon both the risks posed by the perpetrator and that relationship. This design is currently being reviewed by an independent ethics committee before an anticipated go live of early 2023. The Domestic Abuse Problem Solving Team (DAPST) will then use this cohort to focus preventative action, collaboratively with Independent Domestic Violence Adviser (IDVA) teams, into those perpetrators and their linked victims with an aim of preventing harm and further DA Homicides. There has been considerable interest in this design from the Homicide Reduction team at the Home Office, the NPCC DA team and the academics from the Vulnerability Knowledge and Practice Program (VKPP).
- Between August and October subject matter experts delivered training to over 1,200 Local Policing Officers, who are first responders to calls of Domestic Abuse. The training focused on officer behaviours and initial interactions with DA victims, better identification of Coercion and Control, and preventative order training; with the aim of better initial response, identification and prevention of DA.
- Following the findings of a 'Super Complaint' from Woman's Aid around Police Perpetrated Domestic Abuse, Essex Police have updated their policy to provide enhanced support to all victims (through the use of an IDVA) and put additional safeguards in place to reduce potential conflicts between the investigating team and the alleged perpetrator. All investigations within the last 12 months have been reviewed with the Professional Standards Department (PSD) with processes checked to ensure any conduct matters arising from allegations are considered, even if there is insufficient evidence to meet the criminal threshold.

North LPA

- DAPST are currently engaging with 90 of the most vulnerable victims of DA who are linked to Live DA crime or who are associated with a High threat cohort perpetrator, ensuring that they have access to our partner support services such as the IDVA service.
- Braintree Community Policing Team along with the Community Safety Partnership (CSP) run a quarterly DA panel, working with DAPST and other partners like the 'Change Project', Next Chapter and mental health groups, where we can ensure the necessary support is provided and is in place to safeguard victims of DA.
- Next Chapter continue to work with local officers on a Monday in Tendring, attending incidents and making referrals with victims of DA directly. The support they offer victims remains invaluable. On a Wednesday they now attend the investigations teams to work with officers and provide support around High-risk victims of DA offering relevant referrals and ongoing support.
- Colchester Community Policing Team regularly attend Premier league 'Kicks' which is run by Colchester United Football Club and is a free youth activity for youngsters whereby they play football, but the session are enriched by Essex Police with talks around ASB and domestic abuse.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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

North LPA (continued)

- There has been a reinvigoration of the 'Ask Angela' campaign with the licenced premises on how to deal with anyone who seeks assistance this way. New posters have been added in the licenced premises with CSP and CSEO partnership working.

South LPA

- There has been continued training in tools such as stalking prevention orders, DVPNs and DVPOs and greater scrutiny of investigation quality to ensure chances to prosecute offenders are not missed.
- We maintain a close working relationship with local domestic abuse support organisations as well as national organisations, officers are trained to recognise when a partner agency may be best placed to support a victim. Partner organisations have been invited in to police stations to talk with officers about what we can do to support each other when it comes to supporting victims of domestic abuse. For example recently a HeForShe event was held in Southend Police Station which was well attended and saw input from Safe Steps, who help families through the process of leaving an abusive relationship, and Compass who find the most appropriate avenues to support victims of domestic abuse allowing safe contact with organisations that a victim may otherwise be unaware of.

West LPA

- DAPST continue to engage partner agencies and charity organisations outside of Multi-Agency Public Protection Arrangements (MAPPA) and Multi-Agency Risk Assessment Conference (MARAC) to provide support for victims and referrals for suspects, including the Change Project.
- Governance has been applied to Victim Care Contracts (VCC) and Victims Code of Practice (VCOP) ensuring that all victims receive relevant referrals and that quality of victim contacts is monitored.
- A bi-weekly review now takes place of all outstanding Domestic abuse suspects including those on bail and RUI to ensure that activity to bring offenders to justice are being progressed. This is fulfilled through the Investigations Improvement Board and regular one to one meetings between DCI and DI and between DI and DS ranks. Also, a governance programme has been introduced where investigations with unresponsive victims are overseen by DI and DCI ranks, in order to ensure that opportunities to bring offenders to justice and improve victim confidence are not being missed.
- Review of internal process relating to relentless pursuit of suspects and early arrest of suspects has taken place to maximise the use of DAPST's Offender Management Team (OMT).

