

Police and Crime Plan 2021-2024:

Quarterly update on Delivery against We Wills: Q2 2023/24

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Priority 1 - Further investment in crime prevention

Our objective is to invest in activities and initiatives that prevent crime from happening in the first place to reduce overall crime and keep our communities safe.

We will	Commentary	Who
<p>Deliver over 300 more officers on top of the 500 additional officers also delivered since 2016.</p>	<p>The work of the Media & Communications team to support recruitment continues apace, with a period of amplified activity over the course of Summer 2023 to support the September 2023 intake.</p> <p>We continue to use a mixture of authentic case studies of serving officers and promoting the good work of officers, staff and volunteers with a recruitment call to action. In addition to this we also use a mixture of paid for advertising on social and digital channels and specialist channels to ensure we attract a diverse range of candidates.</p> <p>We are currently working on a plan for the next iteration of the successful We Value Difference recruitment campaign which will see the Media & Communications team supporting all</p>	<p>Media & Communications</p>

	facets of recruitment for Essex Police, including Special Constables.	
Invest in neighbourhood policing to get crime down.	Reinstated Independent Advisory Group within Castlepoint Enhanced Stop and search and make better use of mobile technology training for frontline officers	South Local Policing Area (LPA)
Work with Safer Essex and in line with the Crime Prevention Strategy to invest more in preventing crime in Essex	Created and embedded a new problem-solving hub across Essex Police Support highways agencies in delivering "Vision Zero" (reducing deaths of roads)	South Local Policing Area (LPA)
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 antisocial behaviour (ASB).	South LPA Update: Various intelligence and evidence led dedicated operations to target hotspots of ASB and violence. C&PP - Proactive Orders Enforcement Team (POET) Update: POET will provide an holistic overview and provide expert advice and support in the application of all civil orders supporting and applying enforcement to those who cause the most harm in communities. Civil orders are key to	South Local Policing Area (LPA) / Crime and Public Protection Command (C&PP)

	preventing further offending and mitigating the risk posed by high harm offenders within the community.	
Invest in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims.	Essex Police continue to develop the Single Online hub capability in line with the national team. Report a crime online has seen an 18% increase in usage with about three thousand crimes recorded a month via this self-service capability, the force continues to offer live chat as a channel which has seen a decrease in usage with about one thousand engagements a month. The force offers other channels such as BSL999 and text relay. The force has commissioned an IT company to review the force capabilities and how we develop these over the coming years, which is currently in progress.	Force Control Room (FCR)
Build on the success of our Joint Education Teams by investing in work with schools and young people to develop a comprehensive education focused prevention programme delivering relevant messages, including about healthy relationships and Child Sexual Exploitation, at the right time throughout a student's journey through education.	13 sessions emphasising the importance of healthy relationships informed a total audience number of 374 in Q2	Fire Service

Priority 2 - Reducing drug driven violence

Our objective is to crack down on drug driven violence and gangs, protect the vulnerable people these gangs prey on and deal with the hardened criminals whose criminal activities increase violence in our communities.

We will	Commentary	Who
<p>Work with the National Crime Agency to tackle and reduce the number of gangs and criminals operating nationally.</p>	<p><u>Serious Violence Unit (SVU) Update:</u> The work conducted each day by the dedicated (SVU) Op Raptor and Op Orochi teams is Essex Police’s response to tackling and reducing the number of County Lines in Essex and nationally. The structure of SVU within Essex is seen as best practice regionally and it is accepted that Essex Police is leading the way in tacking and dismantling County Lines. Through regular engagement with Eastern Region Special Operations Unit (ERSOU), the National Crime Agency (NCA) and other forces regionally, we continue to target those lines that cause the greatest harm.</p> <p>The SVU tasking process identifies those County Lines that pose the greatest threat and allows for enforcement plans to be developed and executed. In July 2023, a national threat of contaminated drugs was identified as being supplied by County Lines across the UK. The National Crime Agency has led the response under Project Housebuilder, to ensure there is an appropriate response nationally. Essex had three deaths related to contaminated drugs, all in July 2023. Within 48 hours of all three deaths, the Essex Police SVU had identified those supplying the drugs, and those involved in the management of the County Lines, several arrests were conducted, and all persons were charged and remanded in custody. In addition,</p>	<p>Serious Crime Directorate (SCD) / Serious Violence Unit (SVU)</p>

the SVU worked with Health partners to ensure public messaging to vulnerable people was able to provide support to those that needed it.

The Essex SVU approach to these three deaths has been highlighted as national best practice, no further deaths have been recorded in Essex. This demonstrates the proactive and efficient structures in place to mitigate the risk posed by County Lines in Essex.

Moving forward the Essex SVU Detective Superintendent (D/Supt.) will now be the regional chair for the County Lines regional meeting, leading the direction of all forces across the region in our response to County Lines. This will ensure there is a coordinated and consistent approach to tackling County Lines, working with regional forces, The NCA and National County Lines Coordination Centre (NCLCC). In addition, Essex will be supporting the national County Lines intensification week in October 2023, a week of action focusing on County Lines.

Serious Crime Directorate (SCD) Update:

The Serious and Organised crime teams within the SCD continue to work with the National Crime Agency (NCA), with Eastern Region Special Operations Unit (ERSOU) 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 identification and targeting of Organised Crime Groups (OCG) is now mainstreamed within the Force, with good general knowledge

	<p>demonstrated across teams. SCD have delivered bespoke training to the Local Policing Area command teams, focusing on the expectations placed on them in their capacity as 'Lead Responsible Officers' (LROs) for OCGs based within their Policing area. This has been further enhanced now that the College of Policing are rolling out training and briefing events for LROs.</p> <p>The 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 distribution through to street level dealers within the County. Through this layered and targeted approach, utilising a range of overt and covert tactics, we have made it a more hostile environment for individuals and gangs to target vulnerable people through drugs supply. The mapping of County lines onto the 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. Victims are supported through our partnership with Justice and Care who provide enhanced victim support and engagement.</p>	
<p>Provide further investment in the Essex Police Serious Violence Unit to dismantle more County Lines drug gangs.</p>	<p>Investment in 2021 led to growth within the Serious Violence Unit (SVU) structure, allowing for increased activity in the pursue element of County Lines through the Op Raptor Teams, along with increased activity within the Prepare, Prevent and Protect (PPP) team. It is recognised that to expand and build upon the current processes, and to address the ever-changing tactics of County Lines and OCG's,</p>	<p>Serious Violence Unit (SVU)</p>

	<p>and to address the increase in workloads, further growth, or re-focussing current resources is required, this was recognised in the recent Post Implementation Review</p>	
<p>Support the use of Serious Violence Reduction Orders and the implementation of Offensive Weapon Homicide Reviews.</p>	<p><u>SCD Update:</u> The Serious Violence Reduction Order (SVRO) is currently a pilot conducted by four forces Sussex, Thames Valley, West Midlands, and Merseyside. The two-year pilot started in April this year, so we have another 18 months or so before any decision is made around a national roll out. The orders will provide police with additional powers particularly against those that carry knives. Guidance has gone out to all non-pilot forces, even though the pilot is only with four forces, the restrictions against the offender are country wide, so will be live if they choose to move to another county. The pilot forces share intel with non-pilot forces should their nominals move from county to county. D/Supt. Biddle now sits on the national knife crime working group so will monitor their development from an Essex perspective.</p>	<p>Serious Crime Directorate (SCD) / Serious Violence Unit (SVU)</p>
<p>Through our Violence and Vulnerability Partnership we will:</p> <ul style="list-style-type: none"> • Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them. 	<p><u>Serious Violence Unit (SVU) Update:</u> The Prepare, Prevent & Protect Unit (PPU) works closely with the Violence and Vulnerability Unit (VVU) to ensure that vulnerable people are protected and safeguarded from the activities of County Lines. The role of the dedicated Op Raptor Safeguarding officers, the first of their kind regionally, is to focus on the safeguarding and protection of vulnerable people during the enforcement stage of investigations and activity. As detailed earlier within this report, the role of the Safeguarding Officer is to provide immediate safeguarding, but this role has now developed to include</p>	<p>Serious Crime Directorate (SCD) / Serious Violence Unit (SVU)</p>

engagement with partner agencies to ensure long term protection and diversion away from criminality. Engagement with treatment services, local authorities, Re-Route, Youth offending, Probation etc.

