Police and Crime Plan 2021-2024 Monthly Performance Update

November 2023

National and MSG positions are to 31 October 2023 (Essex Police data are to 30 November 2023).

Executive Summary

- The Police and Crime Plan 2021-2024 was introduced in April 2021, with new measures that reflect the Essex Police, Fire and Crime Commissioner's (PFCC) strategic commitment to targeted prevention and early intervention. In December 2022, the Chief Constable of Essex Police and the Police, Fire & Crime Commissioner for Essex agreed that more measures should be included so a more holistic and rounded view of the Force's performance against the Police and Crime Plan could be provided.

- **Five of the twelve PFCC Priorities have been given a recommended grade of 'Good'**: 2 (Reducing drug driven violence), 3 (Protecting vulnerable people and breaking the cycle of domestic abuse), 4 (Reducing violence against women and girls), 6 (Protecting rural and isolated areas) and 7 (Dog Theft). **Four have been given a recommended grade of 'Adequate' and three have been given a recommended grade of 'Requires Improvement':** 5 (Improving support for victims of crime), 9 (Improving safety on our roads) and 10 (Encouraging volunteers and community support). There have been no changes in the recommended grades since the last report

- Confidence (from the independent survey jointly commissioned and funded by Essex Police and PFCC) was at 73.4% for the 12 months to September 2023. Although confidence decreased by 2.9 percentage points compared to the 12 months to September 2022 (76.3%), **confidence is 8.7% points higher than it was in the 12 months to December 2019** (64.7%). The 12 months to December 2019 was the last full year (and last full financial quarter) in which society, crime and policing was not affected by the pandemic. Although confidence in the local police has deteriorated significantly compared to year ending September 2022, forces contacted by Essex Police reported patterns similar to Essex Police: confidence was high during COVID but has been in general decline ever since (the last three quarters especially have seen significant decreases). It is uncertain if – and to what extent – recent data breaches in other forces will impact public confidence in the county.

- **There was a decrease in All Crime (6.4%) and Rural Crime (6.2%)** in the 12 months to November 2023 compared to the 12 months to November 2022. When compared to the 12 months to December 2019, All Crime decreased by 7.6%; this equates to 12,748 fewer offences.

- **Business Crime increased by 8.6% for the 12 months to November 2023 compared to the 12 months to November 2022**. This is due to an increase in Shoplifting offences. **Shoplifting levels are lower than the year prior to COVID** but are rising year-on-year.

- In the 12 months to November 2023, all Theft offences rose by 9.2% (4,109 more), compared to the 12 months to November 2022. This has primarily been driven by increases in Shoplifting (2,127 more), Theft of a Vehicle (1,017 more), Residential Burglary (468 more) and Theft from a Vehicle (364 more).

- Essex experienced a **17.1% decrease (8,016 fewer) in the number of offences with a repeat victim** for the 12 months to November 2023 (38,882 offences) compared to the 12 months to November 2022 (46,898 offences). Except for August 2022, **the year-on-year change in repeat victimisation has been reducing each month since March 2022.**[*] **The number of individual repeat victims decreased by 9.5% (2,167 fewer)** for the 12 months to November 2023 (20,623 individual victims) compared to the 12 months to November 2022 (22,790 individual victims). It is of note that any over-recording of Stalking & Harassment offences will impact both the number of repeat victims and the number of offences with a repeat victim.

- To maintain its high levels of Crime Data Accuracy (CDA), Essex Police are continuing to audit and – where appropriate – cancel Stalking & Harassment (S&H) offences to ensure additional crimes have not been unnecessarily recorded. This activity has not only resulted in a decrease in offences since the start of the review (August 2022) but has enabled the Force to better coordinate these types of investigations. Since 1 April 2023, a further **904** records have been reviewed as potential duplicate crimes and **235** identified for cancellation; of these, **193** records (81.0%) have now been cancelled. Furthermore, **in May 2023, national Home Office Counting Rules (HOCR) changed as regards Stalking & Harassment (S&H)** offences. The "principle crime rule" now applies, meaning that only the most serious crime is recorded (previously, Stalking & Harassment offences were recorded as well as the more serious offence). This has resulted in fewer Stalking & Harassment offences being recorded. It is of note that Stalking & Harassment offences comprise the largest volume of Violence Against Women & Girls offences (VAWG) and account for 19.3% of all Domestic Abuse investigations. There were, for example, **3,803 fewer Stalking & Harassment crimes committed against females** in the 12 months to November 2023 (12,507 crimes) compared to the 12 months to November 2022 (16,310 crimes).

- **Violence Against the Person (VAP) offences committed against females decreased by** 14.3 **%** (5,509 fewer) in the 12 months to November 2023 compared to the 12 months to November 2022. There was also a **12.4% decrease (601 fewer) in the number of sexual offences committed against females** in these time periods. **Essex Police additionally solved 35 more (13.0%) sexual offences committed against females** in the 12 months to November 2023 compared to the 12 months to November 2022. The overall decrease has been driven by the above point (in relation to Stalking & Harassment), as well as a genuine reduction in offences being reported to the Force.

Please note:

* See comparison chart on slide 27 and data table in the appendices.

** State of Policing: The Annual Assessment of Policing in England and Wales 2022 – HMIC, 9th June 2023

Executive Summary – continued (3)

- Comparing High Harm* offences recorded in Essex to the Force's Most Similar Group (MSG) by crimes per 1,000 population, Essex recorded the second lowest number of offences (out of eight police forces) for Other Sexual Offences, third lowest for Violence with Injury, fourth highest for Burglary Residential, second highest for Robbery of Personal Property and second highest for Rape.

- **There was a 3.6% decrease (32 fewer) in the number of those Killed or Seriously Injured (KSI) in Essex** for the 12 months to November 2023 compared to the 12 months to November 2022. It is of note that road traffic safety is the province of the Safer Essex Roads Partnership (SERP) which includes Essex Police, Essex County Fire & Rescue Service, Essex County Council, Southend on Sea Borough Council, Thurrock Council, National Highways, East of England Ambulance Service Trust, Essex and Herts Air Ambulance Service Trust, and The Safer Roads Foundation (Registered Charity).

- **Essex Police conducted 117 more OCG disruptions in the 12 months to September 2023 compared to the 12 months to September 2022****.

- Officer numbers were at 3,771 in November 2023, an increase of 41 over the last year, but a slight decrease on the peak reached in March 2023. **Almost half of all Essex Police employees were female (48.2%) with female officers accounting for over a third of all officers (37.3%). However, Ethnic Minorities as a percentage of the workforce continues to fall**, with a decrease in overall numbers in November 2023 compared to 12 months ago, although this is not a significant change.

- There were no statistically exceptional changes in offence numbers in November 2023.
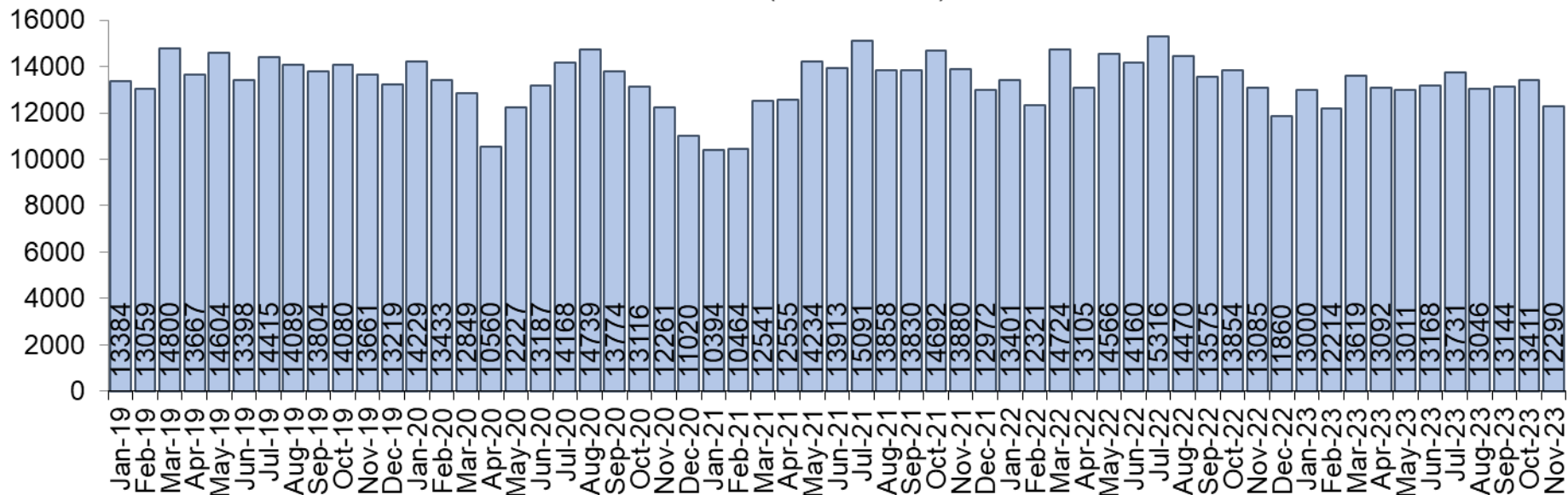
Please note:
* High Harm offences: Violence with Injury, Rape, Other Sexual Offences, Robbery of Personal Property and Burglary Residential
** OCG disruption data are provided quarterly, data is to September 2023.