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- Essex Police’s media campaign Reflect which targets VAWG preparators and encourages them to seek help has seen national recognition being played on mainstream TV and social media campaigns. This has led to the support service involved receiving more referrals in two months than they previously had in a full year.
- Essex Police continues its pilot with Tackling Organised Exploitation Crime to target VAWG high harm offenders identified through the extraction of data across the Athena network of forces. Proactive targeting of those offenders who pose the greatest risk along with highlighting those offenders who cross force boundaries. The pilot has led to better oversight and ownership of offenders who move locations. The Proactive Order Enforcement Team (POET) are also linked to this pilot.
- Operation Ratify continues with offenders being graded as to the risk they pose. They are then allocated to teams to ensure the offenders are policed robustly. There are currently eleven tier one offenders, four South, six North and one managed by the Child Sexual Exploitation Team.
- Operation Yalta continues focused on providing tailored support to victims. There are currently 21 tier one victims; five in North, twelve in South and four in West.
- Operation Goldcrest, which is aimed at supporting victims of Child Sexual Exploitation, continues in the West LPA with 10 young women enrolled on the pathway.
- The Professional Standards Department Independent Advisory Group has examined in detail a number of finalised VAWG related public complaint around police conduct. Learning and feedback identified from this has been shared with the wider workforce.
- Essex Police was involved in the launch of Safe to Play on the 29th November. Out of School settings - clubs, groups. Out of school venues and activity should provide children and young people with a safe and supportive environment.
- In 2023, the Diversity Equality and Inclusion team will be setting up a VAWG listening circle. This will involve males from a variety of communities and is designed to start the conversations amongst men as to what more can be done to change male behaviours and improve women’s safety.
- Flex training for all front line responders will have an input from independent speaker Karen Whybro on effective communication and challenging behaviours around VAWG related issues.
- Essex Police has led successful operations in the Night Time Economy to interact with women and girls. These being Operation Jaguar (Essex University) Operation Sled (Force-wide) and Operation Brave in the West. All have received positive engagement and media attention.
- Essex Police has been accredited as a White Ribbon Organisation and is now part of this international movement. This demonstrates the commitment Essex Police is making to tackling Violence Against Women and Girls.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 4 – Reducing violence against women and girls

North LPA

- As part of the Safer Streets funding bid, Braintree CSP are employing Street Wardens and placing extra CCTV cameras within the Town Centre of Witham to ensure better joined up working between the Police, CSP and other key partners and ensuring the best evidence is captured early. This will support better quality of investigations, meaning a greater number of offenders will be brought to justice.
- Braintree Community Policing Team have conducted targeted talks with women's groups such as the W.I, where advice is given on how to keep themselves and others safe when out and about. The team further intends to expand this piece of work to a wider field and are in talks with the Braintree Mosque to incorporate their Muslim Sisterhood groups.
- The CSP days of action which focuses on victim support for VAWG is designed to encourage victims to report any offences to our partners as well as Police. The offenders identified from the CSP Days of action are also targeted during our bi-weekly tasking meeting through support from our teams such as DAPST and DAIT (Domestic Abuse Investigation Team).
- Chelmsford CPT are working with ARU and CSP to try and progress a partnership working response to seeing NTE in particular through the eyes of females. This is to understand what their fears are and see it first hand to enable CPT and partners to robustly target areas and offenders.
- For White ribbon week, DAPST attended a large Afghani women's and men's community group with CPT to understand the religious and cultural barriers to reporting DA and VAWG and educating them on what they could expect from police as both a victim and a perpetrator of abuse here, whilst working to build a good rapport. DAPST explained the help, support and safeguarding available for victims of abuse and explained some of the basic differences in Domestic Abuse law and legislation and what may be considered socially unacceptable in the UK.
- North LPA conducted NTE Health checks which is a VAWG initiative that links in with the National Street Safe campaign, whereby our female staff in plain cloths walk the routes taken from the Town Centre in company with other partners and volunteers to conduct assessments of the main route likely to be walked by members of the public at night.
- Our CSEO's have recently worked alongside sister circle (Woman's Muslim Community) and other vulnerable female groups to discuss their concerns relating to VAWG, enhance our support and offer advice when reporting and preventing VAWG.
- Following the success of Operation Jaguar within the University grounds, the various agencies involved have created Operation Sled for December and the Christmas NTE. This focuses on the night time community of the city centre, both supporting businesses and their clientele, focusing on woman's safety and VAWG and spiking issues. This features both policing activity with high visibility and plain clothes patrols, engagements and crime prevention through multi-agency work and education to local business and licensees.
- CPT are working with CSP on the women's safety charter. This project has now been launched and all partners are supportive around VAWG to empower women and girls to keep themselves safe and reduce the perception and fear of crime.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 4 – Reducing violence against women and girls

