

Police and Crime Plan 2021-2024

Quarterly update

Quarter 4 – 2022/23

Data to March 2023



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Performance Analysis Unit, Research & Analysis Department, Essex Police

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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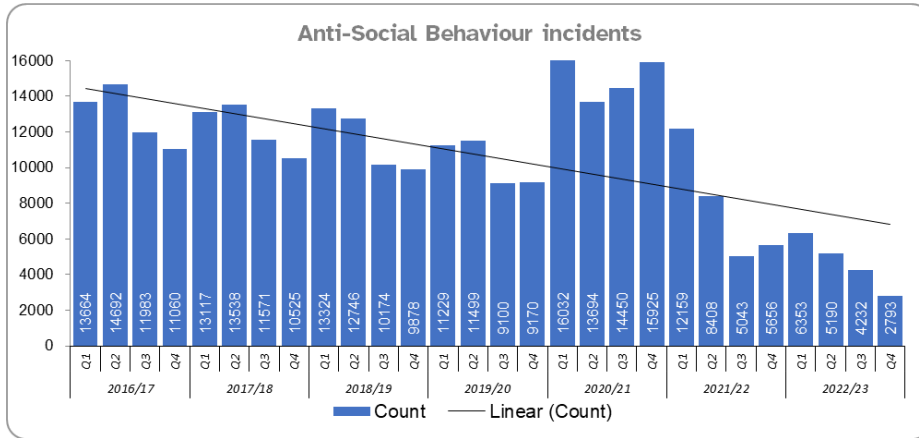
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Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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).



Key Points

- ASB is showing a downward trend from 2016/17 Q1 to 2022/23 Q4.
- The significant increase seen between 2020/21 Q1 and 2021/22 Q1 was due to the Government's social distancing restrictions that were implemented on 23 March 2020 due to COVID-19 (many of these additional reports related to activities that were previously were not considered to be ASB, for example social gatherings, as well as shops and businesses continuing to trade).
- The significant decrease in incidents from 2021/22 Q3 can mainly be attributed to the implementation of Operation SOMERTON, which aims to both improve the service given to victims of ASB and ensure crimes are correctly recorded.
- A number of operations focussing on ASB incidents were carried out in 2022/23 Q4 contributing to the continued decrease in incidents

North LPA

- Op Showboat are high visibility patrols taking place in Clacton town centre which has been identified as an ASB hotspot following reports of low level criminal damage, street drinkers and public order offences. Acceptable Behaviour Contracts (ABC) have been given to 14 youths offending in the area.
- Under the Safer Streets campaign, Braintree and Uttlesford Community Partnership Team (CPT) will be working alongside multiple partner agencies on several dedicated nights of action on safety within the Night-Time Economy (NTE). Public surveys, an assessments of the town centre and public transport links as well as police led licenced premises checks will be conducted.
- Colchester now has two Multi Agency Co-ordination Panels; meetings which are attended by partners to share information and intelligence about known offenders and hotspots. The two meetings are now split into an adult forum and a child forum. One notable success resulted in a Domestic Abuse Problem Solving Team (DAPST) offender being brought to the attention of the panel, enabling the Department of Work and Pensions (DWP) to revoke their benefits, therefore utilising an "Achilles heel" approach to prevention. Previously no actionable police tactics were available to use. In regards to the child panel, Op Kirn, a test purchasing operation in hotels was instigated and there is ongoing work around a NTE venue due to intelligence was received at the panel.
- Following multiple reports of ASB and criminality at an address in Chelmsford, the Town Centre Team (TCT) took ownership of the issue as a problem solving exercise. The tenant was also involved in a large amount of retail crime in the nearby vicinity to fund a class A drug habit. Working alongside the Community Safety Partnership (CSP) and Housing Association the TCT went to Court and obtained a full closure order which ended the crime and ASB within the block of flats instantly. The tenant was also arrested for multiple offences and is awaiting a disposal. Despite support being offered, he has no intentions of addressing his addiction so a robust approach is being taken and a Criminal Behaviour Order (CBO) will be applied for on conviction.
- Op Silk coordinates activity targeting nominals associated to Organised Criminal Gangs (OCGs) who are showing an escalation in violence, to prevent any further escalation. Community Policing Teams (CPTs), Partners, Operational Support Groups (OSGs), and the Criminal Investigation Department (CID) have delivered a joint plan which has resulted in several disruptions to offenders across Witham, Chelmsford, and Maldon areas.

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South LPA

- Op Mantis is a Basildon based operation which consists of a small number of CPT officers who focus on the increasing levels of high harm/knife enabled crime in the district. The operation utilises plain clothes tactics and complex investigations to bring offenders to justice. This operation is a tactical response to violent street crime, supported by CID. The results are being monitored through scrutiny of arrests, stop searches, intelligence submissions as well as the execution of warrants against the identified nominals. Briefings will be provided to partner agencies as the operations progresses to allow collaborative working.
- Op Union is returning this year ready for the anticipated rise in public need in Southend over the summer. Planning is in advanced stages and a command structure is in place. This years plan builds on previous success and learning. Essex Police will be working with partners including the local council, and stakeholders including local businesses and community members. Using officers from across the force and volunteers this operation will see an increased visible policing presence in the Southend area to engage, respond and proactively deter offending at identified hotspots.
- In Castle Point and Rochford, hotspots are identified in daily briefings (reflecting concerns identified by residents) and disseminated to local teams for proactive patrols/action. Activity undertaken is publicised using the #Yousaidwedid campaign. Known offenders are managed by the Community Partnership Team (CPT) who focus on groups or individuals known to have the highest impact in the community so they are closely monitored

West LPA

- February saw the creation of a weekly meeting being started with Epping CSP, with attendees from Police, ASB Teams, Housing, Environmental and Licensing. These were created based on the meetings Brentwood, already running weekly, which have already improved the working relationship with the CSP resulting in regular updates being passed between agencies and information being shared. Also, a Crime Prevention Morning was held in the Oakwood Hill Estate Debden, assisting our CSPs with the roll out and advertising of Crimestoppers zones in Waltham Abbey, Chigwell and Debden. ASB reports continued to reduce across Epping with a 29.6% reduction seen over the last 12 month period.
- In March the District Commander and Community Partnership Team (CPT) Insp attended the Stronger Communities Select Committee, where they updated partners and Councillors with work recently carried out. A number of questions and issues relating to the community were raised for us to focus on. There was also a Community Safety Day Of Action in Ninefields, an event in conjunction with our CSP, also supported by college students who are working with the police over the week under “Op-District”.
- **Successes:**
 - Ongar ASB - Targeted patrols from CPT and the Community Support Team (CST) were also tasked by the council, resulting in a high level of engagement with residents. Youths involved were identified with assistance from the Children and Young People (CYP) officers, from officers' Body worn Video (BWV) footage. (17 youths were identified, some from a local Academy School, others had left school). Working with the Council Community Safety Partnership (CSP) letters were hand delivered, or parents spoken to over the phone, and from the 17 youths identified eight of these were seen to cause issues. The Academy is also sanctioning some of these students. So far, positive feedback has been received.
 - Obtained a Criminal Behaviour Order (CBO) against a prolific shoplifter who was targeting the BP garage in Debden. He has been issued a custodial sentence and a three year banning order from all BP garages in the country.