Priority 1 – Further investment in crime prevention

Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23	Essex per 1,000 pop.	MSG Ave per 1,000 pop.	# diff.	Essex MSG Position
Number of all crime offences	168,218	166,038	155,470	-10,568	-6.4	84.5	81.3	3.2	6

Force All Crime (excl. Fraud) offences

Bar chart of Force All Crime (excl. Fraud) offences by month Jan-19 to Nov-23:
Jan-19 13384, Feb-19 13059, Mar-19 14800, Apr-19 13667, May-19 14604, Jun-19 13398, Jul-19 14415, Aug-19 14089, Sep-19 13804, Oct-19 14080, Nov-19 13661, Dec-19 13219, Jan-20 14229, Feb-20 13433, Mar-20 12849, Apr-20 10560, May-20 12227, Jun-20 13187, Jul-20 14168, Aug-20 14739, Sep-20 13774, Oct-20 13116, Nov-20 12261, Dec-20 11020, Jan-21 10394, Feb-21 10464, Mar-21 12541, Apr-21 12555, May-21 14234, Jun-21 13913, Jul-21 15091, Aug-21 13858, Sep-21 13830, Oct-21 14692, Nov-21 13880, Dec-21 12972, Jan-22 13401, Feb-22 12321, Mar-22 14724, Apr-22 13105, May-22 14566, Jun-22 14160, Jul-22 15316, Aug-22 14470, Sep-22 13575, Oct-22 13854, Nov-22 13085, Dec-22 11860, Jan-23 13000, Feb-23 12214, Mar-23 13619, Apr-23 13092, May-23 13011, Jun-23 13168, Jul-23 13731, Aug-23 13046, Sep-23 13144, Oct-23 13411, Nov-23 12290.

There was a 6.4% decrease in All Crime in the 12 months to November 2023 compared to the 12 months to November 2022; this equates to 10,568 fewer offences. There was also **a 7.6% decrease in All Crime (12,748 fewer offences) for the 12 months to November 2023 compared to the 12 months to December 2019**. Essex recorded the sixth lowest volume of offences per 1,000 population out of the eight forces in its MSG at 84.5, which is above the MSG average (81.3).

Out of the eight forces in its MSG, **Essex Police had the lowest number of Rape offences solved per 1,000 population** and was third lowest nationwide. For Rape offences recorded, Essex had the second highest number per 1,000 population in its MSG and was 9th highest nationally.

12,290 offences were recorded in the month of November 2023, a decrease of 6.1% (795 fewer offences) compared to the month of November 2022 (13,085 offences).

Priority 1 – Further investment in crime prevention - continued

Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Oct 2022	12 months to Oct 2023	Number Difference 2022/23	% Difference 2022/23	Essex	MSG Ave	# diff.	Essex MSG Position
Harm (Crime Severity) Score* v. Most Similar Group of Forces (MSG) - All Crime	13.8	14.7	14.0	-0.7	-	14.0	12.8	1.2	7

The All Crime Harm (Crime Severity) Score* (14.0) decreased by 0.7 in the 12 months to October 2023. Essex has the second highest Harm Score (out of eight forces) in its MSG and remains above the MSG average.

Please note:
* Crime Severity Scores (as calculated by the Office for National Statistics) measure the 'relative harm' of crimes by taking into account both their volume and their severity. As national data are only available to October 2023, the score for the 12 months to October for the preceding year has been included.

Grade: Adequate

| Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of homicides	61	14	18	4	28.6
Number of Anti-Social Behaviour Incidents	41,975	24,393	15,026	-9,367	-38.4

Number of Homicide offences
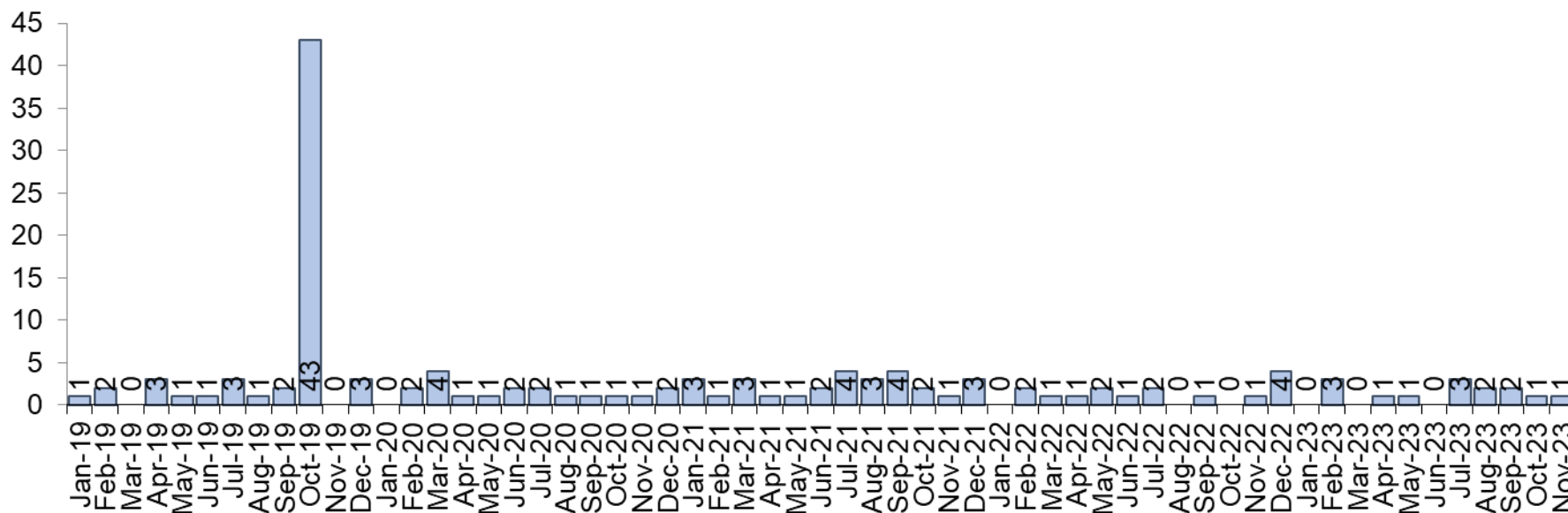
Four more Homicide were recorded for the 12 months to November 2023 compared to the 12 months to November 2022, a 28.6% increase.

The number of Homicides decreased by 70.5% (43 fewer offences) in the 12 months to November 2023 compared to the 12 months to December 2019.*

Please note:
*   In October 2019 the bodies of 39 Vietnamese nationals were discovered in a lorry trailer in Grays. This tragic incident is reflected in the Homicide numbers for the 12 months to December 2019.

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Anti-Social Behaviour incidents
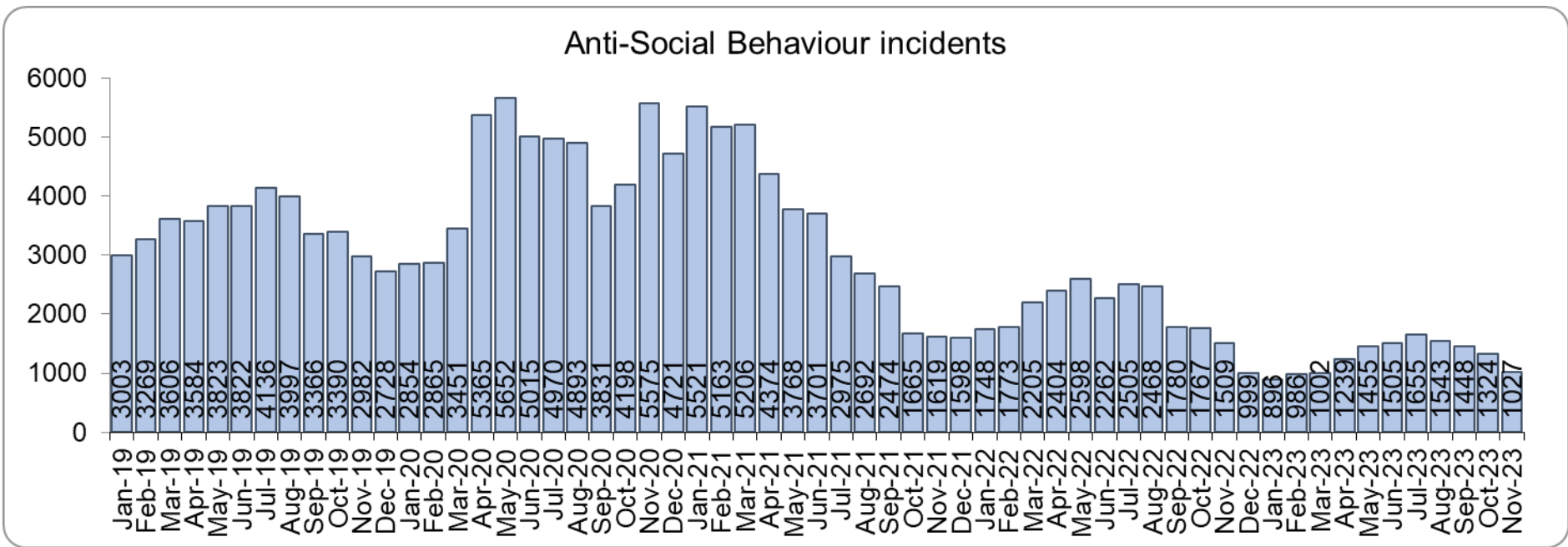
Essex experienced a 38.4% decrease (9,367 fewer) in Anti-Social Behaviour (ASB) incidents for the 12 months to November 2023 compared to the 12 months to November 2022.** There was a decrease of 64.2% ASB reports in the 12 months to November 2023 compared to the 12 months to December 2019 (26,949 fewer incidents).