South LPA

- Each district holds Independent Advisory Groups with members drawn from a variety of background who provide a direct link between the community and the police.
- The CSEO role has been developed and officers in this role ensure that communication with the public can be done through multiple means, not just online or in person. Regular community meetings are held across all districts and updates and provided around the work we do on a regular basis, with the opportunity to feedback what is important to them.
- Each district has “Victim Champions” who share best practice amongst their teams and support officers to support victims.

West LPA

- Domestic Abuse Problem Solving Team (DAPST) attend all relevant MAPPA and MARAC meetings to ensure that all partners are contributing to efforts to break the cycle of abuse relating to both suspects and victims. DAPST also continue to engage partner agencies and charity organisations outside of MAPPA and MARAC to provide support for victims and referrals for suspects.
- Operational Support training for Detective Sgts within DAIT has taken place which has enabled experienced Detective Sgts to provide guidance and support to less experienced members of the DS cohort to enable sharing of good practice and lessons learned. This has also been rolled out to uniform teams where an experienced Detective Sergeant will assist our Local Policing Teams to develop their review and investigative skills in relation to standard risk Domestic Abuse. This makes up the bulk of our Violence Against Women and Girls offences, therefore it is imperative we have a robust approach from uniform teams too.
- Through the West LPA fortnightly Tasking process with each DPA and Investigations Departments, a series of harm reduction operations linked to the prevention of VAWG have been launched in Grays and Brentwood. The Grays operations have been focused within the Town Centre, working with Partners in carrying out reassurance patrols, providing advice and distributing safety products. There has also been a joint operation with Education and Crime and Public Protection. The focus has been inputs and evening patrols around secondary Education establishments.
- The Brentwood VAWG focus has been connected with the Night time Economy (NTE) and includes Licensing, Specials and Local Policing, engaging with the community and external visitors in terms of advice and wellbeing checks. A series of events named ‘Walk With Us’ have been established to identify areas in which women feel unsafe at night. This is specific to this time of year due to reduced daylight hours increasing the anxiety of women and girls travelling on foot.
- Operation Perform continues in Harlow with another 150 hours of Cycle Patrol taking place, with an emphasis on listening and speaking to people using cycleways and open spaces to understand their feelings and views. People have reported feeling safer with the improvements in CCTV around the Harlow underpasses. CSP has been asked to link in with local women’s groups to help design redevelopment in the Town Centre to enable the development to feel as safe and accessible as it can for women.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 4 – Reducing violence against women and girls

West LPA (continued)

- In Loughton and Brentwood, an operation has been created to increase the targeted patrols of areas and times where increased concerns of VAWG has been identified such as unlit areas and common walking routes around tube stations, high streets and in/around licensed premises. The operation will have distributed 200 “drink spike testing strips” by 24th December eve to women who are out for Christmas festivities.
- ‘Walk With Us’ was piloted on 27th November in Brentwood, following the week of action for White Ribbon Day. The idea of Walk With Us is that Officers will speak with members of the public who can walk on a patrol with police officers and discuss any concerns they have in the area. A map of where Officers will be walking is given to them, along with a questionnaire for them to provide their answers. Officers will wait on a stall outside the location for a central meeting point, and to remain there throughout the walk to continue engaging with members of public. Members of the public can provide answers to questionnaires even if they do not walk with officers. The answers are fed back to the relevant partner, for example – lack of street lighting would be a council issue. More dates will be established in the new year, targeting the high profile areas such as high streets first. This was launched under VAWG, however residents do not have to be female to attend.