Essex Police is a member of the Violence and Vulnerability partnership, including tertiary prevention through our high-risk cohort focusing on those aged 25 and under, receiving pre-court intervention with a focus on reintegration and employment.

A specialist education element is funded as part of the Violence and Vulnerability work programme, including a senior targeted youth advisor. The rationalisation and improvements made to adult out of court disposals gives us an opportunity to improve the outcomes and timeliness for those who take swift changes in their behaviour.

The VVU are investigating the best way to utilise these options in a way that protects citizens and encourages swift justice. The VVU is continuing to form part of the enhanced monitoring cohort within the Home Office framework. This allows us to collaborate with them to increase our understanding of evaluation and share best practice. This has benefitted the VVU including direction around evaluation of our focused deterrence and increased priority around sporting interventions.

Serious Crime Directorate (SCD) Update:

SCD continue to work with SVU and partners to secure preventative orders to protect the public from those involved in drug driven violence. Through the Proactive Order Enforcement Teams (POET), the application and enforcement of prevention orders is stopping

offenders from engaging in activity that further perpetuates their involvement in drug driven criminality.

SCD support national intensification periods that tackle drug driven criminality, linked to gangs and county lines, by providing specialist support to operations which target perpetrators.

Op Barking was the investigation into two members of the Chadd Green Gang in London. Two suspects drove to Lakeside Shopping Centre where they saw a rival Custom House Gang member before following him to the car park where Suspect 1 discharged a firearm in his direction before driving off with Suspect 2. This was in broad daylight and in full view of the public. Miraculously no one was injured. 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 offences and money laundering. Seizures include one loaded firearm, a quantity of cocaine and cannabis and approximately £30,000 cash. Following trial, the offenders received the following custodial sentences. Offender 1: 42 months, Offender 2: 19 ½ years, Offender 3: 50 months and Offender 4: 24 months.

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.

We will	Commentary	Who
<p>Drive consistency and better performance in the response to domestic abuse across all agencies to bring more perpetrators to justice and reduce repeat offending.</p>	<p>Staff are regularly updated on policies and procedures for DA investigations, with training on Domestic Abuse Risk Assessment (DARA) risk assessments, Domestic Violence Protection Orders (DVPO) and Stalking Prevention Orders (SPO). There is also an emphasis for Officers to push for victimless prosecutions using evidential led investigations. Training has included the importance of using Frontline Referral Services and Independent Domestic Violence Advisors. Victims reporting DA that would sometimes revert to a demand car appointment, are now being expedited by Arrest Video Response teams taking initial reports, risk assessment and safeguarding of the victim. This helps to ensure that the best possible evidence and victim support is gained when incidents are first reported.</p> <p>Within the West Local Policing Area (LPA) we also have initiatives such as DA Today which priorities our response to DA allegations, monitoring of Operation Puffin nominals and ensuring actions are being completed and tackled with regards to repeat DA Suspects/Victims at a biweekly tasking. We periodically review our responses to initial calls and learn lessons on how we can improve our response, initial contact and ensure we are getting the best evidence at that early stage to provide the best possible outcome for victims of domestic abuse. In addition, we work with partner agencies and schools, in order to share information which helps safeguard victims and children from Domestic Abuse settings.</p>	<p>West Local Policing Area (LPA)</p>

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.

West LPA Update:

Dedicated officers are engaging with third sector organisations DA charity, Thrive Survivors Group, life skills and sport group, Noo Yu CIC (ASDAN¹ Accredited life skills programmes using sport, in particular boxing). They have been provided with funding from the Community Safety Partnership to provide a boxing and life skills course for DA victims, to help support and empower survivors, rebuilding their self-esteem and confidence.

Operation Brave has also been set up as a multi-agency approach, in relation to Violence against Women and Girls (VAWG). Both Police and Community Safety Partnership teams have held engagement events in VAWG Hotspots, targeting victims of violence including Domestic Abuse. High visibility patrols within those areas by Police Officers continue the LAG (Local Area Group), a joint Multi Agent board sits monthly and receives referrals of repeat victims to ensure a joint up approach at problem solving the issue.

C&PP - Multi-Agency Public Protection Arrangements (MAPPA) Update:

We will continue to manage in partnership those who cause the greatest threat to people in communities under the MAPPA process including:

- Domestic Abuse
- Registered Sex Offender
- Mental Health
- Gangs
- Violent

West Local Policing Area (LPA) / Crime & Public Protection Command (C&PP)

¹ ASDAN is an education charity and awarding organisation providing courses, accredited curriculum programmes and regulated qualifications to engage, elevate and empower young people aged 11 to 25 years in greatest need.

	<p>We will continue to improve the knowledge and submissions of DA offenders into the cohort for management. There are currently 50 Domestic abuse dangerous offenders managed via MAPPA, 42 % of the MAPPA cohort.</p>	
<p>Invest resources into activity essential to preventing the harm caused by high-risk sexual offenders.</p>	<p>West Local Policing Area (LPA) Update: Operation Aidant focused on victims of sexual exploitation. Visits were conducted at addresses identified by intel, as possibly having involvement in modern slavery and sexual exploitation.</p> <p>Operation Upminster was created in response to sexual assaults on women near Brentwood Train Station. Extra patrols were conducted along with plain clothes patrols, leading to arrest of the suspect.</p> <p>Funding has been received to launch street pastors in Grays, having identified four churches, a Chair and have obtained charity status. Training will commence into Q3 with launch in January 2024. In addition, CSP have arranged Misogyny training delivered to professionals and school safeguarding leads. Funding secured for transport safety officers who will have a remit to identify and address sexual harassment on the rail network. We will continue to invest in training and technology resources in Management of Violent and Sexual Offenders Team (MOSOVO) to ensure the teams are equipped, trained and enabled to actively manage all registered sex offenders and prevent serious sexual crime in the communities against vulnerable people.</p> <p>C&PP - Management of Violent and Sexual Offenders Team (MOSOVO) Update:</p> <p>We will continue to invest in training and technology resources in MOSOVO to ensure the teams are equipped, trained and enabled to actively manage all</p>	<p>West Local Policing Area (LPA) / Crime & Public Protection Command (C&PP)</p>

	<p>registered sex offenders and prevent serious sexual crime in the communities against vulnerable people.</p>	
<p>Support victims of human trafficking and modern slavery including sexual exploitation and continue to promote close working with the UK Border Agency, National Crime Agency, and national and regional partners to support victims and bring perpetrators to justice.</p>	<p>Incidents of Organised Immigration Crime (OIC) have seen a noticeable decrease in 'lorry drop' events, where migrants are smuggled in commercial and freight vehicles. This follows the national trend of migrants exploiting small boats as a means to enter the UK. Essex continues to target this criminality through 'Op Buffalo' which are regular multi-agency operations working with roads policing teams and a range of partner agencies, targeting those within road haulage that are engaged in migrant activity. The dedicated OIC team within the Serious Crime Directorate has secured additional funding from the 'Op Invigor' budgets provided through central government to tackle this criminality.</p> <p>The dedicated SCD team continues to work collaboratively with Immigration enforcement and a range of partners. The development of intelligence opportunities continues to strengthen, with close partnership working together with embedded staff in the Multiagency Hub, operating alongside the NCA, Immigration and Border Force teams.</p> <p>Modern Slavery and Human Trafficking (MSHT) in Essex largely presents as individuals subject to criminal exploitation though County lines offending. The dedicated MSHT within the Serious Crime Directorate (SCD) continue to provide specialist officers to investigate the most complex crimes that involve MSHT, while CID will deal with the less complex investigations. For MSHT related to county lines, the Raptor teams, together with the Serious Violence Unit continue to provide a dedicated function.</p>	<p>Modern Slavery and Human Trafficking (MSHT) Investigation Team</p>

SCD support the National intensification activity through Op Aidant, targeting locations where MSHT is prevalent, such as nail bars, car washes and salons, together with those exploited through sexual and labour exploitation. Justice and Care continue to provide bespoke victim support through their 'Victim Navigator' programme. Essex Police has further widened its victim support offering through collaboration with the Medaille Trust.