Please note:
** October 2021 saw the implementation of Operation SOMERTON, which aims to both improve the service given to victims of ASB and ensure crimes are correctly recorded.

Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of FCR 101 calls	293,049	249,755	185,486	-64,269	-25.7
Number of Resolution Centre calls	107,347	88,794	89,752	958	1.1
Number of online reports	24,468	33,117	39,401	6,284	19.0

Police Priority Indicators	Dec-19	Oct-22	Oct-23	Number Difference 2022/23	% Difference 2022/23
FCR average wait time (mm:ss)	07:00	10:48	05:47	-05:01	-
Resolution Centre average wait time (mm:ss)	14:52	26:10	00:49	-25:21	-

Essex Police received 64,269 fewer 101 calls to the Force Control Room (FCR) in the 12 months to November 2023 (185,486 calls) compared to the 12 months to November 2022 (249,755); this equates to a decrease of 25.7%. There was also a 36.7% decrease compared to the 12 months to December 2019 (293,049 calls).

The Resolution Centre received 958 more calls in the 12 months to November 2023 (89,752 calls) compared to the 12 months to November 2022 (88,794 calls). There was a 16.4% decrease compared to the 12 months to December 2019 (107,347 calls).

The number of online reports increased by 19.0% (6,284 more) in the 12 months to November 2023 compared to the 12 months to November 2022. The number of reports also increased by 61.0% (14,933 more) compared to the 12 months to December 2019.

The **average FCR wait time in November 2023 has decreased by 5 minutes** when compared to November 2022. It decreased by over a minute when compared to the 12 months to December 2019.

The **average Resolution Centre wait time in November 2023 decreased by over 25 minutes** when compared to November 2022. It decreased by over fourteen minutes compared to the 12 months to December 2019.

Priority 1 - Further investment in crime prevention - continued

Grade: Adequate

Police Priority Indicators	Month of Dec 2019	Month of Nov 2022	Month of Nov 2023	Difference 2022/23	% Difference 2022/23
Percentage of FCR 101 Calls Abandoned	34.0	36.7	31.8	-4.9	-
Percentage of Resolution Centre Calls Abandoned	23.5	28.5	2.3	-26.3	-

31.8% of FCR 101 calls were abandoned in the month of November 2023, a decrease of 4.9 percentage points compared to November 2022 (36.7%). There was a decrease of 2.2 percentage points compared to the month of December 2019 (34.0%).

2.3% of Resolution Centre (RC) calls were abandoned in the month of November 2023, a decrease of 26.3 percentage points when compared to the month of November 2022 (28.5%). There was a decrease of 21.2 percentage points when compared to the month of December 2019 (23.5%).

Due to concerns as regards 101 FCR performance, Contact Management is subject to one of the Force's major change programmes, which aims to optimise and improve its processes.

Priority 1 - Further investment in crime prevention - continued

Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Sep 2022	12 months to Sep 2023	Number Difference 2022/23	% Difference 2022/23
Percentage of people who have confidence in policing in Essex (internal survey)	64.7	76.3	73.4	-2.9	-
Confidence Interval	1.1	0.9	1.0	0.0	

Confidence experienced a statistically significant decline to 73.4% in the 12 months to September 2023 compared to the 12 months to September 2022 (by -2.9 percentage points from 76.3% for the 12 months to September 2022). Forces contacted by Essex Police reported similar patterns: confidence was high during COVID but has since been in general decline. However, **a significant increase in confidence remains when compared against the 12 months to December 2019** (64.7%)**, 8.7 percentage points higher.**

Ten of the twelve measures for this priority are improving, whilst two are deteriorating. However due to the significant decline in confidence and continued high FCR 101 abandonment rates, a grade of Adequate is recommended.

Priority 2 – Reducing drug driven violence

Grade: Good

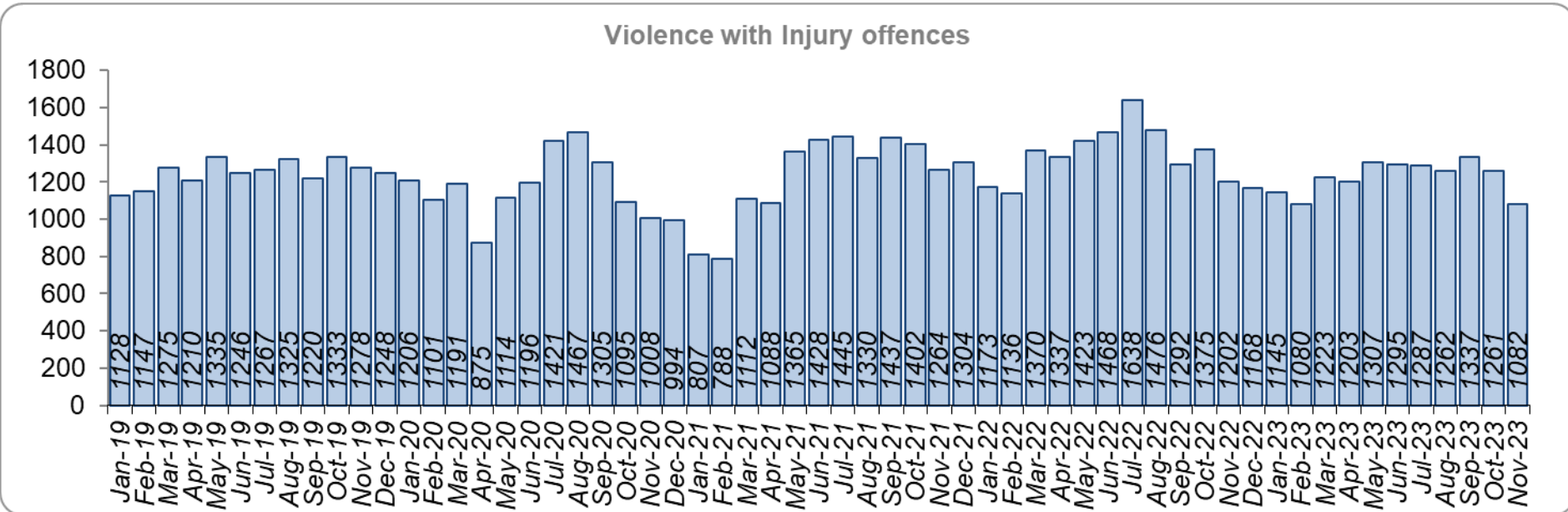| Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Drug related homicides*	10	4	2	-2	-
Number of Violence with Injury offences	15,360	16,176	14,623	-1,553	-9.6

Drug driven homicides
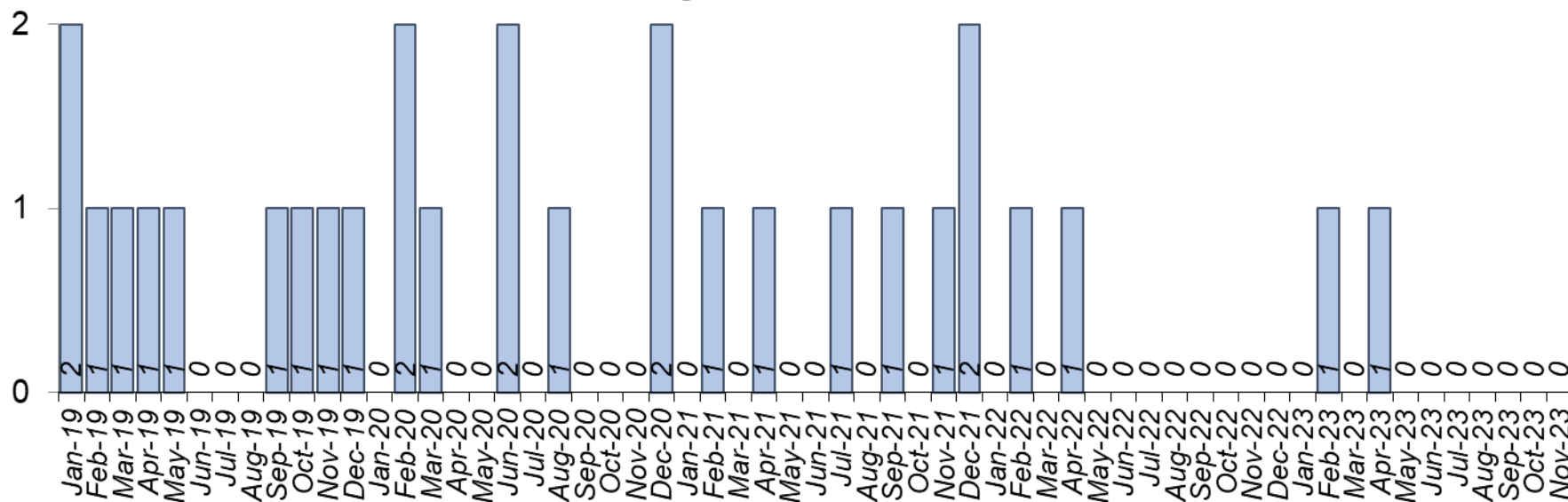
Essex experienced **two fewer drug related homicides (2)** for the 12 months to November 2023 compared to the 12 months to November 2022 (4) and eight fewer compared to the 12 months to December 2019.