C&PP

- In December 2022, force leads and subject matter experts for Stalking and Harassment attended Cheshire police to learn from their success in prosecution rates and outcomes in Stalking and Harassment cases. This sharing of information has been brought back to improve processes within Essex Police and improve prosecution rates.
- In last three months, Police Online Investigation Team have safeguarded 87 children by arresting 44 suspects. They have a 100% solved rate when dealing with Online Child Activist Groups.
- There was an online referral from a partner agency in the USA which identified an Essex-based Registered Sex Offender (RSO) sharing images of their niece. The investigation uncovered sexual abuse against their niece. As a result, the suspect pleaded guilty to 13 offences and received 16 years in prison. The trial judge praised the professionalism of Essex Police.
- Essex has a much improved it’s ranking amongst Police Forces for solving rape offences. HMIC has commented how other Forces should visit Essex if they want to see best practice in rape investigations.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- We are piloting the use of additional Problem Management Profile functionality in Athena (our primary records management system) to store data related to repeat victims/offenders and co-ordinate all held information from investigations, intelligence and other agencies on a problem-solving repository with the aim of enabling better and holistic management of suspects and support to victims.
- Supporting Women Selling Sex in Southend event – There were a number of guest speakers, including expert practitioners, and some truly harrowing stories from victims of adult sexual abuse that truly brought home the message around how important it is to have strong collaborative working partnerships and frameworks in place to help victims of sexual exploitation exit these circumstances at the earliest opportunity.
- C&PP have fully embedded the Victim Closure Document that gives a specific question set to allow officers to fully capture the voice of the victim. We have also introduced the AWARE contextual safeguarding principles for children and vulnerable victims and provided training to frontline officers; this mnemonic will ensure consistency in our contextual safeguarding and ensure we hear the voice of every child.
- Operation Jaguar ran during Freshers' Week at Colchester University. This was a joint venture between C&PP and CPT to put on dedicated patrols in advance of an expected increase in sexual offences over this time. For Colchester district for the period from the 1st October to the 15th October, there was a reduction in reported offences of Rape, Sexual Assault and Administer Poison. Colchester went from 30 offences to 10 when comparing the 1st October to the 15th October 2022 versus the same period in 2021. For the Wivenhoe Cross ward (on which sits Colchester University and the location of the student union bar and other housing) there was a reduction of 100%. (Last year there were ten reported offences – this year, none.)

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

North LPA

- DAPST's attend MARAC to share vital information with partners for the most high risk victims of DA.
- The *Change Hub* is integrated within the DAPST office. Referrals are offered with every DVPO issued. This positive partner relationship promotes discussion around offenders and has increased our referrals into the service for offenders outside of the DVPO process.
- DAPST continue to consider and submit applications for protective orders such as Stalking Protection Orders (SPO) and Sexual Harm Prevention Orders (SHPO) against our highest risk DA offenders.
- Braintree and Uttlesford have pioneered a Victim Improvement Strategy which will be rolled out across the whole of North LPA. This is aimed at improving the confidence of victims of crime. This includes victim needs assessments, targeted street beats, victim cards, revisits and letters. There is greater use of restorative justice and partner referrals. Work in relation to this remains ongoing throughout the Winter months.
- Operation Lancaster is a CPT led operation whereby victims of investigations undertaken by the Contact Management Command are visited by PCSOs to offer advice and reassurance in respect of their reported crime. This has dramatically enhanced the service we provide to our victims who would not normally expect to see a police officer. The PCSO's can give crime prevention advice, reassurance and referrals to other agencies for additional support whilst addressing the concerns of the victim in our community.
- Operation Tailor has been launched in Colchester, focusing on those crimes that are resolved within the resolution centre without being allocated to local officers for investigation. These crime will be reviewed by the CPT and assessed for any 'local' vulnerability. Reassurance & crime prevention visits to victims of crime are being completed to prevent further offences.
- Local policing teams, council housing departments, and CSP work with victims to identify whether a Restorative Justice outcome is appropriate and when identified an appropriate referral and liaison is completed to ensure a mutually beneficial outcome.