SCD supported the period of national intensification around cannabis cultivation and its links to Western Balkan OCGs, known as Op MILLE. Essex Police conducted over 30 cannabis related warrants or other related searches. The explicit aim of this operation was to utilise the disruption of cannabis cultivations to better inform the intelligence picture around OCGs who operate cannabis cultivations who are also heavily involved in other crime types, specifically MSHT. Early analysis suggests that, nationally, Western Balkan criminality plays a significant role in cannabis cultivations across the UK. SCD continue to develop the intelligence resulting from Op MILLE and will use this as a means to combat the high level OCGs who are involved in cannabis cultivation and other crime types including Western Balkan OCGs.

Ensure that Essex Police work with all communities across Essex to hold the confidence of those communities and work together to effectively challenge discrimination and tackle crime.

Child and Young Person (CYP) Officers are conducting regular school playground patrols and advertised 'Let's Talk' engagement opportunities during break times to engage with children to break down barriers and reduce tensions that have occurred in the community recently.

The West Local Policing Area (LPA) have run Operation Alliance over the preceding few months, this utilises perceived and known gaps using data from the census to identify groups and communities where community ties could be stronger. This will then place intensive and accelerated engagement. Since its launch, it has focused on faith groups, eastern

West Local Policing Area (LPA)

	<p>European community and young people. The operation is bespoke to the district where it is.</p> <p>Within Thurrock we hold bimonthly Independent Advisory Group (IAG) meetings chaired by a member of our community and well attended by a cross section of communities within Thurrock. We seek to engage with all communities through our “Let’s talk” events, pop up engagement events in areas where confidence may be dropping, as well as monthly attendance at faith establishments to discuss any concerns that they may have. Bespoke operations have been set up following emerging community tensions around hate crime / ASB, such as Operation ZAP that targeted ASB and Hate Crime within a specific area of Thurrock. As a result, tensions have now dissipated, and no further incident of Hate Crime has been reported.</p>	
<p>Building on the work also started to further develop our understanding of the specific nature and impact of domestic abuse in rural communities and invest in initiatives to prevent and tackle it.</p>	<p>The policing of Domestic Abuse committed in rural areas is an issue in many forces. In Essex, our commissioned services provision in rural areas/communities is extensive and available across the county. This reflects the Force’s commitment to ensure victims of Domestic Abuse receive the same high-quality service in rural areas as they do in urban areas.</p>	<p>DA Lead</p>
<p>Work with the Criminal Justice System to monitor the use and effectiveness of legislation in managing offenders, such as Domestic Violence Protection Orders, Domestic Abuse Protection Orders and Stalking Protection Orders.</p>	<p>Work with Legal Services to track the number of Orders – Domestic Violence Prevention Orders (DVPOs) and Stalking Protection Orders (SPOs) that Essex Police has live at any time.</p> <p>In the three-month period July-Sept 2023: -</p> <ul style="list-style-type: none"> • 41 Domestic Violence Protection Notices (DVPN) were authorised by Superintendents, leading to 39 applications for DVPOs and 37 DVPOs being made. • 2 people were arrested for breach of DVPN (although arrestable, there is no penalty for breach of DVPN) • 11 people were arrested for breach of DVPO (7 received financial penalties, 2 received 14 days’ imprisonment) 	<p>Criminal Justice (CJ)</p>

- There were successful applications for 2 interim SPOs and 4 full SPOs.
- A further 7 SPO applications were authorised and are ongoing.

This is an increase on those areas of business upon the preceding 3 months (01/04/23 – 30/06/23) during which:

- 16 DVPNs were authorised.
- 3 people were arrested for breach of DVPO.
- There were successful applications for 4 interims SPOs and 1 full SPO.
- 2 SPO applications were authorised.

Monitor the specific Orders to establish the effect of the orders on re-offending through liaison with POET.

Build on the work of the Stalking Conference and the awareness conducted through FLEX training further promote the power and effect of the Orders to increase use.

Strengthen the reporting links to the Domestic Abuse Performance Group in order to drive force awareness.

Provide greater scrutiny and enhanced co-ordination of the recommendations from DHRs to ensure effective implementation

A new governance process is being put in place to provide greater oversight of the implementation and impact of DHR recommendations. Both strategic and tactical boards will be led by C&PP This is to avoid repeated recommendations and tie together the work on linked recommendations.

Crime & Public Protection Command (C&PP)

Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

We will	Commentary	Who
<p>Encourage victims to report crime and support them through the criminal justice system.</p>	<p>We reinforce contact methods and ways to report crime to Essex Police are communicated during public engagement events with continued communication with partner agencies and elected officials in respect of the messaging around contacting/reporting to Essex Police.</p> <p>Investigations - We work closely with all victims providing support through the Officer in the Case to enhance trust and confidence. We refer into Victim Support and engage Witness Care. Domestic Abuse Solving Teams (DAPST) continue to engage with local minority groups to provide information and encouragement to come forward and report offences.</p> <p>The District's partnership work is focused on messaging, increased patrolling of areas identified by the public and robust policing of reported incidents. We continue to work with victims and their families to support them through the Criminal Justice System and gain a positive resolution.</p> <p>Improvements in police use of Domestic Violence Disclose Scheme (DVDS – Clare's Law) will provide prevention / safeguarding opportunities through early engagement with potential victims. This approach also provides the victim a link with Essex Police and highlights how seriously we take DA offending, thereby encouraging further reporting.</p>	<p>VAWG lead North Local Policing Area (LPA)</p> <p>DA Lead</p>

<p>Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions</p>	<p>Chelmsford & Maldon - An increased emphasis has been taken to the use of Criminal Behaviour Orders (CBO) within the district to tackle crime & ASB with eight CBO's granted or currently applied for. This work is undertaken closely with partners within the Community Safety Partnership (CSP) and has resulted in custodial sentences and other enforcement action being possible.</p> <p>Investigations - We actively research crimes to identify series and proactively target those committing series and linked crimes. Detective Inspectors support disruption of OCG`s through utilisation of Detectives, we actively use media to promote good work to gain confidence.</p> <p>Braintree District continues to support road safety and combat associated anti-social behaviour associated to car cruising. The A131 section that by-pass's residential areas of Great Notley is a focal point causing community concern. Operation Vadar has been commissioned to tackle poor driving standards, speeding and the associated noise that comes from cars with modified exhausts. Officers continue to work closely with the Local Authority and the local community to identify advertised meets and react to those meets with high-visibility robust Policing, that has seen multiple drivers being prosecuted and cars being seized due to intoxicated driving.</p> <p>The 'DA Threat to Life' cohort is shared with local Community Safety Partnerships to ensure joint working between 'police' (DAPST) and partners targeting our highest threat perpetrators</p>	<p>VAWG lead North Local Policing Area (LPA)</p> <p>DA Lead</p>
<p>Engage with schools to educate our children on healthy relationships and create a culture where male violence against women and girls is unacceptable.</p>	<p>Chelmsford & Maldon - Working closely with the local Secondary Heads Association and MP the Child and Young Person's (CYP) and Child Sexual Exploitation Officers (CSEO) engaged with students to understand their concerns. A FAQ template was created which will be shared with all students and includes answers for victims of crime and what would happen if they were to make a report to the Police. Education sessions and presentations have been completed by our CSEOs to highlight the issue of VAWG and how society needs to change some attitudes.</p>	<p>VAWG lead North Local Policing Area (LPA)</p>

	<p>Braintree & Uttlesford – All the districts Secondary Schools have provided access and office space to base themselves in schools to provide support to vulnerable victims, staff, and early intervention for perpetrators. This was in response to an increase in crimes reported in schools and the aim of having greater police visibility in schools is provide quick effective support for victims and be accessible for advice or assistant with dealing with incidents occurring in our educational establishments.</p> <p>Tendring - CYPs in Tendring continue to foster and develop relationships with schools and pupils to target offenders within the schools and educate girls around the awareness of any violence towards them to and report it back to the CYP. Op Harley is the Crime & Public Protection response to a pupil offending within a school. A plan is in place to support victims and the school with a high visibility presence and support to girls and their parents who had concerns.</p>	
<p>Work with police and partners to look for ways to reduce the fear women feel in their communities.</p>	<p>Colchester – A joint operation with Detectives from the Crime and Public Protection Command (C&PP) ran for 6 weeks from the 21st July. This provided dedicated additional patrols during Night-time Economy (NTE) evenings, engaging, supporting, raising awareness, and proving advice. The operation ran every Friday and Saturday. The objectives were to prevent sexual offences and promote alcohol safety awareness; identify persons who are vulnerable through being under the influence of intoxicants providing deterrence and intervention by predatory actors; reduce sexual offending both within the Town Centre and elsewhere across the wider Colchester District; promote anti-spiking safety tools available in the venues; advise public on the reporting methods available; provide advice and information on support services that are available; provide clear guidance on consent issues; raise awareness of the ASK ANGELA safety protocol; provide C&PP Specialist resources to immediately respond to any sexual offences reported occurring within or following attendance at licenced premises.</p> <p>Braintree & Uttlesford – Our Child Sexual Exploitation Officers (CSEO) attend the joint Domestic Abuse sub-group bi-weekly panel with Independent Domestic Violence Advocates (IDVA) from Next Chapter, Braintree District Council, along with Social Care and Housing providers to all work together to holistically support our top local domestic</p>	<p>VAWG lead North Local Policing Area (LPA)</p>

abuse victims and families in need. The Panel discusses between eight to twelve cases considering welfare support, housing, additional needs, and other interventions. The ultimate aim of the panel is to provide on-going and lasting safeguard support and empower the victim to removes themselves from the cycle of domestic abuse.