Please note:
*   The methodology used for identifying investigations as being drug-related is subjective (qualitative data) and based on the circumstances presented. These figures include investigations where the victim and/or suspect are suspected of being involved in drug use, possession or selling. Data has been re-run to reflect the current position. This will be run on an annual basis due to the complexity of the process.

Violence with Injury offences

There was a 9.6% decrease (1,553 fewer offences) in Violence with Injury (VWI) offences for the 12 months to November 2023 compared to the 12 months to November 2022. There was a 4.8% decrease (737 fewer) in offences compared to the 12 months to December 2019.

Priority 2 – Reducing drug driven violence – continued

Grade: Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of knife-enabled crime offences*	1,638	1,700	1,515	-185	-10.9
Number of Organised Criminal Group disruptions**	99	348	465	117	33.6

Police Priority Indicators	12 months to Sep 2022	12 months to Sep 2023
Percentage of people who have confidence Essex Police and the organisations they work with are dealing with drug crime (internal survey)***	61.0	56.8
Confidence Interval	1.2	1.2

There was a 10.9% decrease (185 fewer) in the number of knife-enabled crime offences in the 12 months to November 2023 compared to the 12 months to November 2022. The number of knife-enabled crime offences also decreased by 7.5% (123 fewer) in the 12 months to November 2023 compared to the 12 months to December 2019.

Essex conducted 33.6% more Organised Crime Group (OCG) disruptions (117 more) for the 12 months to September 2023 compared to the 12 months to September 2022. Although there was a 369.7% increase compared with the 12 months to December 2019 (366 more), this is due to a breakdown in the communication between the data from the operation activity to the figures which were produced by the Eastern Region Special Operations Unit (ERSOU)**.

Confidence that Essex Police and partners are dealing with drug crime (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 56.8% for the 12 months to September 2023. This is a significant deterioration from 61.0% in the 12 months to September 2022.

Despite the fall in confidence Drug related homicides, Violence with Injury offences and Knife enabled crimes have fallen and OCG disruptions have increased. Therefore, a grade of Good is recommended.

Priority 2 – Reducing drug driven violence – continued

Grade: Good

Please note:

* The number of knife crime offences is an indicator of how effective Essex Police is at identifying knife-enabled offences and is not necessarily reflective of the number of these offences that have been committed in the county. This is because the identification of these offences is reliant on the appropriate indicator being manually added to the crime record. A new data quality process was introduced in June 2020 and Essex Police is currently working with the National Data Quality Improvement Service (NDQIS) to revise knife crime flags. In September 2021, data from April 2019 was revised; this resulted in an increase in the number of offences recorded. This has enabled Essex Police to better understand knife crime in Essex.

** In the fiscal year 2019/20 the disruption returns to the Eastern Region Special Operations Unit (ERSOU) averaged 25 a quarter. A process review identified a breakdown in the communication of the data from the operation activity to the figures produced by ERSOU. A project of improvement was implemented; this focussed on improving the communication between teams internally, and, more importantly, with ERSOU, to understand the parameters of what a disruption is and share this information with all teams within Essex Police. Over a two-year period, a continual improvement of disruption figures has come from a refinement of the communication and claiming process. This has been focussed on ensuring that we are claiming all possible disruptions of OCGs, tracking all activity from inception to closure, being innovative in our activity led by the Organised Crime Group Management Unit (OCGMU) and highlighting and educating new teams on how they can impact OCGs in their daily work. The moderation process has also been refined to ensure consistency with ERSOU. OCG disruption data are provided quarterly, data is to September 2023.

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

Grade: Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of Domestic Abuse offences	29,726	29,614	25,012	-4,602	-15.5
Number of Domestic Abuse offences solved	3,005	3,352	2,795	-557	-16.6
Repeat victims of DA*	20,558	20,048	18,012	-2,036	-10.2

Domestic Abuse offences
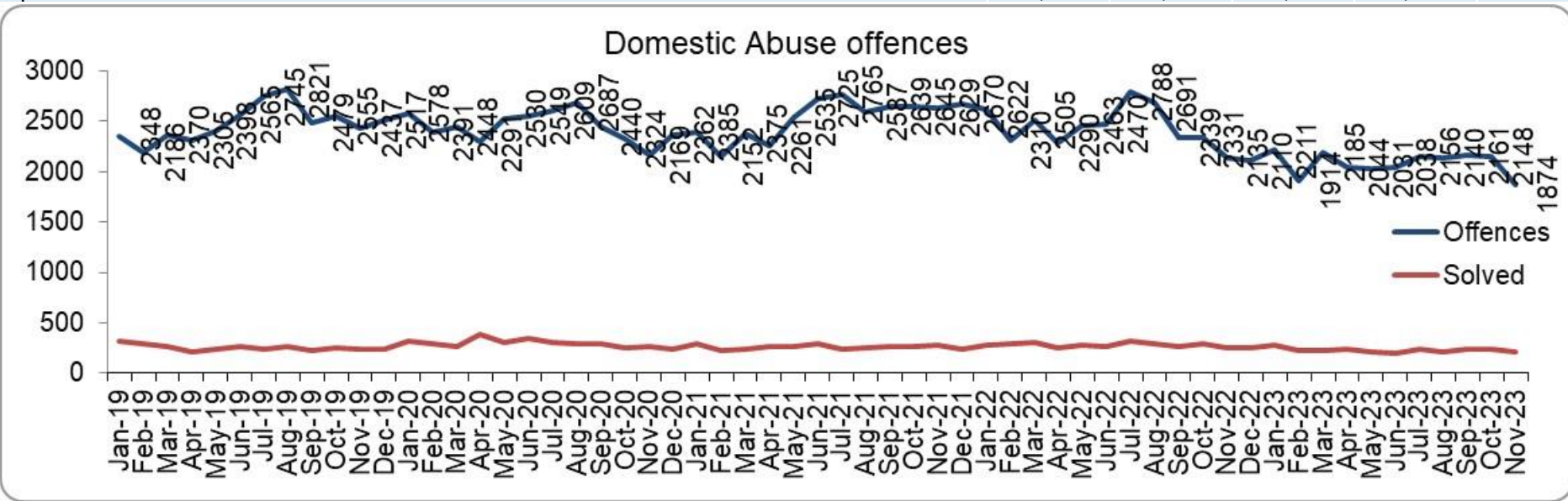
Essex experienced a **15.5% decrease (4,602 fewer) in the number of recorded Domestic Abuse (DA) offences** for the 12 months to November 2023 compared to the 12 months to November 2022**. The Force recorded **622 fewer offences in the three months to November 2023 compared to the three months to November 2022** (6,183 v. 6,805). It is of note that Stalking & Harassment offences account for about a fifth (19.3%) of all Domestic Abuse investigations and that Essex Police are currently auditing and – where appropriate – cancelling Stalking & Harassment offences to ensure additional crimes have not been unnecessarily recorded.

Essex Police **solved 16.6% fewer (557 fewer) DA offences** for the 12 months to November 2023 compared to the 12 months to November 2022. The Force also **solved 138 fewer offences in the three months to November 2023 compared to the three months to November 2022** (687 v. 825). However, these volumes have been affected by the changes to the HOCR rules – see slide 21.

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

Grade: Good

There was a 15.9% decrease (4,714 fewer) in DA offences and a 7.0% decrease (210 fewer) in the number of DA offences solved for the 12 months to November 2023 compared to the 12 months to December 2019.

There were **2,036 fewer repeat victims of DA** in the 12 months to November 2023 compared to the 12 months to November 2022 (10.2% less). There was also a decrease of 12.4% (2,546 fewer) compared to the 12 months to December 2019.

Please note:
* A repeat victim is someone who has been named as a victim for more than one crime within a 12-month period; to mitigate the fact that multiple crimes can be associated with the same incident, additional crimes with the same victim on the same date are not counted.
** Data may differ to the tables in the appendices depending on the date of data collection as corrections are often made to Domestic Abuse incidents.