South LPA

- Victim care cards have been created which contain contact details for the officer in charge of their investigation, any relevant reference numbers as well as details of what support they are entitled to. We recognised that one of the main drivers of dissatisfaction was not being updated in a timely manner and not knowing how to get an update. By providing a direct link we aim to break down this barrier.
- We continue to ensure hard to reach communities have trust in reporting crimes to Essex Police, for example in Canvey Island the local Haredi population has historically had low rates of reporting crimes, due to extensive outreach the number of reported crimes from this community has risen allowing us to respond appropriately.
- Increased training for restorative justice to staff in investigations teams which will be expanded upon with all staff.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 5 - Improving support for victims of crime

West LPA

- Operation Reconsider, which is being undertaken by Harlow CPT, has led to a large growth in the percentage of offences solved. This is where there is greater oversight for investigations where the victim is unsupportive by the Inspector. All hate crime suspects are interviewed regardless of victim's wishes. Consequently, over the last 12 months Harlow has the highest solved percentage for hate crime in all of Essex with 22.2%. The amount of victims who are not supportive has also diminished greatly.
- Brentwood and Epping have adopted the learnings identified from Harlow. Brentwood is third in the county with 15.1% solved and sixth in the county is Epping with 12.7% over the last 12 months.
- The West LPA have invested in Restorative Justice training specifically for Community Policing Teams across the LPA. This has seen an increase in referrals in all districts for the last two quarters.
- Our Hate Crime Officer is providing Hate Crime Ambassador Training, which has helped people report crime, especially hate crimes. This is in conjunction with the recent 'Help Us Help You' campaign launched by Essex Police, which advises how to report crimes/non crimes and the best way to contact us for your concern. We are working with IAGs who can feed back how to report crimes and supporting victims throughout.

C&PP

- Independent Sexual Violence Advisor (ISVA) training and input is to be provided to all staff and teams across Basildon and Southend in December 2022. This will be an opportunity for staff from various teams to meet with our local ISVAs and be provided with input regarding the service, what is available and hopefully lead to improved collaboration. This is vital as we know ISVAs help to keep victims engaged in the CJ process.
- Officers attended the Performing Arts College in Corringham, Stanford Le Hope. They spent time talking with students and giving safeguarding advice. Crime prevention items were given out, as well as a number of leaflets including information by Safer Streets.
- We 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 increase in Rape and Serious Sexual Offences (RASSO) offences shows people are confident to report crime in Essex. These will not always result in a criminal prosecution, so we strive to improve our victims' experience, working with PFCC, to ensure the next round of commissioned services will provide quality support.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 5 - Improving support for victims of crime

Criminal Justice

- PFCC has funded the 'Keep it Calm' course as a caution condition for low level violent offenders.
- CJ are commissioning a diversion service for low level domestic abuse. We are changing our processes to ensure that victims are consulted not only in the suitability of a caution but also that they have a say in what conditions are imposed.
- Witness Care continues to be a leading force in the implementation and development of the Special Measures Pilot. This ensures that vulnerability is identified, and where it is identified suitable supportive measures are put in place to ensure the Victim can attend court to give best evidence.
- There has been significant intervention across the force to support investigating officers in completing and submitting MG2's. Collaborative working with CPS, Witness Services and HMCTS has resulted in no application having been rejected resulting in a better result for victims.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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 Rural Engagement Team (RET) oversee all unauthorised encampments. During this period there were four encampments and the use of policing powers were not required on any of these occasions (Note encampments are seasonal).
- Farm and Rural Watch coordinated by the Essex Watch Liaison Officers currently consists of 750 members who receive a weekly report regarding crimes relating to the rural community in order that they can be aware of what is happening throughout the county and take necessary precautions. They also receive occasional topical crime prevention advice and a copy of the Rural Engagement Team's Newsletter. All members are encouraged to report crimes and any suspicious activity through the proper channels.
- The Rural Engagement Team have undertaken 582 hours of patrol, 482 Traffic offence reports (up 326%), 21 (up 62%) Stop and Searches, 13 arrests (up 225%), 81 Intelligence reports (Up 69%), 57 vehicle seizures (up 97%) compared to the previous quarter.
- The Rural Engagement Team have undertaken nine community engagement events including farm watch meetings, parish council presentations and dog engagement events..
- The Horse Watch scheme was launched, overseen by the Essex Watch Liaison Officers which sees volunteers on horseback, who regularly use bridleways, footpaths and narrow country lanes that are not easily accessible by vehicles, becoming our eyes and ears. The scheme is at an expression of interest stage and signup will begin in 2023.
- The Hare Coursing season so far has resulted in a eight ongoing investigations for Hare Coursing related offences where suspects have been identified and are likely to lead to prosecution.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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.