Tendring - Police have worked closely with Tendring District Council to develop the safer streets project whereby we have reviewed vulnerable areas in the town, increased VAWG patrols and renewed and installed a better CCTV system as well as lighting in the area to make women and girls feel safe. Additionally, we are promoting the use of the online safety map which has been introduced by Essex Community Safety. The map enables women and girls to highlight areas where they feel safe or do not feel safe, enabling us to focus on areas whereby they feel vulnerable and provide visibility or solutions with better lighting or CCTV. It also provides woman and girls to reports on area they feel unsafe in even if an incident hasn't taken place.

Priority 5 - Improving support for victims of crime

Our objective is to recognise and prevent the harm caused to victims by the crime they experience, and the need to protect those who are most vulnerable to becoming victims.

We will	Commentary	Who
Continue to champion the rights of victims and encourage reporting.	<ul style="list-style-type: none"> - Held multi-partnership victim focussed event to enhance officer understanding of victims' journeys and encourage feedback. - Random dip sampling and auditing of victim care compliance - Basildon have applied for PFCC funding to provide drop-in surgeries for victims 	South Local Policing Area (LPA)
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.	<ul style="list-style-type: none"> - Provide dedicated rooms for Independent Domestic Violence Advocates (IDVA) to provide tailored victim support - Introduce measures to ensure victims of high harm and domestic abuse offences understand their rights 	South Local Policing Area (LPA)
Embed the legal responsibilities of the oncoming Victim's Bill into Force policy and procedure where required.	Progression is being made with the Victim's app, whereby frontline officers can more easily provide support to victims: providing case updates, officer contact details and signposting to receive support tailored to their case. This will also include links to their rights and entitlements under the victims Code.	Crime & Public Protection Command (C&PP) – Victim Services

Priority 6 - Protecting rural and isolated areas

Our objective is to work with rural communities to help them build greater resilience and keep them safe.

We will	Commentary	Who
<p>Make further investment in fighting rural crimes, such as hare coursing, wildlife crime, heritage crime, fuel theft, unauthorised encampments, and fly-tipping as well as the theft of major plant and equipment.</p>	<p>New, improved vehicles have arrived for the team and are awaiting build. They will improve capability off-road and responding across the county.</p> <p>An additional officer has received response driver training and taser training improving the team capability to respond. Officers are currently completing the drone training which will be in place in October.</p> <p>Working with the National Rural Crime Unit, the team have deployed two covert plant assets to repeat victims to build confidence and detect offenders.</p>	<p>Local Policing Support Unit (LPSU) - Citizens in Policing</p>
<p>Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.</p>	<p>The Rural Engagement Team have attended 12 community events in this quarter including the Essex Rural Partnership and Rural Crime Forum. In Brentwood, the Rural Engagement Team supported the Community Policing Team at a public meeting to engage around issues in Navestock.</p> <p>In Maldon, the Rural Engagement Team attended the Dengie Farm Watch meeting where reporting of crime was encouraged, and under-reporting discussed.</p>	<p>Local Policing Support Unit (LPSU) - Citizens in Policing</p>

<p>Encourage the reporting of rural crime by working with partners to promote ways to report and the positive impact this has on targeting offenders and crime hot spots.</p>	<p>The Code of Conduct information sheet given to the Gypsy Roma and Traveller communities at unauthorised encampments has been updated to include a QR code link to the Essex Police website and information about hate crime. This encourages this community to tell us if they have been the victims of hate crime. In addition, we have the support of non-police community workers who support with engagement and highlighting and concerns regarding hate crime community cohesion.</p> <p>In Colchester, the Rural Engagement Team undertook a multi-agency day of action in Dedham which focused on local ASB issues and encourage reporting of crime.</p>	<p>Local Policing Support Unit (LPSU) - Citizens in Policing</p>
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Priority 7 - Preventing dog theft

Our objective is to do more to protect our pets and build confidence in how Essex Police handle dog thefts.

We will	Commentary	Who
Engage with the public and animal charities to understand the extent of dog theft in the county and how we can prevent it.	The Rural Engagement Team have carried out 12 public engagement events in this quarter where dog theft leaflets have been handed out. This included large scale public events the Orsett Show and the Countess of Wessex Show.	Local Policing Support Unit (LPSU) - Citizens in Policing
Encourage the public to share intelligence to inform targeted enforcement activity by raising awareness of how to report.	Using the Rural Engagement Team social media account, dog theft appeals, and positive news stories have been highlighted. By publicly highlighting the issue of dog theft we encourage more reporting. The Dog watch scheme has increased by 123 members to 3108	Local Policing Support Unit (LPSU) - Citizens in Policing
Support the victims of Dog Theft by recognising the misery caused to families by this crime, reuniting them with their animals wherever possible and reducing their risk of becoming victims of further criminal activity, such as fraud	The Rural Engagement Team review every dog theft reported in Essex. The Dog Theft liaison officer contacts every victim of dog theft to provide reassurance and advice.	Local Policing Support Unit (LPSU) - Citizens in Policing
Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and promote prevention activity so people know how to keep their dog safe.	The Rural Engagement Team have shared their Dog Theft leaflet with all parish councils for circulation amongst their parishioners. The leaflet was also sent to all vet's surgeries in Essex.	Local Policing Support Unit (LPSU) - Citizens in Policing

Priority 8 - Preventing business crime, fraud and cyber crime

Our objective is to work with businesses and individuals to tackle the surge in fraud and cyber-crime and to support Essex Police's Business Crime Strategy to help keep businesses safe.

We will	Commentary	Who
<p>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 offline.</p>	<p>The Prevent & Protect (P&P) Team have dedicated Fraud & Cyber experts who deliver numerous presentations to businesses, local authorities, charities, voluntary sector and community groups. The focus of these presentations is to upskill the audience of the risks of fraud, explaining the current trends and top tips in keeping themselves safe from frauds.</p> <p>The P&P Team also contact vulnerable victims of Fraud & Cybercrime, giving them bespoke advice to reduce the chances of them becoming repeat victims.</p> <p>The P&P Team also work closely with the Media Department and send out Fraud & Cyber alerts via social media platforms using our #fraudfriday. This messaging goes out every Friday and contains advice on current trends and up-to-date prevention advice.</p>	<p>Serious Crime Directorate (SCD)</p>

	<p>The P&P Team are also working with academia in relation to developing a better understanding of fraud, victims and processes. In partnership with Essex University, we are looking at developing a Fraud Victim's Recovery Toolkit and with Portsmouth University we are looking at developing a complete end to end process for supporting fraud victims.</p> <p>The P&P Team worked with Essex University to design an app to improve Action fraud reporting, this has now been adopted by City of London and is due for imminent release.</p> <p>Police Cyber Alarm continues to be rolled to businesses, 2 recent 'successes' were informing a company and a school that they were being attacked before they actually knew themselves.</p>	
<p>Encourage businesses and individuals to report incidents of fraud, online crime and cybercrime and provide the support to recover.</p>	<p>The Prevent & Protect (P&P) Team work closely with small and medium businesses, offering both upskilling presentations giving advice how to reduce the chances of becoming a victim of fraud or cybercrime and also bespoke advice to victims in order to try and recover their services and prevent repeat</p>	<p>Serious Crime Directorate (SCD)</p>

victimisation. The team also contact vulnerable victims of fraud and cybercrime in order to offer bespoke prevention advice and support in trying to recover their services and money.