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We will:

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West LPA (Continued)

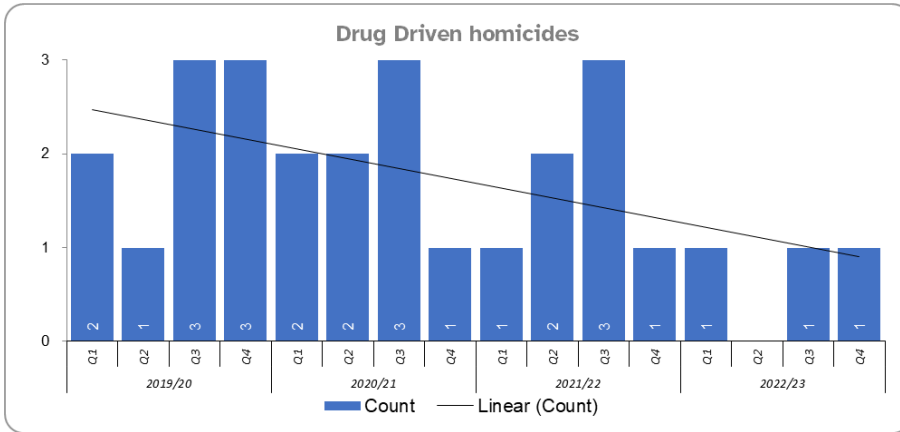
- This quarter Thurrock CPT have continued to tackle off road vehicles and ASB in hotspots across the district. There have been 68 Sec 59 warnings issued and five vehicles seized. Police and partner agencies have worked together to target the car cruise organisers and serve them with Community Protection Warning (CPWs) which prevent them from arranging further car meets anywhere in the country or run the risk of criminal prosecution. In order to address the issue longer term, there is ongoing consultation with Thurrock Council's Highways Team to identify what additional support they may be able to offer around traffic calming measures. This has contributed to the reduction in ASB. ASB has reduced by 34.9% in the 12 months to March 2023 compared to the same period last year.
- This quarter, Operation Steps was set up to tackle a series of Robberies in and around Lakeside. This has resulted in the arrest of 11 suspects.

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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.



Key Points

- Drug Driven homicides¹ are showing a downward trend from 2019/20 Q1 to 2022/23 Q4.
- 2022/23 reported the lowest number of offences compared to all previous 12 month periods. One drug driven homicide was reported in the last quarter.

Force

- Essex Police currently has 53 live scored and mapped organised crime groups across the county. These are split almost equally across the three local policing areas and the Serious Crime Directorate (SCD). The progress and disruptions of organised criminality is managed and driven through various but cohesive tasking processes in collaboration with partners.
- There has been an increase nationally in relation to crime linked to individuals from Western Balkan countries, and the Serious Crime Directorate Intelligence department have devised a problem profile to increase intelligence feed to identify and tackle individuals linked.
- SCD continue to work with the Serious Violence Unit (SVU) and partners to secure preventative orders to protect the public from those involved in drug driven violence by preventing offenders from engaging in activity to further perpetuate their involvement in drug driven criminality.

¹ Data available from 2019/20 Q1

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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.

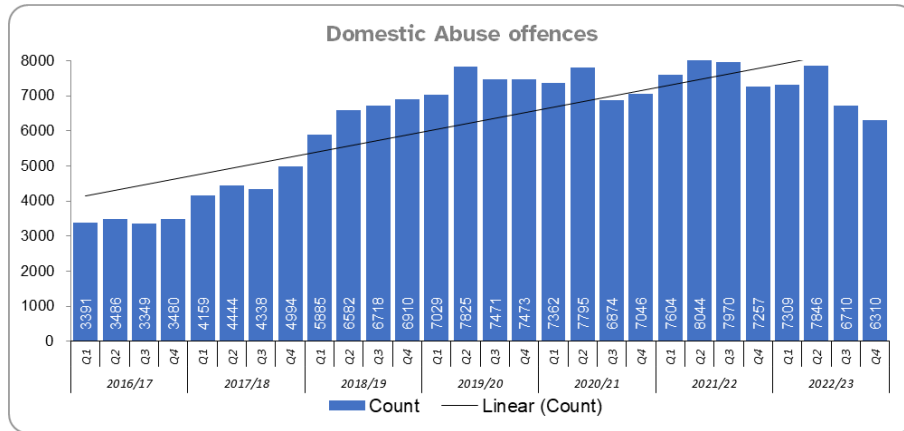
- SCD continues to be instrumental in the efforts to reduce serious violence, particularly those leading to homicide. In conjunction with the homicide prevention strategy, a variety of workstreams are overseen by the Homicide Prevention Board led by ACC Nolan. This includes workstreams on serious violence and drug driven violence. Many partnerships exist within these workstreams including the close work with the Violence and Vulnerability Unit (VVU).
- Rapid de-briefs take place when a serious violent incident occurs where there is a potential opportunity to prevent future violence, whether that be through safeguarding or learning that can be obtained in order to change processes or policies. These de-briefs regularly include partners who have also had previous interactions with a victim or suspect, or a vested involvement in the matter. The de-briefs have created a unique opportunity to learn quickly from an incident in order to prevent further serious violence.
- SCD support national intensification periods that tackle drug driven criminality linked to gangs and county lines by providing specialist support to operations which target potential perpetrators.

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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.



Key Points

- Domestic Abuse offences have increased significantly from 2016/17 Q1 to 2022/23 Q4. This can partly be attributed to changes in Home Office recording, new national initiatives and additional ways of reporting to Essex Police in this period:
 - 2018 April - Change in Stalking and Harassment (S&H) Crime recording Rules introduced
 - 2021 January - 'Ask for ANI' ('Action Needed Immediately') initiative introduced¹
 - 2021 October - DA definition made broader²
 - 2021 December - DA incidents able to be reported via the Essex Police website.
 - August 2022 - Crime Data Accuracy Review initiated into recording of S&H offences³ identified over recording.
 - Due to a number of operations targeting Domestic Abuse in the last quarter the number of reported DA offences continued to decrease.

Performance¹

- DA crime reduced by 9.3% in the 12 months to March 2023 compared to the 12 months to March 2022. This is linked to a reduction of both Stalking and Harassment Offences and other crime types.
- DA Solved rate increased to 11.2%, from 10.1% in the same period. (High Risk: 27.2% v. 23.4%, Medium Risk: 17.1% v. 16.9% and Standard Risk: 7.6% v. 7.1%).

¹ A codeword scheme that enables victims of domestic abuse to discreetly ask for immediate help in participating pharmacies and Jobcentres.

² Individuals who are personally connected included and economic abuse which replaces financial abuse. "What does change is how the two parties are associated with each other (making it wider than it is now), dictating that the parties need to be 'personally connected'."

³ Essex Police are auditing and, where appropriate, cancelling S&H offences to ensure additional crimes have not been unnecessarily recorded. Essex Police have also been educating those working within the Resolution Centre are ensuring they fully research the individuals involved in these types of offences before they create new crimes; where previous records exist, these additional incidents are instead referred to the relevant officer(s) in order that they can be investigated together.

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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.

• Partnership

- A joint 'DA perpetrator' funding bid with PFCC, SETDAB (South Essex and Thurrock Domestic Abuse Board) and commissioned services to the Home Office was successful; this will provide funding for increased perpetrator behaviour programs, a new stalking perpetrator pilot, and diversionary caution pilot, alongside a project manager and project evaluation programme

• Innovation

- **Kulpa App.** Essex Police took part in a national 14 week 'proof of concept' with the Home Office Accelerated Capability Environment² (ACE), Police Digital Service and Crown Prosecution Service to test the 'Kulpa App'. The proof of concept is formally considered a success; DA victims reported feeling 'empowered' and 'safer', and police officers noting significant potential for efficiency savings as a result of using the app. We are hopeful of moving to a longer term pilot to formally measure the opportunities this app could provide.
- **DA 'Threat To Life' Cohort.** Iteration three of the DA 'Threat to Life Cohort' (formally Op Puffin Cohort) design is under review by an Independent Ethics Board prior to 'go live'. The ethics board see the value of the cohort and are working with the design team to provide independent scrutiny and feedback. There is significant national interest in this cohort design, with College of Policing and the Home Office in regular communication and monitoring the evolution. Identifying the highest threat perpetrators will enable police to disrupt them and reduce the risk they pose to victims.

¹ Data 12 months to March 2023 v. 12 months to March 2022.

² The Accelerated Capability Environment solves public safety and security challenges arising from rapidly changing digital and data technologies. It brings together expertise from industry and academia to innovate collaboratively and deliver front line mission impact at pace.