- Significant work was undertaken in the previous quarter to promote the issue of dog theft via a new leaflet distributed to key partners such as Vets, Dogs Trust, RSPCA, dog groomers, pet stores, country parks to raise awareness of preventing dog theft.
- The Rural Engagement Team have held two dog engagement events in this quarter in Colchester district with a further three planned in December and January 2023. Further engagement events have been organised for Braintree, Billericay and Hadleigh.
- All dog theft investigations are overseen by a specialist within the RET. Victims are contacted and enhanced support is provided ensuring a high level of service due to the impact of such a crime.
- Dog Watch is led by our Essex Watch Liaison Officers. There are currently 2,681 members, up from 2,506 in July.
- Any intelligence received by Essex Watch Liaison Officers from Dog Watch Members direct is submitted through the proper channels and where applicable is highlighted to the Dog Theft SPOC and local community policing teams.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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 SCD Prevent and Protect Cyber Officer contacts all Action Fraud Cyber victims and offers bespoke advice and guidance to them to prevent repeat victimisation.
- The Prevent and Protect Officer together with Security Awareness Special Interests Group (SASIG+) are to hold a conference in January 2023 aimed at businesses within Essex regarding ‘combatting cyber fraud through collaboration’. The team also work with the business crime team to hold regular virtual business cyber clinics whereby business can get bespoke cyber protective advice. The officer also attends local business networking events and obtains referrals for the Eastern Cyber Resilience Centre, where they can get expert advice and services.
- The P&P Cyber Officer has given eight upskilling presentations about cyber-crime and staying safe online to Local Authorities and Voluntary Organisations.
- The SCD Prevent and Protect fraud officer runs a monthly romance fraud peer support group providing support to over 200 victims. This service has been recognised as best practice regionally and nationally, being finalists in a the National Tackling Economic Crime Awards. The officer is also working with top academics to create a recovery programme for romance fraud victims.
- The P&P Officer with the media department are responsible for 51 alerts via social media, providing real time advice on current and emerging threats. The alerts are estimated to have reached in excess of 500,000 people.
- Prevent & Protect Fraud Officer has given six upskilling presentations about fraud & scams to Local Authorities and Voluntary Organisations.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

Priority 9 - Improving safety on our roads

We will:

Correct the misconception that death and injury on our roads is inevitable by working through SERP to deliver Vision Zero.