The P&P Team are working with media through #fraudfriday and detail how to report frauds and cybercrime. The message reporting is also carried through via all the presentations delivered by the team.

The P&P Cyber Officers also work closely with the Eastern Region Cyber Resilience Centre (ECRC) and make referrals to them of local businesses who want assistance in developing and maintaining their cyber security. They also offer support regarding recovery following a cyber incident.

Essex Police have now moved over to the Level 2 service from the National Economic Crime Victim Care Unit (NECVCU). This now means that the NECVCU will make contact to most of our vulnerable victims of fraud and offer consistent, national advice and support. The P&P Team still offer advice to the most vulnerable victims (Level 3) and those victims within Level 2 that are considered in need of a

	<p>more timely response to prevent repeat victimisation.</p> <p>The ongoing 2-year plan, a current strand is engaging with big businesses to help little businesses, provisional agreement has already been reached with Microsoft and Blackberry</p>	
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working closely with businesses to prevent crime, identifying and prioritising resources to tackle it. 	<p>The Prevent & Protect (P&P) Team work closely with small and medium sized businesses within Essex. The P&P Team have developed great working relationships with the Essex Federation of Small Businesses and local Business Networking organisations, which gives the team access and networking opportunities with Essex businesses. Through this networking, they can deliver the required messaging re identifying fraud and cyber risks within their organisations and the priority to implement basic security and training for their staff.</p> <p>The P&P Team also work closely with the Essex Police Business Crime Team and hold joint Business Cybercrime Clinics, where suitable advice can be delivered to those businesses with questions or issues.</p>	<p>Serious Crime Directorate (SCD)</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p>	<p>The Prevent & Protect (P&P) Team attend numerous Business Networking events each</p>	<p>Serious Crime</p>

<ul style="list-style-type: none"> • working with businesses to ensure that they are aware of best practice and are empowered to reduce the risk of crime to their business. 	<p>month and through this contact with local businesses they deliver basic cyber and fraud prevention advice, promote the Eastern Region Cyber Resilience Service (ECRC) and obtain presentation opportunities so that best practise and advice can be disseminated to their employees.</p> <p>The Cyber P&P team have been invited to join with Oxford Innovation as onsite subject matter experts for business startups at the Launchpad Southend</p>	<p>Directorate (SCD)</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working with businesses to encourage reporting of crime to gain an accurate picture of business crime in our county. 	<p>The Prevent & Protect (P&P) Team have been working with top Essex based cyber insurance and security firms in order to establish the blockers for businesses in reporting fraud and cybercrime to law enforcement. These insurance and security firms are assisting in developing a planned and staged approach to build up trust within the business community that reporting of these incidents will not adversely damage their reputation.</p>	<p>Serious Crime Directorate (SCD)</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • tackling those who commit crimes against businesses. 	<p>Essex Police Cyber Crime Unit have charged a suspect with interfering with the Department of Work & Pensions system, with referrals to the Cyber Choices programme to seek education and prevent future offending.</p>	<p>Serious Crime Directorate (SCD)</p>

Investigations within Economic and Cyber Crime have a coordinated P&P approach where businesses are involved. This promotes limiting further offending but also ensures an engaged working relationship to provide evidence and report any further instances

Essex P&P Fraud have been working with Trading Standards to organise an Essex Multi-Agency Against Fraud (MAAF) meeting. The main focus of the MAAF will be identifying relevant partners in the local area, to engage with them and get buy in from people at all levels. Using the Good/Better/Best models, to shape the multi-agency to the resources and appetite in the local area. Establishing data sharing arrangements and groups which will enable partners to work together. Assessing the local data on fraud with all partners to create a shared understanding of the problem. Drawing up a communications and engagement strategy for all the partners. Agreeing minimum service standards for victims of fraud, including definitions of vulnerability and appropriate onward referrals. Assessing training needs within all partner organisations and build awareness of the role of each partner within the multi-agency approach.

<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • giving confidence to those who fear crime and support to businesses who have been the victim of crime. 	<p>The Prevent & Protect (P&P) Team have developed great working relationships with local Business Networking Organisations and the Federation of Small Businesses, the result being that these organisations make referrals to the P&P Team when businesses have been victims of fraud and cyber. The P&P Team then offer support in the first instance and onward referral if appropriate to the ECRC and other such organisations.</p>	<p>Serious Crime Directorate (SCD)</p>
<p>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.</p>	<p>Around 7% of reported fraud relates to businesses, with the rest relating to individuals. The engagement of fraud coordinators, the Business Crime Team and the Prevent & Protect (P&P) Team, with the business network within the county, continues to encourage reporting and assist with target hardening where required.</p> <p>The Cyber P&P team are undertaking a work strand whereby inputs are being delivered to all assisted and supported living facilities owned and operated by Basildon Council.</p>	<p>Serious Crime Directorate (SCD)</p>

Priority 9 - Improving safety on our roads

Our objective is to continue to improve safety on our roads, promote safer driving behaviours and robustly targeting those who cause the most harm.

We will	Commentary	Who
<p>Correct the misconception that death and injury on our roads is inevitable by working through SERP to deliver Vision Zero.</p>	<p>Roads Policing Unit (RPU) have been continuing to support the National Vision Zero road safety campaign through Operation Vision Zero days of action. RPU have been concentrating on road safety in different geographic areas led by collision data, reducing casualty with enforcement and education alongside the Safer Essex Roads Engagement team. This quarter has focussed on collision data, causation, and attributes, with young riders and vulnerable road user groups being forefront. Since the start of the year, this operation has seen over 600 people prosecuted for mobile phone usage whilst driving, over 1,133 people prosecuted for not wearing their seatbelt, 423 people prosecuted for driving carelessly, and 2,967 people prosecuted for speeding on the roads of Essex. Officers have made 134 arrests, attended 87 road related incidents, visited 45 Community Speed Watch sites, and supported operatives at 24 School Crossing patrols. In totality, interacting and engaging with over 3,456 drivers and riders. Highlights this quarter include supporting the National focus on vulnerable road users through School Speed and Partnership days of action - through the following Safer Essex Roads Partnership (SERP) campaigns:</p>	<p>Operational Policing Command (OPC) (Roads Policing)</p>

- School Speed watch - allowing pupils with a Road Safety and Police Officer, to educate offenders about the dangers and consequences of speeding near their school.
- Parent and Child interactive school-based road safety sessions involving parents/carers. In support of this, Safer Essex Roads Partnership (SERP) have launched several new road safety videos as part of the wider Road Safety Pledge.
- Multiagency enforcement days of action, joined up partnership focus led by RPU, working alongside local command teams, SERP, Parking services and School Crossing Patrol.

The Roads Policing Unit have been continuing to widen through social media - partnership good work and road safety initiatives to enable delivery to a wide audience, via local Press, SERP media office, local authorities, national forums, and road safety charities.

Invest in Roads Policing enforcement and prevention activity:

- Collaborate with local councils and developers to advocate for new road networks to be safe and have safety technology built in when they are developed.

The Roads Policing Unit (RPU) continue to work closely with local authorities and developers at pre-planning, design and implementation stages to ensure road safety audit, speed limits on new developments, enforcement strategies, and safe systems are implemented in the first instance. With this structure in place, authorities and RPU can work closely with other departments within Essex Police to ensure the requirements expected are met by developers not only considering road safety but in other force priorities.