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of Child Abuse offences	5,259	6,293	5,888	-405	-6.4
Number of Child Abuse offences solved	275	433	421	-12	-2.8

Child Abuse offences
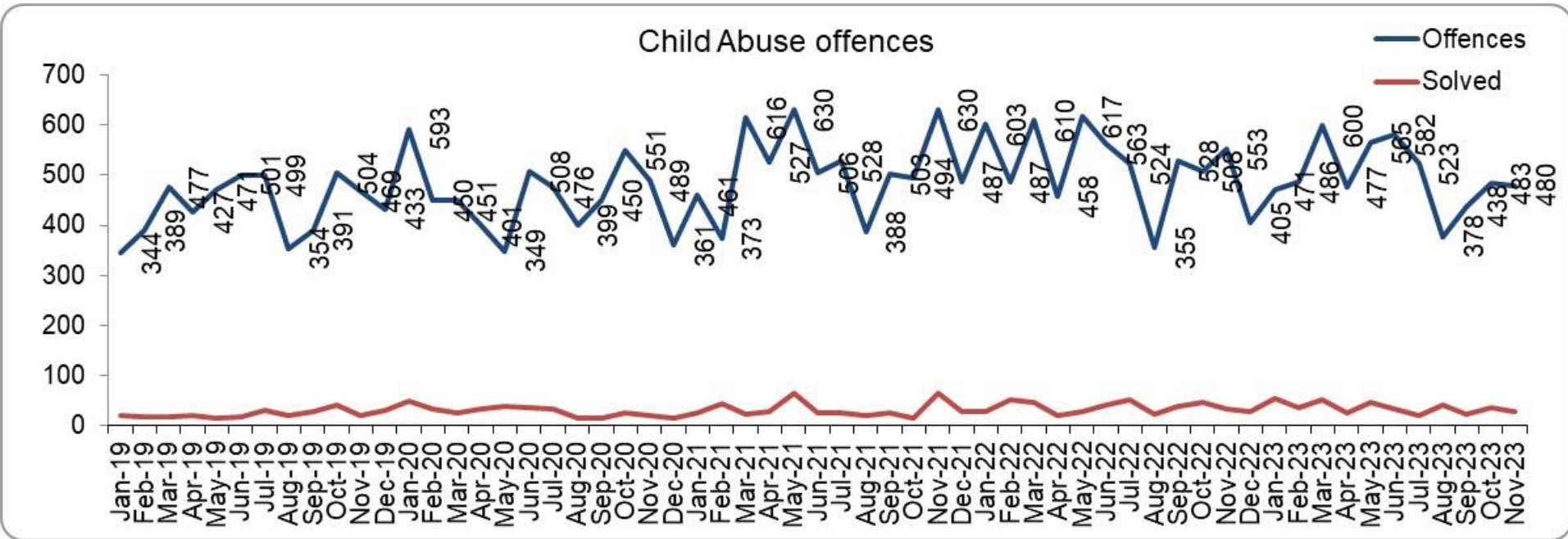
Essex Police solved 12 fewer (-2.8%) child abuse offences for the 12 months to November 2023 compared to the 12 months to November 2022, whilst there was a **6.4% decrease (405 fewer)** in offences for the same comparison periods.

Essex Police solved 146 more (+53.1%) offences for the 12 months to November 2023 compared to the 12 months to December 2019. There was also a 12.0% increase (629 more) in Child Abuse offences for the same comparison period.

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

Grade: Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
NRM referrals (Modern Slavery)*	98	201	257	56	27.9
Number of Domestic Violence Protection Notices**	169	203	128	-75	-36.9
Number of Domestic Violence Protection Orders**	169	182	110	-72	-39.6

Police Priority Indicators	12 months to Dec 2019	12 months to Sep 2022	12 months to Sep 2023	Number Difference 2022/23	% Difference 2022/23
Percentage of people who have confidence that the policing response to protecting children and vulnerable people is improving (internal survey)	83.2	79.2	78.8	-0.4	-
Confidence Interval	1.0	1.0	1.0	0.0	

257 Modern Slavery referrals were made in the 12 months to November 2023 compared with 201 in the 12 months to November 2022 (56 more).

The number of Domestic Violence Protection Notices (DVPN) issued decreased by 36.9% (75 fewer notices) in the 12 months to November 2023 compared to the 12 months to November 2022. 72 fewer (39.6%) Domestic Violence Protection Orders (DVPO) were issued in the 12 months to November 2023 compared to the 12 months to November 2022.

Confidence that the policing response to protect children and vulnerable people (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 78.8% (results to the 12 months to September 2023). Compared to year ending September 2022, confidence is stable with only a slight fall of 0.4%.

As a result of Operation Puffin***, the Force has implemented several changes to how it approaches the issue of Domestic Abuse. This includes implementing improvements to the risk assessment and victim safeguarding processes.

Three of the nine metrics for this priority improved in the 12 months to November 2023 compared to the 12 months to November 2022: DA offences, Repeat victims of DA and Child Abuse offences. Although changes in the Home Office Counting Rules relating to Stalking and Harassment contributed to this decline, there are indications that there has been a reduction in the number of offences reported to Essex Police. Child Abuse solved numbers decreased at a smaller percentage than the offences, Whilst Domestic Abuse solved decreased at a similar rate as DA offences. A grade of Good is therefore recommended.

Please note:

* The number of Modern Slavery referrals made to the National Referral Model are only available from April 2019 due to a change in the method of recording. A year-on-year comparison for the 12 months to December 2019 is therefore not possible.
** DVPNs are the first stage of the process, and DVPO the second. An officer issues a DVPN which has to go to court to become a DVPO. There are always fewer orders than notices as a result, as on some occasions the notices are not approved.
*** Operation Puffin was an investigation into the horrific murder of Ashley Wadsworth by a young man with a history of domestic violence in Chelmsford in 2022.

Priority 4 – Reducing violence against women and girls

Grade: Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of violence against the person (including stalking & harassment offences) against females***	35,418	38,646	33,137	-5,509	-14.3
Number of sexual offences against females***	3,811	4,861	4,260	-601	-12.4
Number of sexual offences against females solved***	203	270	305	35	13.0

Essex experienced a **14.3% decrease (5,509 fewer) in the number of VAP offences committed against females** in the 12 months to November 2023 compared to the 12 months to November 2022. There was a 6.4% decrease (2,281 fewer) in the number of VAP offences committed against females in the 12 months to November 2023 compared to the 12 months to December 2019. Where gender is detailed, over half of victims of Violence Against the Person (VAP) offences are identified as female* (55.5%). 3.6% of offences (2,262 offences) had no gender recorded**.

Essex Police prides itself on having excellent Crime Data Accuracy (CDA). In its most recent inspection by HMICFRS, Essex Police was graded as Outstanding in relation to its CDA. Maintaining excellent CDA, however, requires the Force to neither under-record nor over-record offences. To this end, Essex Police is auditing and – where appropriate – cancelling Stalking & Harassment offences to ensure additional crimes have not been unnecessarily recorded. As of 1 November 2023, for the fiscal year to date, **904** records have been reviewed as potential duplicate crimes and **235** identified for cancellation; of these, **193** records (82.1%) have now been cancelled. It is of note that Stalking & Harassment offences comprise the largest volume of VAP offences at 31.6% in the 12 months to November 2023. There were **3,803 fewer Stalking & Harassment crimes committed against females** in the 12 months to November 2023 (12,507 crimes) compared to the 12 months to November 2022 (16,310 crimes).

In May 2023, national Home Office Counting Rules (HOCR) changed as regards Stalking & Harassment (S&H) offences. The "principle crime rule" now applies, meaning that only the most serious crime is recorded (previously, Stalking & Harassment offences were recorded as well as the more serious offence). This has resulted in fewer Stalking & Harassment offences being recorded. The HOCRs in relation to Malicious Communications have also changed; only isolated offences will now be recorded as Malicious Communications (repeat offences with the same victim and suspect will be recorded as Stalking & Harassment).

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Priority 4 – Reducing violence against women and girls

Grade:
Good

There was a **12.4% decrease (601 fewer) in the number of Sexual Offences committed against females** in the 12 months to November 2023 compared to the 12 months to November 2022, and a 11.8% increase (449 more) compared to the 12 months to December 2019. Essex Police solved 35 more of these offences in the 12 months to November 2023 compared to the 12 months to November 2022 and **solved 102 more compared to the 12 months to December 2019**.
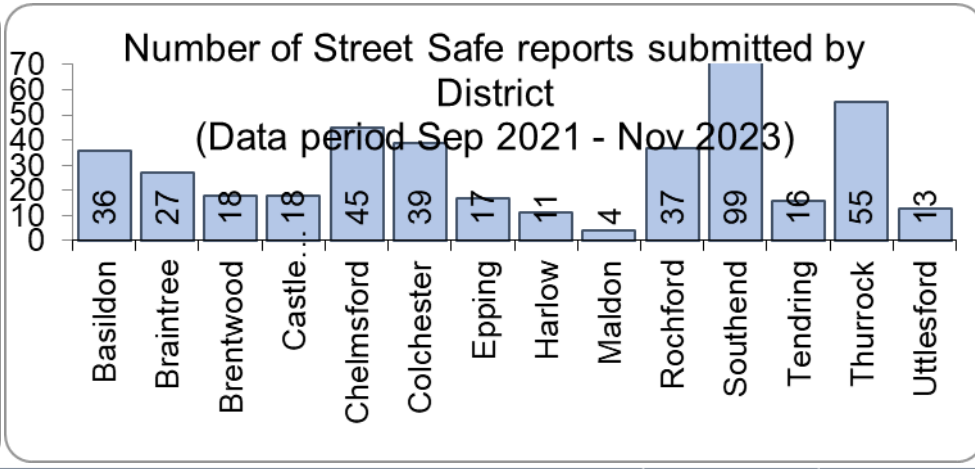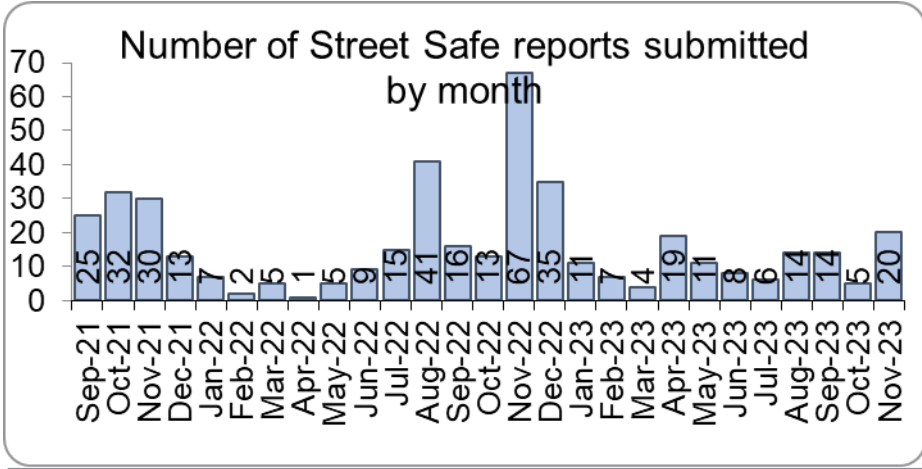
Please note:
 * Officer defined gender.
 ** Not Recorded also includes records where gender is unknown or unspecified.
*** Please see the appendices for tables detailing Offences, Solved Outcomes and Solved Rates% for Violence against the Person and Sexual offences (by crime type) split by gender.