- During this quarter, a total of 180 People were killed or seriously injured following road traffic collisions, in this quarter 11 were fatalities compared to 16 in the same quarter last year. The force has recorded one fatal involving a motorbike and 28 seriously injured, and one fatal involving pedestrians and 34 seriously injured.
- The new Vision Zero roads policing operation which has been running since June 22nd targeting Fatal 4 offences on strategic roads has generated 800 seatbelt, 184 mobile, 60 careless, 92 no insurance, 195 other road traffic offences, 35 drink/drug arrests, 1,600 speed offences.
- There have been 16 additional Vision Zero operations this quarter, targeting Fatal 4 offences as well as National Police Chiefs Council objectives such as Drink and Drug Driving and Uninsured/Unlicensed vehicles and drivers.
- Officers attended 15 School Crossing Patrol Sites in support of operatives, assisting with the promotion of Stop Means Stop road safety campaign. January 2023 sees the first multi agency day of action working alongside vulnerable road users from schools across the county, as well as School Crossing operatives, teachers, parents, Essex police officers, Safer Essex Roads School Liaison Officers, Parking Partnership enforcement officers and media teams.
- Community Speed Watch statistics report over 100 groups and over a 1,000 volunteers working with Essex Police to reduce casualties on the roads. Officers visited 36 Community Speed Watch and 10 School Speed Watch sites with over 340 hours of engagement in support of our schools and volunteers, enforcing, engaging within the local community, and promoting the Vision Zero campaign.
- Officers enforced at over 35 sites as a result of analysed speed survey data (over 85th percentile), and localised complaints across North, South and West of the county, supporting the Essex Police 'You Said We Did' campaign, National BRAKE Road Safety Week and Project EDWARD.
- Essex Roads Policing Unit created a social media footprint, of over 100 articles promoting operational success within the county in conjunction with our partners. This widening further across local authorities, Parishes and local policing districts assisting with the further delivery of the Vision Zero road safety message.
- The Extra Eyes road safety initiative continues to gain momentum with 1,531 submissions and 49% positive outcomes. This includes 672 Careless Driving, 373 Careless Driving (Close Pass), 63 Mobile Phone, 95 Red Traffic Light. There was an increase over the last quarter in submissions from our vulnerable road user groups including 424 pedal cyclists, 244 pedestrian and six horse riders, with a positive outcome of 64%.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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

- Headcount is currently 355. This quarter, Specials have completed a total of 24,454 hours work; they have undertaken 19,191 hours of Operational Policing. 18 Special Constables left to join regulars, with 15 joining EP.
- A dedicated Specials recruitment campaign has now been launched. This is the revised **#MyOtherLife** campaign and has seen an initial uptake in applications. Further activity around the campaign is planned for 2023.
- There are 15 Community Special Constables (CSC) supporting 11 Parishes who completed 92 duties and 594 hours during October and November. The Employer Supported Policing (ESP) scheme currently has 62 companies and 89 Special Constables registered, including Essex Police. We continue to work with the Essex Chamber of Commerce and local Parishes to promote ESP and CSC.

Active Citizens and Police Support Volunteers

- Essex Police currently retains 59 Active Citizens (AC) and 104 Police Support Volunteers (PSV) .
- There are three volunteer applicants in the pipeline, with five ready for deployment. Further roles are being progressed with Positive Action Team and Firearms administration.
- DAIT have now had approved six roles in Domestic Abuse Investigation Team to operate from the North District DAIT .
- Our Police Support Volunteers and Active Citizens have supported several Street Week Events across the county.
- Training is now being rolled out for Duty sheet with a number of online training sessions and drop-ins for volunteers through December 22 and January 23. This will help take account of the hours and activities volunteers put in to support Essex Police.
- Three volunteer induction courses have been conducted and for both new and existing volunteers and training courses continue to be provided based on requirements of the volunteers.

Volunteer Police Cadets

- There are 300 Volunteer Police Cadets (VPCs) and 109 Volunteer Cadet Leaders across 13 Cadet Units. Recruitment opens in January for Cadet Leaders for the 3 units that are not back to full strength yet. Plans are to get Chelmsford, Braintree and Southend unit open again in the first quarter of 2023. Cadets have assisted at various community events including Thurrock's "Give a Gift", Clacton's Christmas Market and they paraded at various Remembrance Sunday parades across the county.
- The Volunteer Police Cadet Scheme continues to work in collaboration with Essex County Fire Cadets. There are now plans for a joint Police and Fire Cadets PFCC Games for 2023. Working with volunteers from Fire to relaunch Duke of Edinburgh scheme. Volunteer Police Cadets also continue to support their local Policing Teams with Crime Prevention and attending local community engagement events.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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 partners and agencies along with various teams within Essex Police. The group has successfully mobilised support for Street Week activities across the county and more recently in Brentwood and Colchester. November's Street Week included the Specials led Operation Matterhorn, which saw 91 Special Constables work 100 duties over 24 hours to support their regular colleagues.
- The SCG has been running now for just over a year and has gone from strength to strength, with additional deployments of volunteers monthly across the county, where it was identified as beneficial or needed.
- There has been concentrated targeting of our Community Partnership priorities, delivery of our PFCC Crime & Policing Plan and coordinating National Policing weeks of action.
- This quarter was the introduction of a dedicated 'Teams channel' for the group membership and a dedicated shared email address for volunteer requests. A monthly briefing note continues to be shared publishing all results.
- The National Business Crime Centre through the NPCC co-ordinated a week of action tackling Business Crime between the 17th and 24th of October.