This quarter has seen a rise in the frequency of meetings due to numerous major developments occurring across the county, confirmation has been made of installation in average speed systems during and after scheme builds, as well as a designated Traffic Management Officer funded via National Highways to work

Operational Policing Command (OPC) (Roads Policing)

	alongside project managers in liaising on daily operational impact factors, reaching out to local authorities and managing public confidence.	
Invest in Roads Policing enforcement and prevention activity: • Invest in better speed cameras and upgraded Automatic Number Plate Recognition tracking.	The Roads Policing Unit (RPU) have invested recently in the new TruCam 2 speed enforcement device. This handheld camera works with high-definition technology and can focus during low lighting, enabling officers to utilise the camera in the evening. Essex Police two new enforcement officers have been out across the county undertaking speed enforcement daily on the new devices. Alongside this development, both Fixed and Average speed camera systems have recently been upgraded across the county, producing higher quality data and imagery with resulting better accuracy in targeting and prosecuting offenders.	Operational Policing Command (OPC) (Roads Policing)
Invest in Roads Policing enforcement and prevention activity: • Co-locate Safer Essex Roads Partnership agencies to ensure a better service to the public.	The Roads Policing Unit (RPU) are currently reviewing and assessing co-location of road safety processing teams, including prosecutions and course providers. This in effect, will allow a more fluid communication between the teams and ultimately a better service for the public. This quarter partnership work between Safer Essex Roads agencies and Essex Police licensing officers has been reignited, both working in collaboration in support of the summer drink and drug drive campaign alongside visits to licensed premises, speaking with licensees, attending monthly Pub Watch public meetings, and providing members of the public the confidence in utilising Essex Police reporting channels.	Operational Policing Command (OPC) (Roads Policing)
Work with the community and voluntary sector providers to deliver behaviour change and support programmes for drivers caught drug driving and, through better use of intelligence, identify and educate those who are at risk of offending	RPU are currently undertaking a project in the provision of Automatic Number Plate Recognition (ANPR) cameras in all road policing vehicles. This technology will help detect, deter, and disrupt criminal activity at a local, force, regional and national level. This includes travelling criminals (those using the road network to avoid being caught), and organised crime groups.	Operational Policing Command (OPC) (Roads Policing)

<p>Reduce the risk around key areas in our local communities and educate drivers by continuing to support Community Speed Watch</p>	<p>The Roads Policing Unit have been working closely with Community Speed Watch (CSW) at the roadside this quarter in targeting repeat offenders in support of concerns from volunteers. Data lead key areas of repeat high speeds have been addressed with high visibility speed enforcement and reporting through the monthly Community Speed Watch newsletter. RPU are ensuring CSW feel valued by reporting good work through attending in person ‘thank you’ events, engaging and enforcing at the roadside with volunteers and creating good news articles for the monthly newsletter.</p> <p>There are approximately 103 groups and 899 volunteers in Essex, covering a county-wide area, but groups are predominately seen in rural areas, often those that have less high visibility police patrol.</p> <p>This year RPU have sent 11,203 warning letters to drivers regarding driving over the speed limit - these drivers monitored and recorded by CSW volunteers. RPU forecast one new group of volunteers will be onboarded per month across the county.</p>	<p>Operational Policing Command (OPC) (Roads Policing)</p>
<p>Work with rural communities and businesses to understand and improve rural road safety.</p>	<p>The Roads Policing Unit have been working closely with the Rural Crime Team on Operation Vision Zero, by targeting rural locations for speed enforcement, engaging with local communities around anti-social driving and riding, attending Parish Council meetings to address rural road safety issues, as well as working with local schools.</p> <p>Officers have been educating and engaging with vulnerable road user groups by working alongside Safer Essex Roads Safety team on close pass initiatives including cycling and horse riding, supported by the British Horse Society and Citizens in Policing. These initiatives include working in data lead collision sites, providing public reassurance through high visibility enforcement, and engaging with local cycling forums – providing the confidence to report poor driving behaviour through the Extra Eyes online portal.</p>	<p>Operational Policing Command (OPC) (Roads Policing)</p>

<p>Support the victims of road crimes and their families.</p>	<p>The Roads Policing Unit (RPU) have been working closely with road safety charities such as Brake and the National Road Victim Service to provide support to victims of road related crimes. Brake’s National Road Victim Service is a confidential, specialist service for victims and families that have suffered bereavement or been seriously injured in a road crash. Each victim is allocated a case worker who effectively works alongside the dedicated Family Liaison Officer allocated by RPU Serious Collision Investigation Unit.</p>	<p>Operational Policing Command (OPC) (Roads Policing)</p>
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Priority 10 - Encouraging volunteers and community support

Our objective is to work with our communities to prevent crime, support victims and ensure that criminals have no place to operate

We will	Commentary	Who
<p>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.</p>	<p>Essex Police currently have a command of 284 special constables. This includes 11 Community Special Constables (CSCs) spread across 8 parishes with a further 4 CSC's completing post foundation training. In this period, we welcomed a new CSC to Leigh-On -Sea parish. 65 parishes have signed up to the CSC scheme and have recruited CSCs since 2017. A further 36 parishes have signed up but have been unable to recruit currently. All are engaged with regularly. During July and August, the 11 CSCs contributed 50 duties and 361 community policing hours. These CSC's have been actively promoting the role at recruitment events. We have created bespoke recruitment material for the CSC role as well as editing the online video to promote the CSC role.</p> <p>Braintree CSC, S/Sgt Simon Jesse, has been shortlisted as Special Constable of the Year, in the Force Awards and recently was key in identifying a suspect who was subsequently arrested and charged with GBH. We continue to attend events to promote this role including PFCC and Essex Association of Local Councils (EALC) conferences. We are planning presentations to promote the scheme to new councils in conjunction with EALC.</p> <p>There are currently 71 Employer Supported Businesses registered (including Essex Police) which benefit 74 special constables including 34 Essex Police staff. We are</p>	<p>Local Policing Support Unit (LPSU)- Citizens in Policing</p>

engaging with a further 90 businesses to encourage sign up and recruitment, which includes large organisations like Centrica (British Gas), Cisco Systems, Ordnance Survey, Greater Anglia Trains and BAE Systems. We regularly attend Essex Chamber of Commerce events such as the Festival of Business as well as events organised by Network Essex to promote the scheme. Maclaren F1 have recently agreed to join the scheme and, they have many employees across the country as well as a huge social media following. We are planning a media article around the visit to their HQ and sign up to the scheme. Other recent registrations include Tendring District Council and Essex & Suffolk Water

We held our first Specials Recruitment Focus Group with a mixture of special constables, regulars, and police staff to look at how better to recruit and retain. We are now working on ideas that came from this group that will encourage sign up and engagement during the application process and first few months. As a result, we now have in place “Speak to a Special” opportunity on the website, Specials Recruitment Buddies, and easy access to the Ride Along Scheme. We have met the Media Team to discuss how best to market this volunteer opportunity going forward and what we would want from a campaign. Specials Training Team have been working on the feedback from Vision workshops and have made several changes to improve communication and processes around training. The Special Constable Review Board will now be separated into two separate boards – one strategic and the other tactical to drive and deliver some of these steps.

Promotion boards for Special Sergeant & Special Inspector roles are being run in October with several workshops leading up to this to support interested officers. This will be followed by a OPC recruitment opportunity for all special constables who are Qualified Special Constable (QSC) status. A 6-month Chief Inspector trial ended in July and a report was presented to Specials Command Team. The team were supportive of introducing this role again as a tool where required in certain districts.

	<p>A full report will be presented to Chief Officers to review. Specials are being offered a regular number of Community Policing Directorate events, such as Op Community and funding has been provided to Essex Police Training School to supply further driver training courses. Specials continue to be thanked and valued through various means. Several special constables have been invited to October's Attestation, along with their families, to receive Gold Coins of Excellence, pin badges for three- and five-year service, along with Long Service Awards.</p>	
<p>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.</p>	<p>The three Essex Watch Liaison Officers (EWLO) continue to support Neighbourhood Watch and Crimestoppers, attending and speaking at community events, circulating Crime Reports, and providing general advice. This includes supporting Op Community events such as Street Meets, Coffee with Cops, as well as attending Chambers of Commerce and Community Safety Partnership events. Eight Watch Schemes are also being promoted and run. Farm and Rural Watch currently have 772 Individuals, farm related businesses, rurally located businesses and interested partners - which is an increase of 5 since June. The new Essex Horse Rider Volunteer Scheme, which is a tool to tackle Heritage, Farm & Wildlife Crime has now been launched force wide with a media article going out during Rural Crime Week. Interest has been high with over 27 expressions of interest currently in the pipeline and awaiting stable visits from local Community Policing Teams. During the summer months the EWLO's have engaged with Marine Regulars to promote Marine Watch and focused on Allotment Watch where we have seen growth. Dog Watch continues to grow with 3,108 members, an increase of 123 members since June. Work continues on the Terms of Reference's for each watch.</p>	<p>Local Policing Support Unit (LPSU)- Citizens in Policing</p>
<p>Give young people a voice and work with them to understand the particular risks and challenges they face and use this insight to develop how Essex Police</p>	<p>Essex Police have 144 Volunteer Cadets aged 13-18 years and 72 Volunteer Cadet Leaders that operate from 9 units across the county. In the next three months we are looking to recruit more Leaders to expand the Cadets and re-open the four other units based in Chelmsford, Braintree, Uttlesford and Brentwood. The standard curriculum delivered to Cadets focuses on crime, it's impact and how policing deals</p>	<p>Local Policing Support Unit (LPSU)- Citizens in Policing</p>