Grade:
Good

Number of Street Safe reports submitted by month

Sep-21: 25, Oct-21: 32, Nov-21: 30, Dec-21: 13, Jan-22: 7, Feb-22: 2, Mar-22: 5, Apr-22: 1, May-22: 5, Jun-22: 9, Jul-22: 15, Aug-22: 41, Sep-22: 16, Oct-22: 13, Nov-22: 67, Dec-22: 35, Jan-23: 11, Feb-23: 7, Mar-23: 4, Apr-23: 19, May-23: 11, Jun-23: 8, Jul-23: 6, Aug-23: 14, Sep-23: 14, Oct-23: 5, Nov-23: 20

Number of Street Safe reports submitted by District (Data period Sep 2021 - Nov 2023)

Basildon: 36, Braintree: 27, Brentwood: 18, Castle...: 18, Chelmsford: 45, Colchester: 39, Epping: 17, Harlow: 11, Maldon: 4, Rochford: 37, Southend: 99, Tendring: 16, Thurrock: 55, Uttlesford: 13

Police Priority Indicators	12 months to Sep 2022	12 months to Sep 2023
Percentage of females who feel safe walking alone in their area after dark (internal survey)*	44.5	42.5
Confidence Interval	1.5	1.5

StreetSafe reports enable people, particularly women and girls, to pin-point locations where they feel unsafe or have felt unsafe and identify why that location made them feel unsafe. StreetSafe was developed by the Digital Public Contact (DPC) Programme in cooperation with the Home Office and the National Police Chiefs' Council (NPCC) and was introduced into Essex as part of the government's strategy to tackle Violence against Women and Girls (VAWG). In November 2023, 20 reports were submitted in Essex. In total, 435 reports have been submitted for the county.

42.5% of females feel safe walking alone in their area after dark (from the independent survey jointly commissioned and funded by Essex Police and PFCC) for the 12 months to September 2023 compared to 70.9% of males. This is stable compared to the 12 months to September 2022.

Essex Police regularly reports to the national VAWG Taskforce and HMICFRS in respect of its performance, its action plan to tackle VAWG, and its internal conduct and behaviour, as well as to share best practice and innovation. The national VAWG Taskforce categorises work in three distinct areas: improving trust and confidence in policing; relentless pursuit of offenders; and creating safer spaces. Partnership engagement is key in tackling VAWG, as there are many strands which policing cannot tackle alone; these include education and the prevalence of VAWG and the anonymity of the internet. In March, the NPCC released national findings on VAWG performance.

Priority 4 – Reducing violence against women and girls - continued

Grade:
Good

Essex Police encourage reporting and are working to gain a better understanding of this type of offence. There has been a decrease in Violence Against the Person offences and Sexual Offences against females compared to last year. Conversely, there has been an increase in the number of sexual offences solved. As such a grade of Good is recommended.

| Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of offences with a repeat victim*	42,704	46,898	38,882	-8,016	-17.1
Average days taken to investigate High Harm offences**	44.2	56.0	66.6	10.7	-
Number of referrals to Victim Support	41,068	28,075	27,138	-937	-3.3

Number of offences with a repeat victim
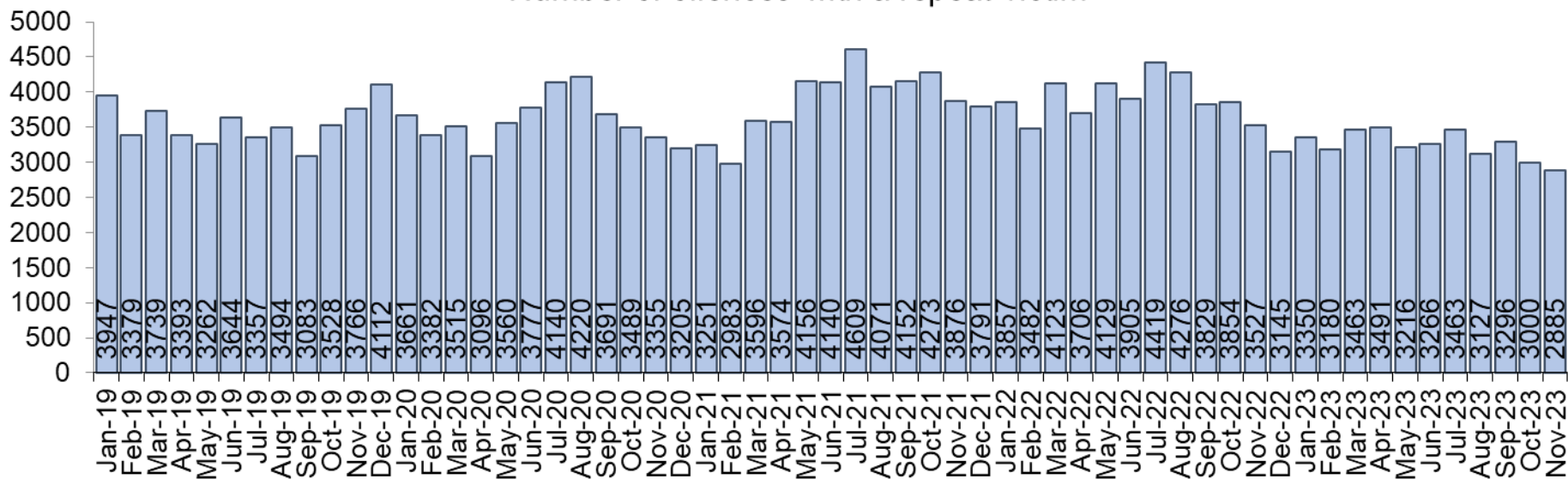
Essex experienced a **17.1% decrease (8,016 fewer) in the number of** *offences* **with a repeat victim** for the 12 months to November 2023 (38,882 offences) compared to the 12 months to November 2022 (46,898 offences) and a 8.9% decrease (3,822 fewer) compared to the 12 months to December 2019 (42,704 offences).* Except for August 2022, the year-on-year change for repeat victimisation has decreased each month since March 2022.

The average number of days taken to investigate High Harm offences increased to 66.6 for the month of November 2023 compared to 56.0 for the month of November 2022 (10.7 days more). There was an increase of 22.5 days compared to the month of December 2019 (44.2 days).

Month on month percentage differences (previous 12 months)
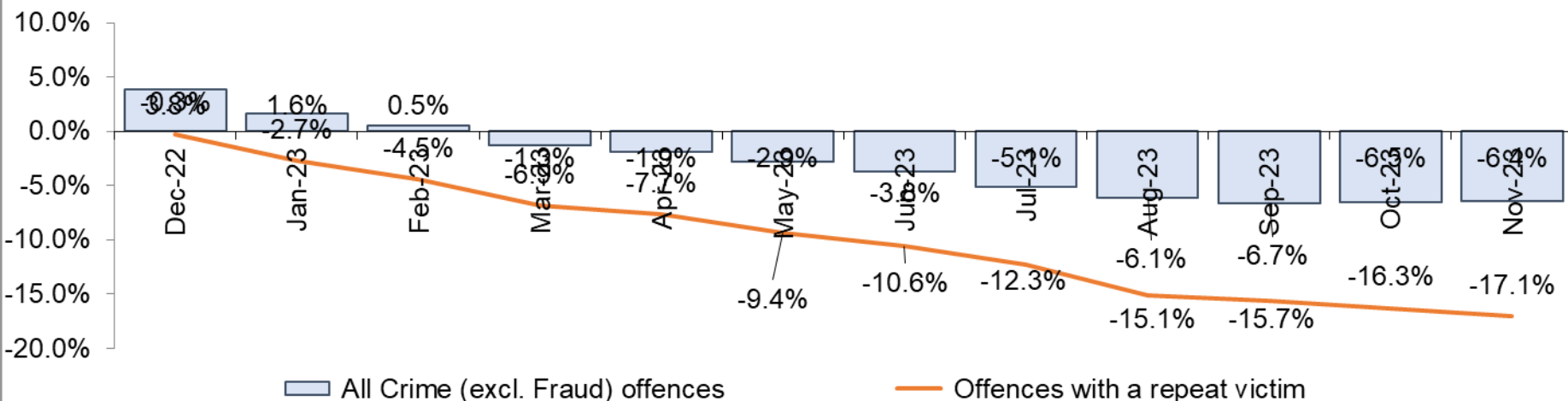
Legend: All Crime (excl. Fraud) offences; Offences with a repeat victim

The **number of *individual* repeat victims decreased** by 9.5% (2, 167 fewer) for the 12 months to November 2023 (20,623 individual victims) compared to the 12 months to November 2022 (22,790 individual victims). There was a decrease of 684 individual victims compared to the 12 months to December 2019 (21,307 individual victims).