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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.

- Continued Resilience Team trial for 12 months, led by a Detective Sergeant (DS) in Public Protection Investigation Unit (PPIU) South for Adult Sexual Abuse Investigation Team (ASAIT) repeat victims and suspects, the majority of which are DA victims. Interventions put in place via early strategy discussions to identify best placed lead agency.
- An Independent Sexual Violence Advisor (ISVA) co-location within Police Stations in the South (Basildon and Southend) continues this quarter, to provide that direct link to investigative teams as well as a suitable venue for victim meetings. This enhances the working relationship between Police and ISVAs to provide higher quality victim service. Children's Social Care North and Mid Joint Working are co-locating on a weekly basis as part of a programme launched in the North alongside the Child Abuse Investigation Teams (CAITs).
- The Essex Stalking Intervention Panel (ESIP) was held on 30th January 2023. Agencies work together to ensure a robust criminal justice response is paired with perpetrator intervention, complimenting survivor-centred and trauma-informed enhanced protection to those victimised. ESIP aims to reduce risk and reoffending by identifying and addressing the specific patterns of fixated and obsessive behaviour at the earliest possible stage.
- Chelmsford and Harlow Management of Sexual Offenders and Violent Offenders (MOSOVO) hubs remain 'outstanding' as the Violent and Sex Offender Register (ViSOR) audit continues, furthermore to support the teams a ViSOR Masterclass input has been delivered to all MOSOVO Sergeants to support high volume and tackle repeat perpetrators.
- The Proactive Order Enforcement Team (POET) reviews high-risk stalking cases each week in order to identify any opportunities around preventative orders. It also reviews precursor offences such as indecent exposure and public decency and links in with the Officer in Charge (OIC) to discuss preventative opportunities in relation to orders.

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North LPA

- Next Chapter¹ continue to work with local officers in Tendring, attending incidents and making referrals with victims of DA directly. The support they offer victims remains invaluable. They also work with officers from the investigations teams and provide support around High-risk victims of DA offering relevant referrals and ongoing support.
- Braintree and Uttlesford Community Partnership Team (CPT) will be working with Licencing on the 'ASK Angela'² campaign within licenced premises to educate staff in the hospitality industry and raise awareness of the signs of domestic abuse and offer a place of safety for victims of domestic abuse to come forward.
- Braintree and Uttlesford are looking to promote and support the 'Strut Safe' campaign, which further supports Violence Against Women and Girls (VAWG), whereby any individual walking home from an evening out can call the Strut Safe call centre and remain on the line until the individual is safely home. We will look to engage and promote with Great Dunmow licenced premises, gaining assistance from the Town Council and District Authority to start with, with a view to roll out further during the year.
- Chelmsford District has a dedicated Team of Domestic Abuse Problem Solving Team (DAPST) officers who are specialised officers in tackling repeat perpetrators of Domestic Abuse and use a number of tactics to disrupt this behaviour. Their workflows include Op PUFFIN which was born out of the Ashley Wadsworth murder investigation. They also work closely with Multi Agency Public Protection Arrangements (MAPPA) to manage violent offenders. Their workstreams are:
 - OP PUFFIN: managing a cohort of High harm offenders identified as posing a risk of Domestic Homicide.
 - MAPPA: Statutory requirement to manage cohort of offenders where DA is a trigger. Not always linked to OP Puffin as a nominal.
 - DA Based Civil Orders: They monitor and enforce all DA based civil orders such as Domestic Violence Protection Notices (DVPNs) and Domestic Violence Protection Orders (DVPOs) and Stalking Protection Orders (SPOs).
 - Arrest DA Offenders: Assist in locating and arresting high Risk DA Offenders.
 - Domestic Abuse Investigation Team (DAIT) referrals for victims: will engage and provide additional support to victims with complex needs.

South LPA

- The DAPST team has changed from being victim to perpetrator focused, with the objective being to manage the highest risk perpetrators in Essex Police. This enables disruption of offending behaviour and to not lose sight of alternative victims once the perpetrator leaves a particular relationship.
- In alignment with wider Essex Police, a number of officers have been posted into the Domestic Abuse Investigation Teams with the aim to reach full capacity across the LPA. This will ease the investigative burden on the officers already in post and strengthen the skills of the new officers entering when it comes to domestic abuse.

¹ Next Chapter - service providing information and support for Domestic Abuse victims.

² Ask Angela - campaign used by bars and other venues to keep people safe from sexual assault by using a codeword to identify when they are in danger or are in an uncomfortable position.

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

We will:

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South LPA (Continued)

- High harm offences and domestic abuse investigations are scrutinised by supervisors closely to ensure all avenues of investigations are explored, ensuring victims are safeguarded and learning opportunities are identified.
- There is continued training in both police and court issued orders (e.g. SPOs, DVPNs and DVPOs) which means officers are able to effect a wider means of disrupting criminal activity and preventing harm to the most vulnerable alongside regular investigations.

West LPA

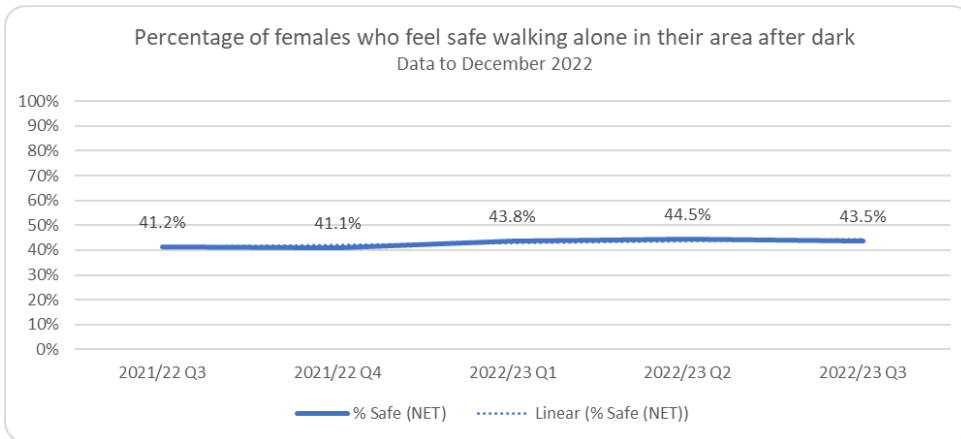
- There continues to be reductions in the number of hate crime and domestic abuse investigations in the 12 months to March 2023 compared to the 12 months to March 2022.
- Epping saw a 9.3% pt. reduction and Brentwood a 10.6% pt. reduction in the number of Domestic Abuse offences reported over the last 12 months. There was a 1.3% pt. increase in solved rates in Brentwood but a 3.5% pt. reduction in Epping in the same period.
- Solved rates for hate crimes have continued to improve over the year, and the principles under “Op-Reconsider” are now well established in the Community Partnership Teams (CPTs). Op-Knowledge referrals to the Crown Prosecution Service (CPS) have also taken place to obtain quick time advice on investigations.
- A male sex offender was imprisoned after appearing at Chelmsford Crown Court in January, where he was sentenced to 27 years in prison after being found guilty of multiple sexual offences against young girls. He will also serve a further five years on license.
- There was also a high profile conviction of reality TV star Stephen Bear. An investigation into the suspect began in December 2020, after Essex Police were contacted regarding an intimate video being shared online to multiple social media platforms. He has been given a 21 month custodial sentence.

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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.



Key Points

- Female Confidence in Walking Alone after dark¹ has remained stable from 2021/22 Q3 to 2022/23 Q3. This is despite Policing events in the national news primarily relating to the Metropolitan Police.
- Confidence levels resulting from actions taken in 2022/23 Q4 will be received at the end of April 2023.

