



Detective Superintendent Scott Cannon

Essex Police Counter
Corruption and Vetting
update

Murder of
Sarah Everard
on 3rd March
2021





Former
police officer
and
convicted
rapist David
Carrick

IOPC review of police handling of reports concerning former PC David Carrick prior to his arrest

Police face tougher vetting after case of serial rapist David Carrick exposed gaps

Carrick, 48, admitted 85 serious offences during 17-year campaign of terror and attacks against women



Context

National climate

Essex Police not an outlier

Confidence to report increased

Less than 2% of the workforce

Over 50% - Front Line LPA

Majority at the minor scale

The Five Pillars of Professionalism

HOW WE BEHAVE

We will treat all people respectfully, taking into account cultural and individual needs and perspectives.

We will conduct ourselves professionally at all times, and in a manner befitting a representative of Essex Police.

We will openly challenge and have a zero tolerance policy for predatory, misogynistic or any other discriminatory behaviour.

HOW WE LEARN

We will actively seek out opportunities to expand our knowledge and improve our skills.

We will continually scrutinise organisational practices and procedures and take personal responsibility for identifying and implementing opportunities for improvement.

We will take individual responsibility to reflect on our own performance and identify areas for self-improvement so that we carry out our role to the best of our ability.

HOW WE LEAD

We will lead with authenticity, honesty and integrity.

We will demonstrate fairness, equity and inclusion in our policies, processes, procedures and everyday behaviours.

We will ensure that our individual differences are celebrated and valued.

HOW WE WORK

We will strive to deliver the most professional and thorough investigations.

We will support victims as we would wish to be treated, demonstrating empathy and understanding and complying with the Victims' Code.

We will work collaboratively where partnership is needed in order to deliver the best outcome.

HOW WE LOOK

We will present ourselves professionally at all times, in accordance with the role we are performing.

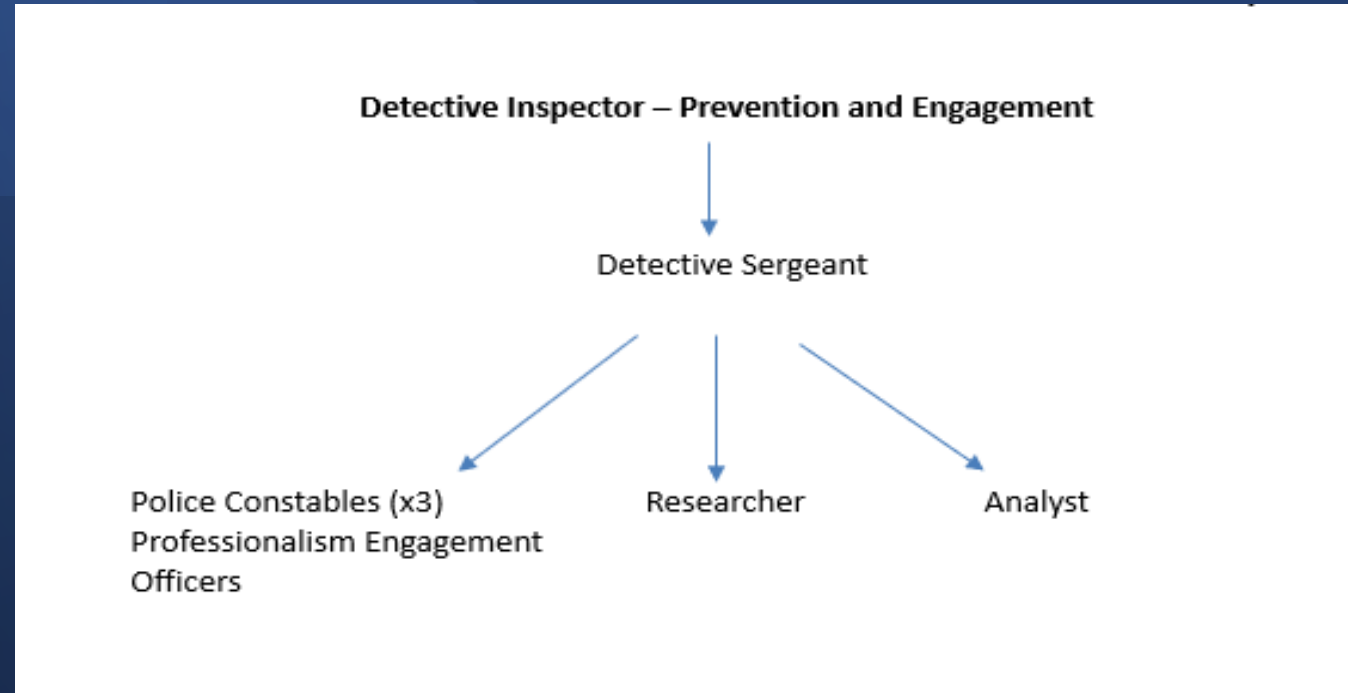
We will ensure we can be identified as members of Essex Police by displaying our ID, or being able to show it when needed.