There was a **3.3% decrease in the number of referrals to Victim Support in the 12 months to November 2023 compared to the 12 months to November 2022**; this equates to 937 fewer referrals. It should be noted that this is likely due to the decrease in overall offence numbers. There was also a 33.9% decrease (13,930 fewer referrals) for the 12 months to November 2023 compared to the 12 months to December 2019.*** However, the *proportion* of victims who received a referral to victim support was 17.5% in the 12 months to November 2023, an increase of 0.5 percentage points on 16.9% in the 12 months to November 2022.

Please note:
*   This metric details how many crimes had a repeat victim rather than the number of individual people who are repeat victims of crime. A repeat victim is someone who has been named as a victim for more than one crime within a 12-month period; to mitigate the fact that multiple crimes can be associated with the same incident, additional crimes with the same victim on the same date are not counted.
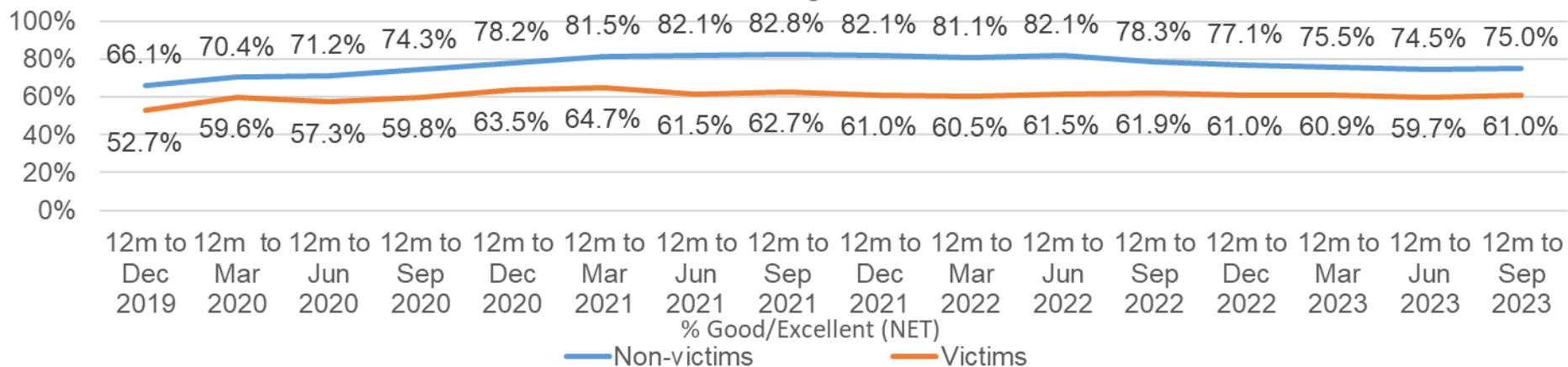**   Data is the average for November only for the last two years.
*** Please see the appendices for tables detailing Offence details.

Grade:
Requires Improvement

Police Priority Indicators		12 months to Dec 2019	12 months to Sep 2022	12 months to Sep 2023	Number Difference 2022/23	% Difference 2022/23
Percentage of people who have confidence in policing in Essex (internal survey)	Non-victims	66.1	78.3	75.3	-3.0	-
	Confidence Interval	1.1	1.0	1.0		
Percentage of people who have confidence in policing in Essex (internal survey)	Victims	52.7	61.9	61.4	-0.5	-
	Confidence Interval	3.5	3.1	2.9		
Percentage disparity between victims and non-victims		13.4	16.4	13.9	-2.5	-

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

Non-victims: 66.1% 70.4% 71.2% 74.3% 78.2% 81.5% 82.1% 82.8% 82.1% 81.1% 82.1% 78.3% 77.1% 75.5% 74.5% 75.0%

Victims: 52.7% 59.6% 57.3% 59.8% 63.5% 64.7% 61.5% 62.7% 61.0% 60.5% 61.5% 61.9% 61.0% 60.9% 59.7% 61.0%

(12m to Dec 2019, 12m to Mar 2020, 12m to Jun 2020, 12m to Sep 2020, 12m to Dec 2020, 12m to Mar 2021, 12m to Jun 2021, 12m to Sep 2021, 12m to Dec 2021, 12m to Mar 2022, 12m to Jun 2022, 12m to Sep 2022, 12m to Dec 2022, 12m to Mar 2023, 12m to Jun 2023, 12m to Sep 2023)

% Good/Excellent (NET)
— Non-victims — Victims

Confidence among victims (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 61.4% (results to the 12 months to September 2023). Although this is 13.9 percentage points lower than confidence of non-victims for the same period (75.3%), the gap between confidence of victims and non-victims has narrowed from 16.4 percentage points over the same period last year. However, the disparity has increased by 0.4 percentage points compared to the 12 months to December 2019 (13.4%).

Compared to year ending September 2022 **confidence in the local police amongst victims is stable**, in contrast to confidence amongst non-victims for whom there was a statistically significantly reduction of 3.0 percentage points.

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Disparity between non-victims and victims

% Good/Excellent (NET)
— Disparity
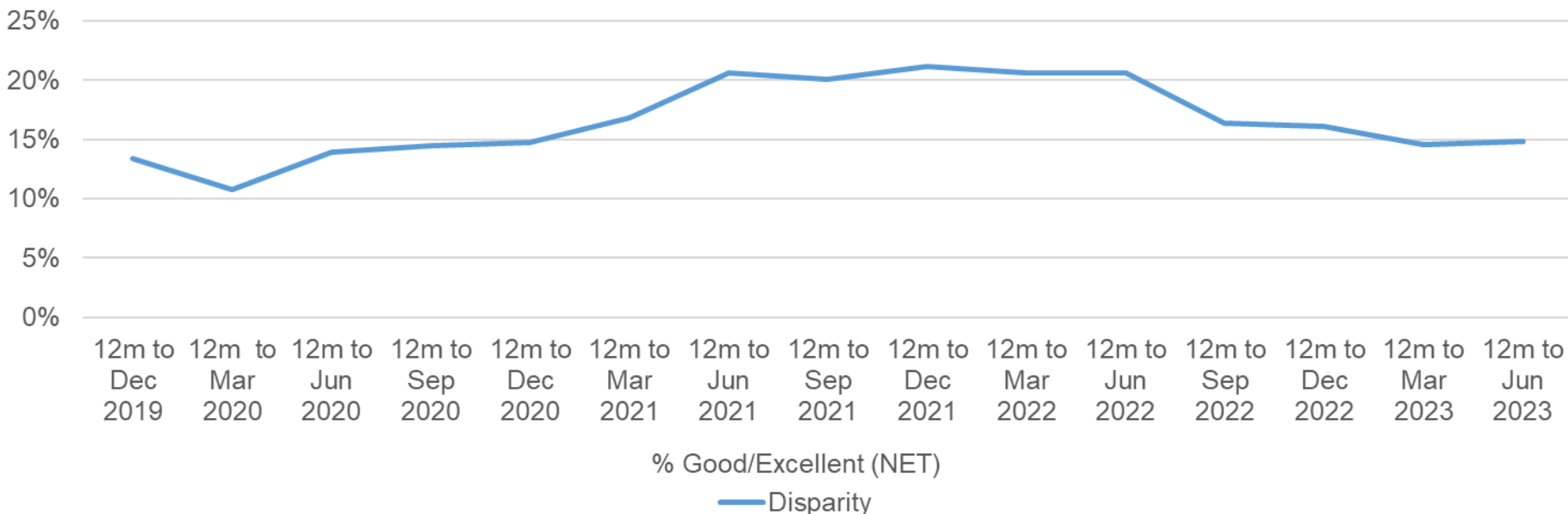
Whilst victim confidence is stable and the number of repeat victims has decreased in the 12 months to November 2023 compared to last year, the average number of days taken to investigate high harm offences has increased substantially when compared to November 2022 and December 2019. With three of the six measures deteriorating, a grade of Requires Improvement is recommended.