Force

- On the 30th March Crime and Public Protection had a “Working Smarter Event” which was themed around child sexual exploitation and VAWG. The VAWG Lead spoke about what current work is ongoing and there were also case studies and Question and Answer sessions designed to highlight best investigative practice.
- The work with Targeting Organised Exploitation Crime (TOEX) continues to increase our ability to highlight and deal with high risk offenders. Recently an offender under the age of 18 who had already committed multiple offences was subject to a Sexual Risk Order which is unusual for a juvenile offender. This has since resulted in the offender being charged and remanded.
- Building on the successful prosecution of Stephen Bear for sharing private sexual images. Essex Police are working with Nottingham Trent University to build a set of national recommendations for policing on how to effectively respond to offences involving the sharing of private sexual images.

¹ The confidence question was added to the internal survey in September 2021.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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.

North LPA

- Op Minerva remains in the planning stages – however we have now identified the VAWG hotspot areas within Tendring. One of these is Clacton town centre which will be subject to the Minerva patrols and Community Safety Partnership (CSP) action to ensure that all partners can come together to target offenders. These patrols will link in with investigations to identify who offenders' target and consideration will be given to prevention orders for offenders attending these locations to commit crime.
- A number of successful prosecutions have taken place with the work of Essex Police teams and partner agency support such as Next Chapter.
- Chelmsford has a 9.3% positive outcome rate from Domestic abuse at the moment. We are also seeing an uplift of six officers on DAIT by 10th July 2023 and a commitment to holding no vacancies, which will support the team in providing quality investigations to victims.
- The embedded prison liaison team work closely with colleagues at HMP Chelmsford targeting offenders who still offend while in custody. One successful outcome of note saw a five year sentence in addition the current sentence for a prisoner who committed indecent exposure against prison staff in establishments across other prisons before arriving in Chelmsford. The team took a proactive approach to gather material and gain a successful prosecution. This male was initially convicted of exposure, and the extended sentence will further protect the public.
- Funding has recently been approved for the Safer Streets project. This will see upgrades and new CCTV cameras placed in and around Clacton to improve our “eyes on” approach and identify any incidents and record best evidence for investigations. The funding will also see improvements to lighting in hotspot areas and provide more staffing through our care line operators. With this funding we are seeking to make the area a safer place for women and girls and provide better evidential opportunities to solve any reported crime against them.
- In Colchester, Operation Kirm, a partnership Operation with cadets, tested whether young people would be able to book hotel rooms in the district and potentially expose themselves to harm. Officers also deployed with cadets to test the response in bars and clubs across the Town regarding the “Ask Angela” Initiative. Many of the bars and clubs performed really well. Hotels performed less well and are now receiving bespoke vulnerability training from the Business Improvement which came about through Colchester’s successful “Safer Streets Fund” Bid.
- Working alongside the CSP we have recently formed a working group with young local females to better understand the issues they face within Chelmsford City Centre area, with a particular emphasis on night time economy. Additionally the carpark closest to the train station shuts prior to the last trains coming in, meaning people had to walk further later at night. Lighting, CCTV and opening hours will be looked at by the council to improve people’s experiences not just females, when using carparks.
- Testing and exercise training was completed with licensed premises, bars and clubs in Chelmsford City Centre to understand how they respond to incidents of drink spiking, “Ask Angela” requests and those that feel they are suffering harassment, stalking or misogyny.

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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

- Each district holds Independent Advisory Groups with members drawn from a variety of backgrounds, who provide a direct link between the community and the police.
- The Community Safety Engagement Officer (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 are provided around the work done 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 to support victims.
- With regard to Victim Care Contract (VCC) compliance, there is an agreement made between victims and officers around regularity of contact. This is scrutinised at command team meetings and had led to a reduction in “failed” VCCs where officers have not updated or recorded their updates to victims. Focus is now on the quality of the updates and how officers explain police processes to victims.
- A review is being done on how best to develop/utilise existing survey formats, so that Essex Police can better serve communities.

West LPA

- VAWG offences, repeat VAWG victims and suspects and general trends are now part of fortnightly tasking process, and cases are discussed with options looked at for further support or enforcement options.
- Offences reported are continuing to decline in West LPA.
- We have been working with our Community Safety Partnership (CSP) on the development of Op-Minerva, which is hotspot tracking of VAWG locations. At the most recent meeting three top areas based on hot spot maps were identified, the next stage will be for research of those areas before awareness and preventative work commences.
- For both areas within Epping and Brentwood we have launched ‘Walk With Us’ which is the idea of women and girls going on a walk with officers in an area and pointing out where there are safety concerns, for example ‘the street lighting in the alleyway would prevent me walking through it’. We have had over 200 questionnaires completed and are working with partner agencies to make changes to ensure women and girls feel safe in their local areas. At each event there is a stall which is full of items aimed at keeping people safe, including personal attack alarms, drink spiking test kits, purse bells etc.
- Operation Brave was set up between Police and Thurrock Council as a result of street safe data highlighting Grays High Street as an area of vulnerability for VAWG. Officers patrolled with the council and supporting agencies aiming to engage with females, carry out High Visibility Policing (HVP) and identify areas where crime prevention target hardening could be considered.

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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.

- Op Worrall formalises a joint approach between North LPT and North DAPST focusing on High Harm and complex offending, robustly targeting repeat DA offenders, which includes review of historic allegations made against the same offender. The team have increased the number of preventative orders being submitted to the legal department following the change in the threshold.
- Crown Prosecution Service (CPS) case clinics connect allocated lawyers to officers, specifically focussing on cases over 12 months old to enable more efficient decision making and streamlining work towards case completion.
- An internal forum discussing misogyny and how to tackle it has identified the need for specific guidance and support for victims of DA where the perpetrator is an employee of Essex Police; perpetrators will be robustly targeted, processed and prosecuted as part of a newly implemented procedure.

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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.

- The Victim Closure Document (VCD) has been rolled out across the whole of the Crime and Public Protection Command (C&PP), providing good insight into victim service, enabling us to share good practice, address gaps and understand what we can do differently to inform our future work.
- A Forcewide Vulnerability Event highlighting all strands of vulnerability has been held, delegates heard from many external speakers including an ex-sex worker who talked about her experience, and crucially what we can do differently to identify and support vulnerability.
- The latest Community Engagement Group (CEG) formed of representatives from the diverse communities we serve, has recently met and discussed indecent images of children, how the offence can be committed, the effect this has on the individual and the support available to those affected through the engagement with Independent Sexual Violence Advisors (ISVAs).
- Essex Police have worked with victims of VAWG offences and their families to raise the awareness of what Essex Police will do to support victims. This has been supported by the media department who have launched very successful and popular media campaigns raising awareness. This includes the coverage of the Stephen Bear trial and conviction and the Reflect¹ campaign.
- Essex Police has been engaging with headteachers from Essex Schools raising awareness of VAWG offending, sexism and misogyny. This is designed to increase awareness training within schools but to also maximise information sharing between education and schools to ensure victims come forward and report crimes.
- The Force's VAWG lead will be attending the next Victim Feedback Panel to talk about what Essex Police is doing to tackle VAWG and hear what victims feel needs to be done.
- Essex Police continues to focus on our internal culture and behaviour. This is in order to maintain and improve public confidence. Essex Police has completed a survey of it's workforce on views on the current culture towards VAWG and issue of Sexism and Misogyny. This has also involved listening groups to capture officers' and staff's views on how to improve awareness and dealing with such issues.
- Essex Police continues to conduct operations in the Night Time Economy to both target offending but to provide community re-assurance. A recent event in Chelmsford on the 17th March was attended by MP Vicky Ford who wrote "It was particularly moving that so many women took the time to thank the police for being out in force and for taking their safety so seriously."

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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.

South LPA

- Each district holds Independent Advisory Groups with members drawn from a variety of backgrounds helping to provide a direct link between the community and the police.
- The Community Safety Engagement Officer (CSEO) role has been developed and officers in this role ensure that communication with the public can be done in multiple ways, not just online or in person. Regular community meetings are held across all districts where updates are provided on work undertaken with the opportunity for the public to feedback what is important to them.