We will take pride in our appearance, ensuring we are wearing the correct attire and that all equipment is in good working order.

Want to know more? Keep up to date with Professionalism here:
[connEXion > Teams > Professional Standards > Professionalism](#)

Questions? email the Professionalism team:
professionalism@essex.police.uk

Counter Corruption Prevention and Engagement



Early intervention to prevent and identify wrongdoing

- Enhanced engagement with student officers – twice during initial training and reinforced when students return to EPC.
- Building relationships with organisations who support vulnerable people to be better able to identify AoPSP and wider sexual wrongdoing.
- Consistent engagement with the workforce to build confidence in reporting wrongdoing and understanding current themes and trends.
- Working with first and second line managers to enable early and appropriate intervention with their staff to prevent escalation of wrongdoing – managing the early signs of wrongdoing robustly and quickly.
- Better analysis of intelligence and data to be able to identify the signs of corruption and wrongdoing - intelligence/ sickness/ business interests/ complaints etc.
- Building relationships to understand what is happening nationally and embedding best practice and learning into the force.

Counter Corruption Intelligence and Enforcement

- Responsibility for the Force's reporting avenues - - anonymous mailbox/ e-mail/ confidential reporting line.
- Development of intelligence where there is an indicator of sexual misconduct – victim engagement/ technical/ covert opportunities.
- Operation Pershore – risk assessment and intelligence development of those suspected of sexual misconduct where an overt investigation cannot be immediately undertaken. Those suspected of sexual misconduct are monitored for further indications or investigative opportunities.
- Proactive ee billing – analysis of force mobile phone billing to identify officers who may be abusing their position for a sexual purpose (repeated/ high volume contacts).
- Lawful Business Monitoring – proactive/ reactive analysis of internal systems to identify communication that may be an indicator of sexual misconduct or other wrongdoing.

HMIC Inspection on Vetting, CCU and Misogyny in Policing

- 43 national recommendations and 5 AFIs following HMICFRS Vetting and CCU Inspection
- 16 recommendations need to be nationally driven through thematic leads
- CCU and Vetting are compliant for 25 of the 27 recommendations
- Partially compliant for 2 of the recommendations - Vetting post tracking and annual integrity reviews
- Essex Police HMIC Inspection of CCU and Vetting in November 2022 – provisional grading of 'Good' final report still to be published – possibly would have been outstanding if vetting alone

5 Areas for Improvement

- Fully compliant with 1 AFI – APSP
- Partially compliant for 3 AFIs – Vetting interviews, culture, workforce awareness of counter corruption threats - New engagement team to embed
- Working towards compliance 1 AFI – Vetting and HR IT systems

Historical Data Wash

- National requirement for every officer, staff member and volunteer to be searched against the Police National Database by the end of September 2023
- Circa 7,000 people subject to PND search, including PFCC staff
- Circa 6,000 hits on the PND database – many are ‘false positives’
- Dedicated team set up to manage – risk-based approach
- New unknown intelligence predicted to be low

Vetting Summary

- The national report is not representative of Essex Police
- Broadly compliant with APP
- Very low appetite for risk
- Only 3 police officers with minor historical convictions, dating back to the 1980s and 1990s
- 119 applicants failed between Jan 2022 and December 2022
- Adverse intelligence is biggest reason for failure, not convictions – strong links with CCU
- Volumes of pending work are at their lowest ever through investment and procedural improvements
- Inspection cases date back to 2019

Counter Corruption

- New Sexual Harassment Policy about to be published
- Robust governance with DI or DS led intelligence/investigative plans
- Risk assessment and monitoring process for sexual misconduct (Op Pershore)
- Good IT monitoring including mobile phones
- Compliant with identification and categorisation of corruption in line with control strategy
- Monthly tasking process chaired by DCI
- Good system for managing business interests
- Over 1300 notifiable associations known about and risk assessed