<p>and Partners work with them to prevent and tackle crime.</p>	<p>with it. This also provides cadets with an understanding of what they should do when confronted with certain situations to protect themselves such as cyber bullying and sexual harm. Work is ongoing to look at other opportunities to add to our curriculum. We are currently working on a programme for Cadets to deliver the National Cyber Crime package where they will become Ambassadors for this and be able to spread the advice to friends, family, and their community on the dangers of online crime and how to protect oneself. In August, LPSU provided two weeks of Work Experience for children aged 12-17 years. Places were offered through local schools, Active Essex and to Cadets with 60 children attending two separate intakes where they met and engaged with various policing teams including Marine Unit, Dog Section, Criminal Investigations. This highlighted how we work to protect our communities and the children had an opportunity to role play, try out various equipment as well as ask questions and complete a project book. Cadet Leaders have been invited to attend and participate in the Essex Boys and Girls Club Youth Voice Conference in October.</p>	
<p>In collaboration with partners provide more opportunities for young people to make a positive contribution to their communities through engaging in positive activity such as the Firebreak Scheme and Police and Fire Cadets.</p>	<p>The Volunteer Cadets regularly engage with their communities and partners. This summer the Cadets have supported the Clacton Air Show, Orsett Show and local Donkey Derby. They have also supported several Police Station Open Days including Southend and Grays where they have engaged with the public and young people to promote opportunities and the positives of Cadets. Plans are in place for Cadet's activity during October's week of intensification. We continue to link in with Fire Cadets, sharing ideas and best practices as well as working together.</p>	<p>Local Policing Support Unit (LPSU)- Citizens in Policing</p>

Priority 11 - Supporting our officers and staff

Our objective is to ensure that the officers, staff and volunteers in Essex Police and the Police, Fire and Crime Commissioner's office receive the support they need to keep delivering an outstanding service to the public, that they reflect all of our communities across Essex and can go about their work safely.

We will	Commentary	Who
<p>Ensure effective support and investment in health and wellbeing services, acknowledging the difficult and challenging situations that officers and staff may experience in the course of their duties</p>	<p>Health and Wellbeing Services Update: Suicide Prevention Month in September</p> <p>September is Suicide Prevention Month in Essex Police and Kent Police and aims to inspire confidence and a belief that our actions in supporting one another can create hope for those who may be struggling, experiencing unease or at risk of suicide. Health and Wellbeing lead with events scheduled throughout the month, including guest speakers internally who have lived experience to share, external speakers from charitable organisations such as SOBS (Survivors of Bereavement by Suicide) and sessions focused on top tips for safeguarding, peer support, psychological first aid and the impact of exposure to suicide in an operational setting. A dedicated area is featured on Healthy You (the Home of Health and Wellbeing Services) on the intranet to Suicide Prevention and features a number of resources including a recently revamped internally developed Suicide Prevention Toolkit.</p>	<p>Health & Wellbeing Services Crime & Public Protection Command (C&PP)</p>

Health and Wellbeing Services Update:

Investigator Wellbeing

The focus on Investigator Wellbeing continues with more one-hour inputs being delivered (8 more scheduled between now and end of 2023) and promoted to all in investigator roles. The Investigator Course for Managers also continues to attract leaders within the organisation to attend (222 individuals so far) and focus on how they can get the best out of boosting self-awareness and their own wellbeing needs in order to support their teams and individuals effectively and compassionately. The internally developed Investigator Wellbeing Pack has been reviewed and published on the dedicated Investigator Wellbeing area of Healthy You.

Health and Wellbeing Services Update:

Employee Assistance Programme and internal Counselling and Wellbeing Team

The Health and Wellbeing team have continued, over the summer period, to promote the Employee Assistance Programme which is ideal for lifestyle and personal issues and also accessible to partners and dependants (18 to 24 years). This has enabled the inhouse Counselling and Wellbeing Team to focus on prioritising those officers and staff who present with workplace issues or trauma exposure in providing them clinical support. Counselling and Wellbeing have also supported the Crime and Public Protection Command Roadshows over the summer, interacting with these high risk role teams and promoting services and support available.

Health and Wellbeing Services Update:

Activity Next Quarter

- o Financial Wellbeing – virtual wellbeing session activity planned for November
- o Flu Vaccination Programme and Winter Health Promotion – begins in October 2023

C&PP – Police Online Investigation Team (POLIT) Update:

We will continue to support our staff who are exposed to a high level of trauma through reviewing images of children for evidence purposes. A collaborative pilot project between the NHS Thurrock Clinical Commissioning Group (CCG), Inclusion therapeutic services to provide a bespoke support to POLIT, with its primary aim to develop an evidence based mental health support mechanism to help improve general resilience of individuals within the team, provide easy to access clinical support and maximising opportunities for reflective practice (clinical supervision) and team welfare debriefing activity. The NHS provision for this service interfaces with the services of Essex Police Health and Wellbeing Service to ensure all engagement options for support and wellbeing are known. A post implementation review will be completed by Essex Police Health Services and the NHS in November 2023.

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.

Essex Police have delivered National Inclusion Week within the force, with this year’s theme of ‘Take Action, Make Impact’ seeing all Staff Support Networks involved in delivering both virtual and in-person awareness and support sessions, together with relevant wellbeing charities and organisations, for all staff. The Diversity Team have led on a number of events with faith groups, the highlight being the Faith and Hate Paradox event in Southend in August. This event led to the development of relationships with different faith groups, for example, the speaker from

Diversity, Equality and Inclusion (DEI) Team

the Sikh community expressed the need to have more specific and targeted attraction positive action events other than just the major celebrations. This activity will be developed over the next quarter.

The Positive Action Team (PAT) and Corporate Recruitment have attended outreach recruitment events (68 to date since April), to attract potential officer recruits from under-represented groups and provide them with the necessary information and support to consider a career within policing. PAT also engage with underrepresented communities and the Strategic Independent Advisory Groups to further encourage ethnic minority officer applicants.

The 'Professionalism, Trust and Confidence' action plan is in place with activity that will improve diversity and inclusivity within HR services. This is being delivered over the 2023/24 year and includes engaging with Strategic Independent Advisory Groups (SIAG's) to review promotion processes, recruitment interviews, postings processes and grievance processes to identify any learning opportunities and ensure they are inclusive.

Priority 12 - Increasing collaboration

Our objective is to build a culture of collaboration and continue to unlock resources to reinvest so we can provide even better emergency services in Essex.

We will	Commentary	Who
<p>Build on the success of our Joint Education Team and deliver more joined up prevention and community safety work.</p>	<p>Increase in delivery compared to the same period last year.</p> <ul style="list-style-type: none"> • 261 sessions delivered. • 112 different schools visited. • 28, 373 CYP attended sessions. • Braintree, Colchester, and Basildon districts had highest delivery this quarter. • Knife Crime was our no. 1 session delivered following targeted campaigns in Colchester, Tendring and Thurrock. • Summer Safety delivery is high due to targeted delivery for July. 	<p>Fire Service</p>
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • looking at what more we can do, including with the East of England Ambulance Service, around joint strategic planning, management of strategic risks and improved operational efficiency. 	<p>Support Services Directorate (SSD) Update: A Joint carbon strategy created between Essex Police and Essex Fire to reduce the carbon emissions produced across Police and Fire.</p>	<p>Support Services Directorate (SSD) / Contact Management</p>

	<p>Regional fleet meetings between Essex Fire and Essex Police are chaired by the Head of Transport Services to drive objectives, share best practice and coordinate economies of scale.</p> <p>Work is ongoing to draft a Full Business Case for a proposed joint Fleet workshop at Boreham for Essex Fire and Essex Police</p>	
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • share data, safely and effectively, to identify and support the vulnerable 	<p>IT have delivered two-way digital engagement with communities via streamlined interaction and operating procedures for members of the public to engage via social media.</p> <p>The Rapid video response solution is now live and enables Essex Police to trial virtual police attendance via a video link to victims of domestic abuse.</p> <p>The new <u>BT-SMS portal</u>, enabling SMS communication both within and external from/to the force, supporting the deaf community to access policing service.</p> <p>NLEDS will deliver an enhanced law enforcement data service (already rolling out in phased functionality) that will be at the heart of protecting the public replacing PNC.</p>	<p>Support Services Directorate (SSD) / Information Management / Crime & Public Protection Command (C&PP) / North Local Policing Area (LPA)</p>

North LPA update

Braintree Community Safety Engagement Officers attend the joint Domestic Abuse sub-group bi-weekly panel. We attend along with IDVAs from Next Chapter, Braintree District Council, Social Care and Housing providers to all work together to holistically support our local domestic abuse victims & families in need. To be effective the panel needs to discuss individuals, so the sharing of data between each agency is vital, that allows lasting safeguarding support, which goes towards empower the victim to remove themselves from the cycle of domestic abuse.