West LPA

- 'Walk with Us' is a continuing initiative under the VAWG Category and currently takes place once a month in each area in the evening. Officers identify a location that is a VAWG or ASB hotspot. A crime prevention stall is placed in a central location, giving out drink spiking prevention kits, personal attack alarms and advice leaflets. Officers, along with staff from the Community Safety Partnership, walk with members of public on a route of their choosing, so they can point out any areas of concern. They are provided with a short questionnaire to complete on whether they feel safe in the area, what can be done to make the area safe and to identify any concerns in the area. The public's reaction to the events has been really positive. The Independent Advisory Group (IAG) Chair also attended the event at Loughton along with local councillors.
- Two Walk with Us events have been conducted in the last quarter in Brentwood, on the 20th January, in the High Street and on the 4th March at Thorndon Country Park. Two events have also been completed in Epping in the last three months, outside Debden and Loughton Tube Stations, with over 250 questionnaires completed. The questionnaires will be shared with the relevant partner agencies so work can be completed to make the area safer, such as fixing broken street lighting and to identify targeted patrol requirements.
- We have begun to make arrangements with our Community Safety Partnership (CSP) to fund self-defence classes for women and girls. Funding has been agreed and Community Safety Engagement Officers (CSEOs) in both areas will be finalising the plans for this over the next month. On top of this our CSP is rolling out self defence classes in Ninefields, Waltham Abbey from Safer Streets funding.

¹ Reflect campaign: Essex Police's media campaign which targets VAWG preparators and encourages them to seek help.

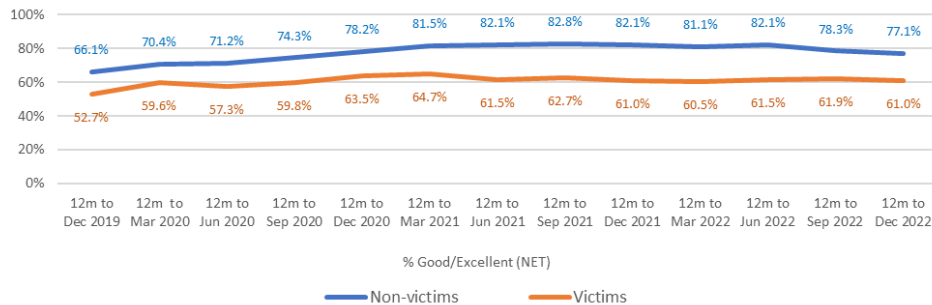
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Priority 5 - Improving support for victims of crime

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.

Taking everything into account, how good a job do you think the police in this area are doing?



Key Points

- Confidence among victims (from the independent survey commissioned by the PFCC and Essex Police) is at 61.0% for 2022/23 Q3 (results to the 12 months to December 2022). Although this is 16.1% pts. lower than confidence of non-victims for the same period (77.1%), the gap has narrowed slightly from 16.4% pts. compared to Q2.
- Confidence levels resulting from actions taken in 2022/23 Q4 will be received at the end of April

Force

- There has been a focus on the restorative justice process with training sessions delivered that have highlighted the possible non-custodial resolutions for crime types within the scope of the Crime and Public Protection Command (C&PP).
- Enhanced training for stalking ambassadors has been delivered. This achievement can be measured by the recent Stalking Protection Order (SPO) review which highlighting that Essex had *all* SPO's granted and none refused, putting Essex in the top three Forces for success of SPO application.
- Essex Police has funded the training of six new Independent Stalking Advocate Caseworkers (three per LPA). These ISACs tailor support to victims, working alongside Essex Police to facilitate positive outcomes, supporting them to have the confidence to report crime.
- 50% of all investigations finalised as outcome 16 (victim does not support a prosecution) have been reviewed; the cases were correctly finalised and the review highlighted some excellent practice and demonstrated officers and managers are tailoring support along with the victims needs and respecting their decision not to prosecute where they do not wish and cannot be supported to engage.

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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

- In Tendring, Operation Lancaster is a Community Partnership Team (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 anyone from Essex Police. The PCSOs can give crime prevention advice, reassurance and referrals to other agencies for additional support whilst addressing the concerns of the victim in our community.
- Chelmsford has a close partnership working with a number of external agencies, including Next Chapter. Next Chapter engage and provide support to victims of DA. They will, when requested, provide an Independent Domestic Violence Advisor (IDVA) who will work with the victim even when they are unsupportive of an investigation and prosecution. The IDVAs are excellent in providing safe support away from the Police and a number of victims have consented to this support when they are not ready for, or do not want, a formal prosecution. For example, a recent victim of a serious Domestic assault who had no interest in supporting a prosecution as they did not feel ready, was referred to this process. They are now being effectively supported and safeguarded, which is what they wanted when reporting to Police.
- Chelmsford are also taking part in a national trial of a new App where the victim can collate, and keep, evidence on a secure cloud. When they are ready to support a prosecution or want more police support they can submit it through to the Police and it comes through in a evidential format. We saw our first referral through this process last week. This is still in the early stages of rollout but is innovative idea to support victims and work at their speed, giving them control.
- The Town Centre Team (TCT) have run Op Snowy - regular engagement events in different locations throughout Chelmsford City centre. These are pop up stalls put in prime locations to offer support and advice to predominantly the elderly and vulnerable communities around Theft from Person, Fraud and Other Crime offences which effect them. We have worked with the Community Safety Partnership (CSP) and provide various crime prevention material. We also offer support and guidance around crime reporting, ensuring people feel confident in reporting incidents to us.
- The Clacton Domestic Abuse Investigation Team (DAIT) have developed an innovative training package delivered to student officers in Tendring district. It gives them better understanding of Coercive and Controlling Behaviour, Stalking and Non-fatal strangulation. These are areas identified as being the most misunderstood and yet amongst the most common DA crimes. There has been very good feedback and this will soon be rolled out LPA wide.
- The Criminal Investigation Department (CID) place victims at the heart of decision making, understanding their needs, providing support and reassurance and appropriate safeguarding, and works with victims to ensure they are confident to support prosecution. As a result of this, one example of recent feedback was received from a carer of an elderly vulnerable victim of crime: *"The officer has been absolutely brilliant in a very, very stressful time. The officer was precisely the right person to be doing this with a vulnerable elderly person, who is really, really pleased and happy with the provided information and support"*.

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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.

South LPA

- Victim care cards have been created which contain contact details for the Officer in Charge (OIC) of their investigation, any relevant reference numbers as well as details of what support they are entitled to. One of the main drivers of dissatisfaction was not being updated in a timely manner and not knowing how to get an update. This direct link aims to overcome this barrier.
- Actions continue to ensure hard-to-reach communities have trust in reporting crimes to Essex Police. For example, in Canvey Island, to address the historically low rates of reporting crimes amongst the local Haredi population, there has been extensive policing outreach initiatives. This has resulted in increasing numbers of reported crimes, allowing an appropriate response.
- Increased training introduced in Restorative Justice has been expanded to all staff. A number of posters and internal training documents have also been posted in every station.
- A new initiative, working with social prescribers in the NHS, will soon be trialled in Canvey Island. This will enable matters involving juveniles to be addressed by a joint approach. The results of this trial are being monitored by researchers from the University of Essex and, if successful, will be expanded.