Essex Watch

- The Essex Watch Liaison Officers (EWLO) continue to work with Neighbourhood Watch (NHW) and, during this quarter, have supported approximately 45 community engagement events including to Women's Refuge in Basildon and Vange.
- EWLOs continue to work closely with the Farm and Rural Community, consisting of 750 members and 105 Business Watch Groups.
- Dog Watch continues to grow, with 2,681 individuals and related businesses now members.
- The summer Marine watch campaign saw three new members or organisation signed up.
- Essex Horse Rider Volunteer Scheme was launched in November, initially as a trial, sponsored by Uttlesford council, within their district. This has seen an initial expression of interest from 20 members of public. They have been invited to the first Introduction Event on 10 January.
- EWLOs continue to work with Hertfordshire Police to tackle cross border crimes involving canals.

Street Pastors

- Street Pastors continue to support the LPA's with the night time economy and link in with the SOS buses in Colchester and Southend.

Crimestoppers

- Crimestoppers continue to work with the Citizens in Policing Team around promoting their Crime Stopper Zone initiative.
- A pilot in Tendring around rural heritage crime has been paused due to operational demands but should be running again soon.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q3

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. The Initial Police Learning and Development Programme (IPLDP) recruitment route that opened in July saw an increase in applicants as part of the Police Uplift Programme (PUP), due to conclude in March 2023. There are currently 416 applicants in the officer pipeline with 11% from ethnic minority applicants (data correct as at 14 November 2022).
- The Positive Action Team (PAT) and Corporate Recruitment teams will have undertaken 43 outreach/recruitment events between 1st September and 31st December 2022 to promote policing as a career of choice. Some are in conjunction with the many events held in local communities and with renewed focus of our recruitment activities in districts with higher ethnic minority communities such as Thurrock, Harlow, Colchester and Southend. Events are attended by Community Support Engagement Officers, the Corporate Recruitment Team and Recruitment Ambassadors, some of whom have recently been recruited through the Multi-Ethnic Support Association (MESA).
- A Positive Action Programme is in place to support those applying for the role of police officer. As of 5th December 2022, there are currently 118 trained 'Buddies' with 88 applicants currently receiving bespoke one-to-one recruitment support to assist individuals through the recruitment journey.
- 4,417 of the general workforce (constables, PCSO's, specials and staff up to grade SO1) have received DEI training, with 94% attendance. This will help to ensure DEI is the lived experience for colleagues and service users of all backgrounds and identities.
- Recent recruitment/information events within OPC have been supported by the PAT directly aiming to increase the representation of minority groups within the command. Focus has been on Firearms and Public Order roles.
- PAT are participating in 2023 Flex training with a presentation to LPT officers to highlight the concept and support available.
- Essex Police has embraced the Police Race Action Plan as an integral component of its wider DEI agenda. This will benefit all staff, but give particular confidence to Black staff regarding their experiences and aspirations.
- Essex Police has 6,168 employees of which there are 3,757 officers, 2,302 staff and 109 PCSOs. Overall workforce representation is 4.15% ethnic minority and 47% female as at 31 October 2022.
- In support of the Diversity, Equality and Inclusion Strategy, members of the DEI and Positive Action Team are planning for the next 'Towards Excellence' conference in May 2023. Learning has been taken from the 2022 event and a great deal of positive feedback was received from internal and external stakeholders. Stock Brook Manor, has been selected as the chosen venue and subject areas/guest speakers are being finalised through regular milestone meetings.