In Chelmsford & Maldon we have introduced a fortnightly partnership tasking meeting where information and intelligence is shared and partnership agencies share their focus for the upcoming fortnight and any concerns are discussed and actions set. This is well attended by charities, housing, licensing, CCTV, mental health services, members of the business improvement district and chaired by the CSP manager or CPT Inspector. This is an ongoing partnership approach and we will continue to share information with partners to prevent crime and ASB.

The LPA DCI attends the Essex Wide JOIM where we go through in detail DA cases and investigations

with CPS and Next Chapter. Their Force wide tactical meeting feeds into the JOIM for all crime types, not just DA. It was the first of its kind in the country.

C&PP – Child Sexual Exploitation (CSE) Update:

We will use data through our Child Sexual Abuse and Exploitation (CSAE) Dashboard to proactively identify children at risk and work in collaboration to protect them from harm. The force uses these analytics to actively identify vulnerable and repeat victims, repeat perpetrators and hotspot locations of offending. This information is available to the entire force to help inform their prevention activity and multi-agency action around CSAE.

C&PP – HQ Operations - Operations Centre Triage Team Update:

We will undertake multi agency liaison, ensuring Essex's most vulnerable people are protected at the earliest opportunity. All safeguarding concerns regarding Children, including Child Sexual Exploitation (CSE), and Adults are assessed and triaged by the Ops centre, identifying risk and ensuring relevant partners are engaged. The CSE Triage supports attendance at Missing and Child Exploitation (MACE) panels and work alongside

Missing Persons officers to ensure all concerns are appropriately shared and responded to.

Essex Police attend all Multi-Agency Risk Assessment Conference (MARAC) meetings, which exists to act as the multi-agency co-ordination group that sets out to discuss and agree mitigating actions in cases of high-risk domestic abuse. MARAC allows for closer partnership collaboration and enables agencies to understand risks and demands, providing a better level of service to victims of abuse.

C&PP - The Operations Centre Update:

We will continue to collaborate and attend each of the Southend, Essex, Thurrock (SET) Adults and Childrens safeguarding partnership boards and attend & support all case review panel meetings. This provides the Partnership with opportunities to identify good practice as well as areas for improvement to service delivery including practitioner confidence. Essex Police have been fully engaged in the process of drafting the new Essex Adults Safeguarding Board strategic objectives for 2023/24.

C&PP – Mental Health Partnership Team Update:

	<p>We will work in partnership with health partners to identify risk of homicide and serious violence and put in mitigating multiagency plans to reduce this risk. In October 2022, Essex Police launched the Mental Health Risk Management Board, which is a strategic level multi-agency co-ordination group that manages strategic level risks regarding homicide and serious violence with mental ill health indicators. It allows for closer partnership collaboration and enables agencies to understand risks and demands affecting operating models, providing a better level of service to those in Mental Health Crisis within the community. This process offers opportunities to prevent future homicides and serious violence with improved information sharing.</p>	
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • work together to support staff, officers and fire fighters 	<p>HR Update: HR is a collaborative directorate, with policies, systems and processes shared across both Essex Police and Kent Police delivering consistency, efficiency and effectiveness. Specifically in Quarter 2 a programme of Retention Ambassadors was launched collaboratively between Essex Police and Kent Police, to enable interventions at the earliest possible stage that support officers or staff who have concerns that are giving them cause to consider leaving the organisation. This programme was devised through collaboration and consultation</p>	<p>Support Services Directorate (SSD) / Human Resources and Learning & Development</p>

with the National Retention Framework and College of Policing.

Recruitment teams work collaboratively across Essex Police and Kent Police, along with the College of Policing, to ensure that attraction, selection and onboarding of new officer recruits is efficient and effective and meets the national standards. Collaboration with the Police Uplift Programme facilitates data collection and analysis at national level to demonstrate the forces contribution to the maintenance of the government led officer uplift programme, which was achieved in Q2 for the 30th September national measuring milestone

Essex Police collaborate with the Essex Fire and Rescue Service to deliver Trauma Risk Management (TRiM) training. TRiM supports Officers and Staff who have experienced, or been exposed to, a traumatic event on duty. The TRiM practitioners are trained employees who offer a personal, purely voluntarily, peer to peer, non-clinical discussion to support individuals after their traumatic event and signpost further support if necessary. Collaboration with FRS for TRiM training ensures shared learning and consistent high-quality support for personnel across the emergency services.

<p>Continue to maximise the benefits of collaboration between Essex and Kent Police.</p>	<p>Serious Crime Directorate (SCD) Update: The collaborative nature of SCD continues to allow both forces to flex and surge resources to support one another during serious investigations. For example, alongside the business-as-usual collaborative work within forensics, due to a series of serious homicide investigations in short succession Crime Scene Investigators (CSIs) from Essex have been able to assist Kent to ensure suitable coverage to recover vital evidence in both serious and volume crimes. Likewise, the close collaboration between covert teams in Kent and Essex allow for 24/7 on-call covert support to be provided to both counties, with teams from both counties regularly assisting the other with Crime in Action or urgent covert deployments. This covert collaboration also provides Kent and Essex the ability to deploy a full, APP compliant armed surveillance team – a capability rare in county forces and one that is currently not available to several Regional Organised Crime Units (ROCU) including the Eastern Region Serious Organised Crime Unit (ERSOU). This resource allows Kent and Essex to tackle the most serious and dangerous criminality through covert means. The collaborated Radio Frequency Propagation Survey (RFPS) DCs are another example of where, thanks</p>	<p>Support Services Directorate (SSD) / Serious Crime Directorate (SCD) / Human Resources and Learning & Development</p>

to collaboration, Kent and Essex are able to deploy a highly specialist resources to gather complex technical evidence and explain that as an expert in court. Thanks to collaboration this dedicated team is able to provide cover for both counties within normal working hours (and often outside of that).

HR Update:

HR is a collaborative directorate, with policies, resources, systems and processes shared across both Essex Police and Kent Police delivering consistency, efficiency and effectiveness. The directorate continues to innovate collaboratively to improve services to attract, support and develop people. Some specific Q2 example are described in the above point.

SSD Update:

Essex and Kent Police working together to coordinate the implementation of electric vehicle transition and zero emissions.

New procurement strategy implemented to focus on value for money, security of supply, innovation, and sustainability.

	<p>Greater management of contracts/suppliers – resulting in increased income through service credits and dispute resolution.</p>	
<p>Utilise the substantial estate of both policing and the fire & rescue service to help deliver a better, more accessible service to the public and improve operational effectiveness.</p>	<p>New Dovercourt Police Station The new Dovercourt Police Station at the Fire Station site had the planning application submitted. The planning decision is now expected early October 2023.</p> <p>The procurement process has now been undertaken for the construction works associated with the new build Police Station at Dovercourt. The contract is due to be executed with an anticipated construction start of January 2024.</p> <p>Joint Fleet Workshop The FBC is well underway with detailed financial costings being completed, a briefing with the PFCC’s office took place in respect of the overarching FBC & financial business case.</p> <p>The full Business Case is planned to be presented to the PFCC for a decision to move forwards, at the Strategic Board 18th December 2023.</p>	<p>Estate Services</p>