West LPA

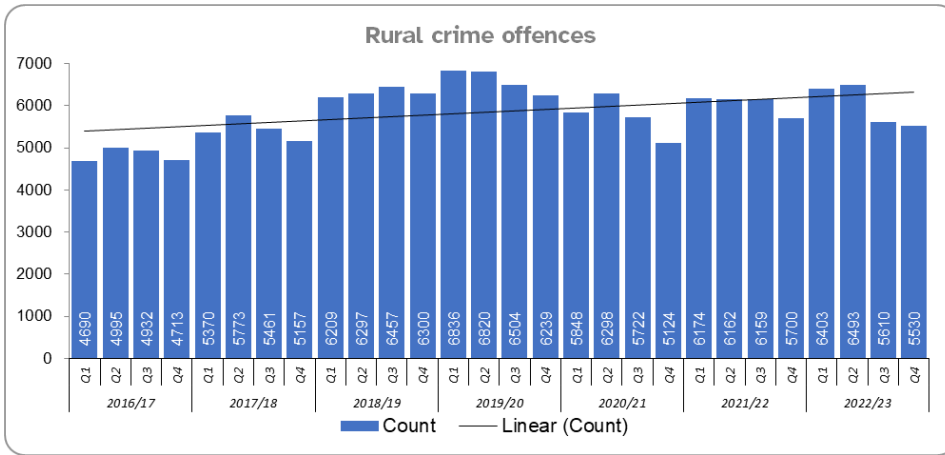
- We have continued to build on the lessons learnt through Op-Reconsider, and solved rates for hate crimes have continued to increase. Brentwood's solved rate was 16.8% for the 12 months to March 2023, and increase of 3.4%pts compared to last year,
- Op-Knowledge has been running over the last few months, which gives the OICs of Hate Crime offences the chance to have a scheduled appointment with a Crown Prosecution Service (CPS) Solicitor to discuss case progression and Realistic Prospect of Conviction (RPOC) without having a full file completed or the investigation finished.
- A range of tailored operations have been conducted across the districts including burglary operations during peak times, theft of motor vehicle proactive patrols, Op-Henderson with the British Transport Police (BTP) trying to identify vulnerable and exploited young persons on the transport network, Op-Makesafe to educate hotel staff on signs of Child Sexual Exploitation (CSE) and many more.
- The Local Action Group (LAG) for Thurrock continues to support vulnerable victims and give all agencies a platform to come together to discuss joint ideas to protect vulnerable victims and communities.
- Op Knowledge is a pilot which has been designed so that Police can have early engagement with the CPS following reported Hate Crime offences. Its objective is to reduce the time it takes from initial investigation to resolution, driven by a focused investigation following liaison between the OIC and CPS lawyer. The trial period is still ongoing.
- Officers, together with the fraud officer, have conducted fraud prevention talks at local sheltered housing to make the residents aware of the current scams and how to prevent themselves from becoming a victim.

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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.



Key Points

- The new Rural Crime Strategy launched on the 10th March providing a refreshed strategy to protect rural and isolated areas.
- There is a slight increasing trend in the number of rural crime offences in the period 2016/17 Q1 to 2022/23 Q4, however the number of offences reported in Q4 decreased compared to Q3.
- The Farm and Rural Watch group increased the number of its members to 757 at the end of Q4, up by 10, compared to the end of Q3.

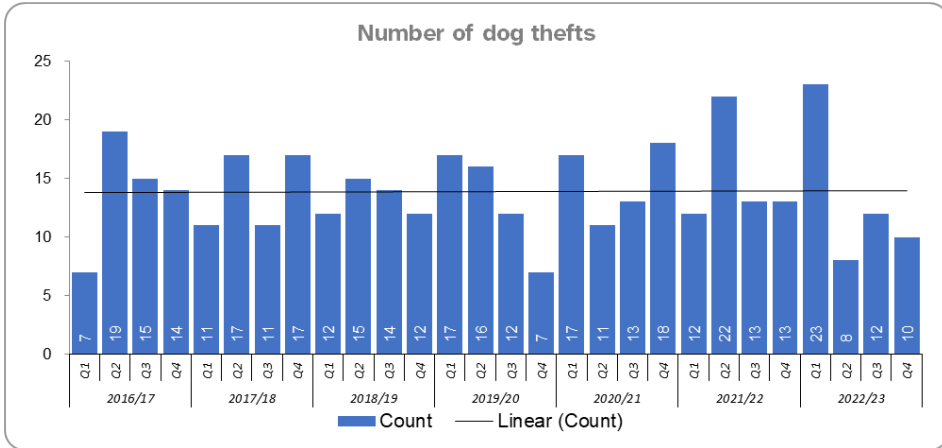
- The Rural Engagement Team (RET) oversee all unauthorised encampments. During this period there were five encampments and policing powers were used on one of these occasions (Note encampments are seasonal).
- Farm and Rural Watch coordinated by the Essex Watch Liaison Officers currently consists of 757 members (up 10 members compared to the end of Q3) 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 763 hours of patrol (up 24%), 471 Traffic offence reports (no change), 45 Stop and Searches (up 100%), 6 arrests (down 50%), 99 Intelligence reports (up 20%) and 39 vehicle seizures (down 32%) compared to the previous quarter. The Rural Engagement Team have undertaken 12 community engagement events including farm watch meetings, parish council presentations and dog engagement events.
- The Rural Engagement Team have achieved a national first by securing a dog banning order for Hare Coursers. They participated in the all party parliamentary group on animal welfare to provide insight and launched a partnership with New Holland Agriculture - a marked Police tractor as an engagement tool.
- This quarter has resulted in a three ongoing investigations into ten suspects for Hare Coursing related offences where suspects have been identified and are likely to lead to prosecution. Additionally nine Community Protection Warnings/Notices have been issued for Hare Coursers.

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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.



Key Points

- The number of dog thefts¹ remained stable in the period 2016/17 Q1 to 2022/23 Q4.
- The Dog Watch Group increased its members by 34 in the last quarter to 2,721, up from 2,687 at the end of Q3.

Force

- The Rural Engagement Team (RET) have held four dog engagement events in this quarter in Maldon, Chelmsford, Brentwood and Basildon. 80 dog owners were engaged with, and provided with, dog theft awareness advice and microchip scanning.
- All dog theft investigations are reviewed by a specialist within the RET. Stranger dog theft remains very low. Victims are contacted and enhanced support is provided ensuring a high level of service due to the impact of such a crime. There were ten reported dog theft incidents this quarter, one of these was stolen from a back garden.
- Dog Watch is led by our Essex Watch Liaison Officers. There are currently 2,721 members, up from 2,687 at the end of the previous quarter.
- 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.

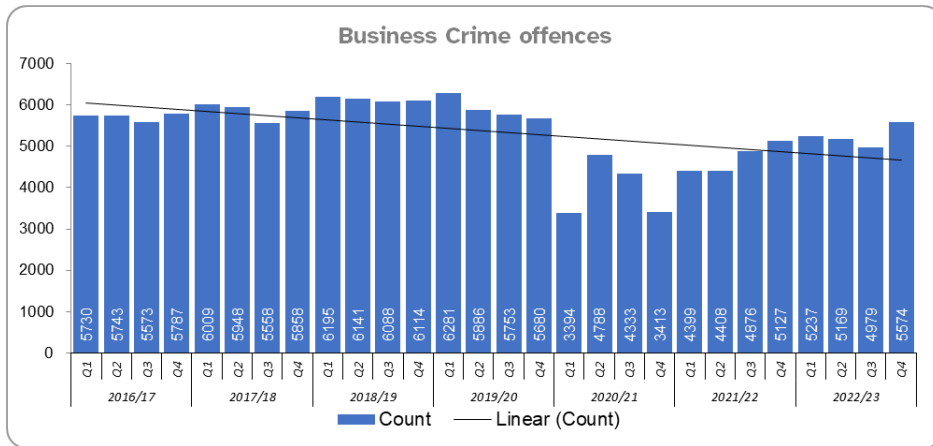
¹ This is number of thefts in which dogs were stolen, and not quantity of dogs stolen in each theft. Data are based on theft offence crimes and robbery offence crimes where the 'property code' is 'pet animal – dog' and the 'property status' is 'stolen' and/or 'stolen/recovered'.

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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.



Key Points

- There is a downward trend from 2016/17 Q1 to 2022/23 Q4 but this can be attributed to the lower number of offences recorded during the period of Government restrictions due to COVID-19 when businesses were not allowed to open fully. The two periods with the strictest restrictions, 2020/21 Q1 and Q4 have the lowest number of recorded crimes in the whole period.
- The previous quarter recorded the highest number of offences since 2020/21 Q1, returning close to pre-pandemic levels.

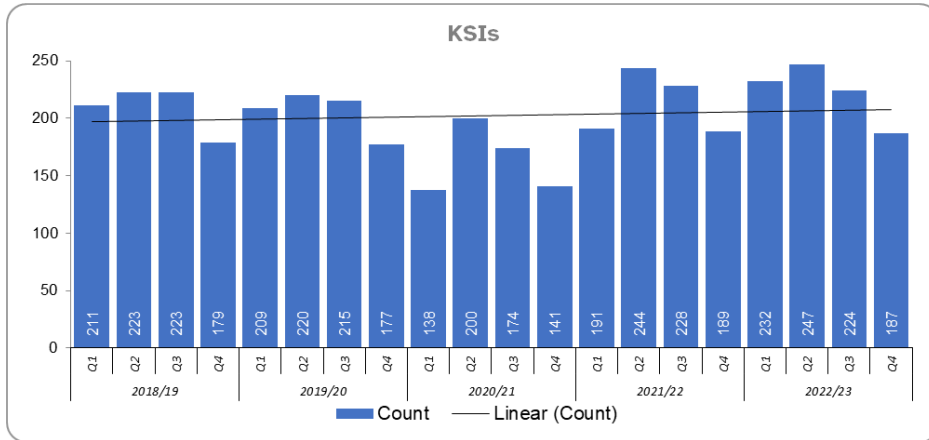
- In Cyber Protect, Essex Police continues to support and work closely with the regional Cyber Resilience Centre (CRC) and has been recognised as having the highest number of confirmed membership referrals in the Eastern Region. This achievement is in no small part due to the work of the Essex Cyber Prevent and Protect Officer, and with this team now seeing growth with an additional officer, it is expected that engagement with businesses across Essex will continue to grow and therefore improve the Cyber Resilience of the County against this emerging and complex type of criminality.
- Engagement with the business community via various forums, including a recent conference on cyber fraud, ensures that cyber resilience, cyber threats and mitigation/education remains in the forefront of business leaders' minds to ensure Essex Police are in the best place to prevent cyber-attacks. This even prompted the Essex Prevent and Protect 2 Year Plan aimed at improving collaboration between Essex Police, Essex businesses and our partner agencies to improve reporting by businesses.
- The Cyber Prevent Team also remain engaged with the Essex Digital Partnership (EDP). The partnership, made up of cyber technicians from Essex County Council and Essex Fire and Rescue service meet monthly to discuss current threats and trends along with mitigation opportunities, ensuring sharing of information across the counties services to build resilience.
- Essex Fraud Protect are leading the way nationally in respect of providing support and information to victims and the public in relation to fraud. The Romance Victim Peer Support Group, run by and facilitated by Essex Fraud Protect and Victim Support, is unique in the way victims of this devastating crime offer support by sharing survivor accounts and coping mechanisms between themselves. Essex Fraud Protect are also working with various agencies and voluntary organisations in order to provide a fully joined up approach to supporting victims of fraud. This approach is the first in the country and is being monitored with interest by the Home Office and academia. The Fraud Coordinators continue to provide support to hundreds of the most vulnerable victims to prevent them from becoming repeat victims.

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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 (Safer Essex Road Partnership) to deliver Vision Zero.



Key Points

- The number of KSIs are fairly stable in the period 2018/19 Q1 to 2022/23 Q4 but these data are skewed by the low numbers recorded in 2020/21 Q1 and Q4 when the strictest COVID-19 restrictions were in place.
- There were 890 KSIs recorded in 2022/23, this is the highest annual number recorded in the five year period.
- Q4 recorded the lowest number of KSIs in the previous 12 months.
- There are over 87 Community Speed Watch groups and over a 1,000 volunteers working with Essex Police to reduce casualty on the roads

Force

- During this quarter, a total of 187 People were killed or seriously injured following road traffic collisions, in this quarter 10 were fatalities compared to 11 in the same quarter last year. The force has recorded zero fatalities involving motorbikes and two involving pedestrians this quarter.
- The newly rebranded Vision Zero Roads Policing operation, which has been running since June 22nd 2022, targeted 'Fatal Four' offences (Speeding, Drink and Drug driving, Driving while distracted and Non-wearing of seatbelts) on strategic roads and, this quarter generated 676 seatbelt, 344 mobile, 108 careless, 136 no insurance, 447 other road traffic offences, 160 drink/drug arrests and 1,121 speed offences. There have been 30 additional Vision Zero operations this quarter, targeting the Fatal Four offences as well as the National Police Chiefs Council objectives, such as Uninsured/Unlicensed vehicles and drivers, Eyesight (*drivers must be able to read (with glasses or contact lenses, if necessary) a car number plate made after 1st September 2001 from 20 metres*) and Power2Wheeler vehicles.
- Officers attended School Crossing Patrol Sites in support of operatives, assisting with the promotion of 'Stop Means Stop' road safety campaign. February 2023 saw the first School Pilot 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, local Councillors and media teams.

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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.

Force (Continued)

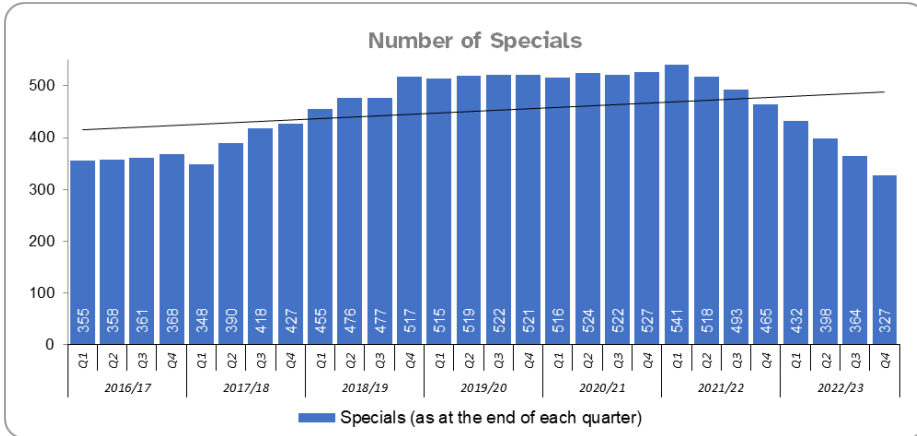
- There are 87 Community Speed Watch groups and over a 1,000 volunteers working with Essex Police to reduce casualty on the roads. Officers visited 43 Community Speed Watch and 25 School Speed Watch sites with over 600 hours of engagement in support of our schools and volunteers, enforcing, engaging within the local community, and promoting the Vision Zero campaign.
- Officers enforced at over 60 sites as a result of analysed speed survey data localised complaints across North, South and West of the county. Supporting the Essex Police 'You Said We Did' campaign.
- Essex Police introduced six new police officers on the motorcycle team to patrol North, South and West of the county.
- Essex Police introduced 37 new vehicle tint measuring devices Inspector2 for front line officers at the roadside.
- Essex Roads Policing Unit created 200 social media articles promoting operational success within the county in conjunction with our partners. This message was widening with further support across local authorities, Parishes and local policing districts delivering further the Vision Zero road safety message.
- Extra Eyes road safety initiative continues to gain momentum with 1,198 submissions and 44% positive outcomes. This includes 450 Careless Driving, 197 Careless Driving (Close Pass), 46 Mobile Phone, 66 Red Traffic Light.
- There was an increase over the last quarter in submissions from our vulnerable road user groups including 239 pedal cyclists, 191 pedestrian and nine horse riders, with a positive outcome of 58% pedal cyclists, 33% horse riders and 26% pedestrians.

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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.



Key Points

- Despite an upward trend since April 2016 the number of Specials has fallen each quarter since 2021/22 Q1.
- The total number of Watch Groups increased by 50 in Q4 compared to Q3.
- The Essex Horse Rider Volunteer Scheme was launched in November, initially as a trial, sponsored by Uttlesford council, within their district. There are now four volunteers signed up and active in this area with continued promotion of the scheme and further applicants being progressed.
- Three volunteer induction courses/drop-in events for Active Citizens and Police Support Volunteers have been conducted for both new and existing volunteers.
- The Volunteer Police Cadet Scheme continues to work in collaboration with Essex County Fire Cadets.

Essex Special Constabulary

- Headcount is currently 327¹. This quarter, Specials have completed a total of 24,009 hours; they have undertaken 19,071 hours of Operational Policing. 32 Special Constables resigned, with two retiring and 16 joining regulars, including two joining other forces. Ambition to seek to increase by 100 over the coming month.
- The revised #MyOtherLife dedicated recruitment campaign was very active on social media, as well as adverts in local gyms, and Channel 4 Catch Up. Recent activity includes an internal campaign to encourage friends and family to sign up and we have seen a small increase in applications in the last month. Further activity around the campaign is planned in 2023.
- There are 14 Community Special Constables (CSC) supporting 11 Parishes who completed 63 duties and 420 hours during January and February.
- The Employer Supported Policing (ESP) scheme currently has 64 companies registered with 83 Special Constables benefitting, including Essex Police. We continue to work with Chamber of Commerce and local Parishes to promote schemes.

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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.

Active Citizens and Police Support Volunteers

- Essex Police currently retains 155 Police Support Volunteers (PSV) of which 55 are Active Citizens (AC)¹. There are four volunteers in the pipeline, with eight ready for deployment.
- The Domestic Abuse Investigation Team (DAIT) have now had approved six roles to operate from the North District DAIT. The volunteers for these roles have been selected and are in the process of getting enhanced vetting.
- Our Police Support Volunteers and Active Citizens have supported several Street Week Events across the county .
- Duty sheet training continues via on-line and drop in training sessions with a third of volunteers now trained. In addition, 27 SPOCS have received training in managing volunteers via the Duty Sheet. A Citizens in Policing (CiP) Volunteer role is now being utilised to contact those volunteers who still need training to encourage engagement with Duty Sheet and training.
- Three volunteer induction courses/drop-in events have been conducted for both new and existing volunteers.

Volunteer Police Cadets

- There are 221 Volunteer Police Cadets (VPCs) and 87 Volunteer Cadet Leaders across 13 Cadet Units¹. There is ongoing recruitment activity for Cadet Leaders to support the three units not back to full strength. Southend is planning to re-open by Easter with Braintree and Chelmsford to follow. Cadets continue to assist at various community events.
- 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 the Fire Service to relaunch the Duke of Edinburgh scheme. VPCs continue to support their local Policing Teams with Crime Prevention and attending local community engagement events.

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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.

The Local Policing Support Unit (LPSU) Strategic Coordination Group (SCG), continues to bring together our 14 Community Safety Partnerships (CSPs), partners and agencies along with the ten District teams within Essex Police. The SCG has successfully mobilised support for Street Week activities across the county every calendar month, and more recently in Chelmsford and Colchester.

- **January 2023:** 217 additional resources were deployed. 178 Special Constables, four Essex Police Volunteers, three Essex Watch Members, seven Business Crime Team Officers, nine Essex Fraud Coordinators and 16 Rural Engagement Team Officers.
- **February 2023:** 99 additional resources were deployed. 70 Community Policing Team Officers, 22 Special Constables, two Business Crime Team Officers, one Essex Fraud Coordinator and four Rural Engagement Team Officers.
- **March 2023:** A Street-Week has been organised for 27th March – 2nd April 2023 with over 100 additional volunteers being mobilised in the West LPA, Thurrock area.
- The LPSU is launching 'Operation Community' next quarter, which is a dedicated monthly Neighbourhood Policing Day of Action across all 10 Policing Districts, tackling Crime and ASB, focusing on our Response, We Will's and Public Confidence.

Essex Watch

- The Essex Watch Liaison Officers (EWLO) continue to work with Neighbourhood Watch (NHW) and support community engagement events with the Rural Crime Team and Fraud Coordinators, providing crime prevention advice. This Quarter work includes a talk to Shotley Wives Club to support International Women's Day and a stand at the Rural Crime Strategy Launch.
- EWLOs continue to work closely with the Farm and Rural Community, consisting of 757 members and 104 Business Watch Groups.
- Dog Watch continues to grow, with 2,721 individuals and related businesses now members.
- Essex Horse Rider Volunteer Scheme was launched in November, initially as a trial, sponsored by Uttlesford council, within their district. There are now four volunteers signed up and active in this area with continued promotion of the scheme and further applicants being progressed.

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.

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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.

Ethnic Minority employees			
	31/12/2021	31/12/2022	% pt. change
% of Total Work Force	4.31	4.16	-0.15
% of Police	4.13	4.10	-0.03
% of Staff (exc PCSO)	4.41	4.30	-0.11
% of PCSO	0.91	0.00	-0.91
% of Specials	5.88	5.22	-0.66

Black or Black British
31/12/2022
0.50
0.35
0.75
0.00
0.55

Key Points

- There has been a slight decrease (0.15% pts.) in the proportion of Ethnic Minority employees at the end of 2022/23 Q3 (269) compared to the same period in the previous year (281); this equates to 12 fewer employees.
- All types of employee decreased slightly over this period.
- Black or Black British employees increased by 0.50% pts.

Force

- Essex Police has a workforce headcount of 6,509 of which there are 3,757 officers (increase from 3,707 as at 31 December 2022), 2,303 staff, 109 PCSOs and 340 Specials. Overall workforce representation is 4.1% from ethnic minority backgrounds and 47.9% females (as at 28 February 2023).
- The ‘We Value Difference’ recruitment campaign continues with 330 candidates in the pipeline, 11.2% from ethnic minority backgrounds and 47.3% female.
- During this reporting period, five training sessions (FLEX – dealing with Mental Health incidents and investigations) have been delivered to frontline officers. Topics included Career Progression, Positive Action and Professionalism. In total 921 officers received this input. The D&I Manager has also provided three DEI inputs for new recruits and newly promoted Officers.
- The Police Race Action Plan (PRAP) has been delivered across the Force, with related presentations by the D&I Manager. The PRAP has also been presented to the newly launched ‘Black Communities Discussion Circle’ to very positive feedback.

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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.

Force (Continued)

- On the 9th February, a joint Police and ECFRS (Essex County Fire and Rescue Service) event was held to mark Race Equality Week. The theme being 'It's Everyone's Business', the event had inspirational speakers from both services sharing their lived experiences and what we can do to further improve the inclusive culture in the working environment.
- An event in acknowledgement of the 30th Anniversary of the Stephen Lawrence racist murder is in the final planning stages, and will take place on 23rd April 2023. The Force is honoured to have the brother of Stephen, Stuart Lawrence, as its keynote speaker.
- February was 'LGBT History Month' and was acknowledged with the raising of the Progress Flag at various police stations across the county.
- Positive Action are working with LPSU and CPTs to map communities across the county. The objective is to evidence a rich picture of our communities to assist with operational decision making and delivery; providing community reassurance; managing critical and major incidents and effective engagement and recruitment outreach. Community policing teams, Community Safety Engagement Officers (CSEOs) and PCSOs, have been tasked to scope and collate a variety of locally sourced information, linked to protected characteristics and Force Plan crime types, to populate a living database held on SharePoint. A Connexions tile and its own Mobile Data app are being developed to ensure information is accurate, contemporary and accessible.
- Positive Action are leading on a project reviewing a number of maternity/paternity leave and flexible working related matters with a view to suggest enhancements to service provision and delivery for all staff. A working group has been formed comprising of representatives from the various support networks and staff associations to ensure views are obtained from a wide network.
- The Positive Action Team and other key stakeholders are planning for events including 'Towards Excellence' conference, Stephen Lawrence Memorial Day, Community Goals and National Inclusion Week. All events will have objectives around health and wellbeing and staff engagement as well as potential external recruitment opportunities.