Grade:
Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of rural crime offences	26,459	24,352	22,849	-1,503	-6.2
Number of rural crime offences solved	3,047	2,663	2,529	-134	-5.0

Rural crime offences
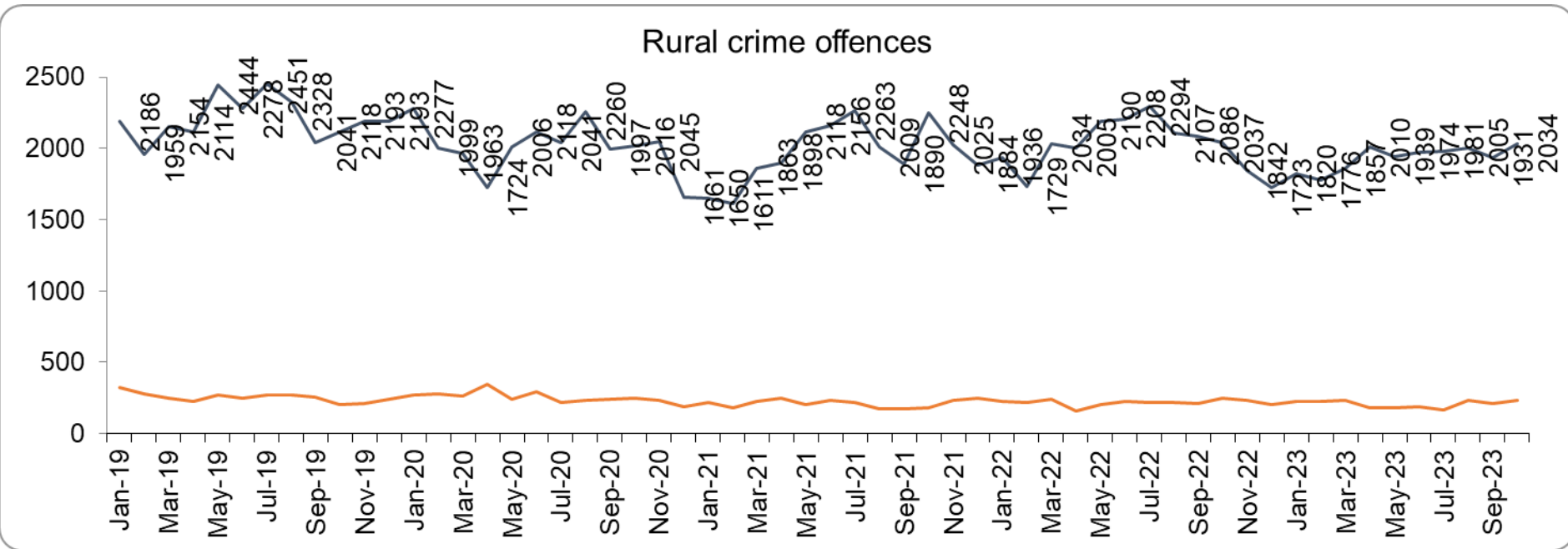
Rural Crime* decreased by 6.2% (1,503 fewer offences) in the 12 months to November 2023 compared to the 12 months to November 2022. During this period, All crime decreased by 6.4%. Rural Crime decreased by 13.6% (3,610 fewer offences) compared to the 12 months to December 2019. All Crime in Essex decreased by 7.6% in the same period.

Essex Police solved 5.0% fewer (a decrease of 134) Rural Crime offences for the 12 months to November 2023 compared to the 12 months to November 2022, and 17.0% fewer (a decrease of 518) compared to the 12 months to December 2019.

Priority 6 – Protecting rural and isolated areas

Grade:
Good

Police Priority Indicators		12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Harm (Crime Severity) Score* for rural crime		8.7	8.4	8.1	-0.3	-

The Rural Crime Harm (Crime Severity) Score** was 8.1 for the 12 months to November 2023; this is a decrease of 0.3 when compared to the 12 months to November 2022 and lower than the All-Crime Harm Score in Essex (14.0) which decreased by 0.7 in the 12 months to October 2023*.

Please note:
*Rural crime data makes use of the 2011 Census data. The Rural Urban Classification from the 2021 Census has not yet been released by the ONS and is due for release in November.

**Crime Severity Scores (as calculated by the Office for National Statistics) measure the 'relative harm' of crimes by taking into account both their volume and their severity. National data are not available for crimes committed in rural areas, so it is not possible to measure against an MSG average; due to this, Essex Police data have been used rather than national data (which are to October 2023).

Grade:
Good

Police Priority Indicators	12 months to Dec 2019	12 months to Sep 2022	12 months to Sep 2023	Number Difference 2022/23	% Difference 2022/23
Percentage of people who have confidence in policing of rural areas in Essex (internal survey)	64.2	77.5	73.5	-4.0	-
Confidence Interval	2.1	1.9	2.0	0.0	

Confidence in rural policing (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 73.5% (results to the 12 months to September 2023). Compared to year ending September 2022 (77.5%), confidence in rural policing has deteriorated significantly (by 4.0% points) and is in line with the current overall Essex average (rural and urban combined) of 73.4%. **Since 2019, confidence in Essex Police has increased significantly in every area across Essex.**

Essex Police is one of only 15 forces who have dedicated Rural Policing Teams. Essex Police are also continuing their commitment to prevent rural and heritage crime with the innovative launch of a horseback volunteer scheme in Uttlesford. The idea behind the scheme is that horse riders are in a unique position to spot signs of suspicious activity related to offences such as hare coursing, stolen agricultural vehicles, unlawful metal detecting or theft of lead from protected heritage buildings. The horseback volunteers will be trained in what to look out for and will be able to report any concerns or suspicious activity, helping the Force target those committing offences and stop criminality before it happens.

In March 2023, a new Rural Crime Strategy was launched in collaboration with the Essex Rural Partnership (ERP) and the Police, Fire and Crime Commissioner (PFCC).

Confidence in the local police in rural areas is in line with the rest of the county, and offence levels in the 12 months to November 2023 are lower compared to the 12 months to December 2019 (pre-COVID). With a large decrease in solved numbers as well as a large decrease in the overall number of Rural Crime offences and the Severity Score, a grade of Good is recommended.

Please note:
* The mainly Rural districts in Essex (all of which are within the North Local Policing Area) are Braintree, Maldon, Tendring and Uttlesford

Priority 7 – Preventing dog theft

Grade: Good

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23
Number of dog thefts*	57	54	56	2
Number of dog thefts solved	2	1	5	4
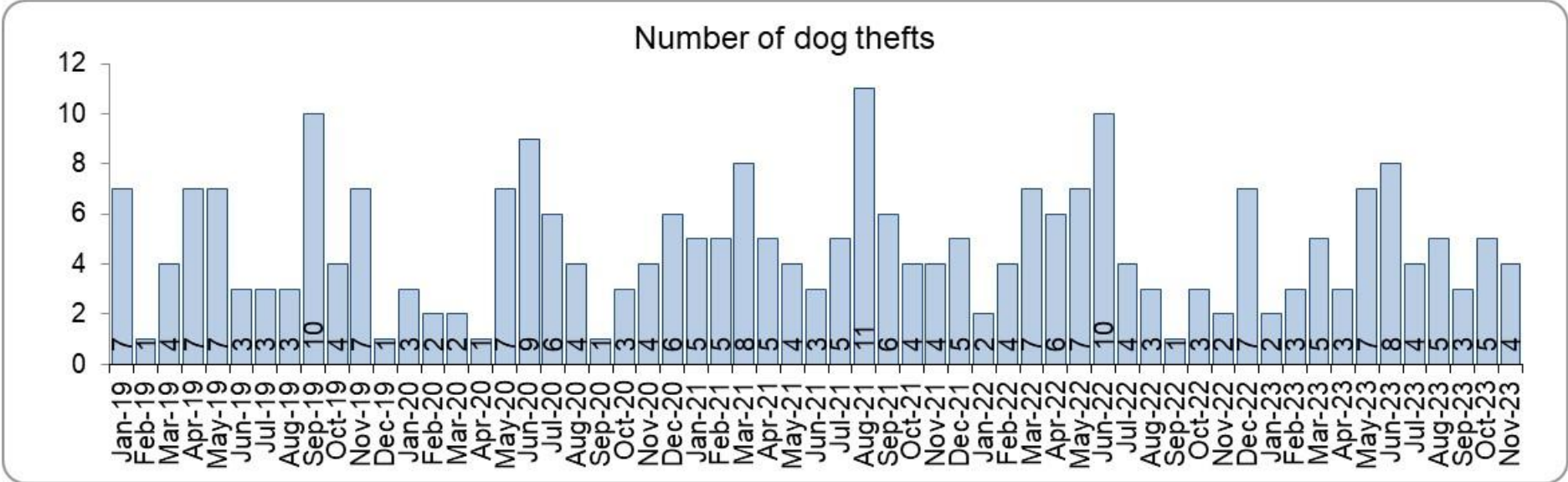
Number of dog thefts

Police Priority Indicators	12 months to Sep 2023
Percentage of people who have confidence Essex Police and the organisations they work with are dealing with dog theft (internal survey)**	62.8
Confidence Interval	1.3

Two more dog thefts were reported in Essex for the 12 months to November 2023 compared to the 12 months to November 2022 (56 v. 54). There was one fewer dog theft in the 12 months to November 2023 compared to the 12 months to December 2019.

The number of dog thefts solved for the 12 months to November 2023 (5) has increased by four compared to the 12 months to November 2022 (1). There was a decrease of three compared to the 12 months to December 2019 (2).

Confidence in how Essex Police and the organisations they work with are dealing with dog theft (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 62.8% for the 12 months to September 2023.

Due to the low and reducing number of thefts across the county (given the comparatively large population of Essex), along with relatively high confidence levels, a grade of Good is recommended.

Please note:
*   This is number of thefts in which dogs were stolen, and not quantity of dogs stolen in each theft. Data are based on theft offence crimes and robbery offence crimes where the 'property code' is 'pet animal – dog' and the 'property status' is 'stolen' and/or 'stolen/recovered'.
**   The confidence question was added to the independent survey in September 2021 so year on year comparison is not available.

Priority 8 – Reducing business crime, fraud and cyber crime

Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of Business Crime Offences	24,034	20,603	22,384	1,781	8.6
Number of Business Crime Offences solved	4,891	3,411	3,649	238	7.0

Business crime offences
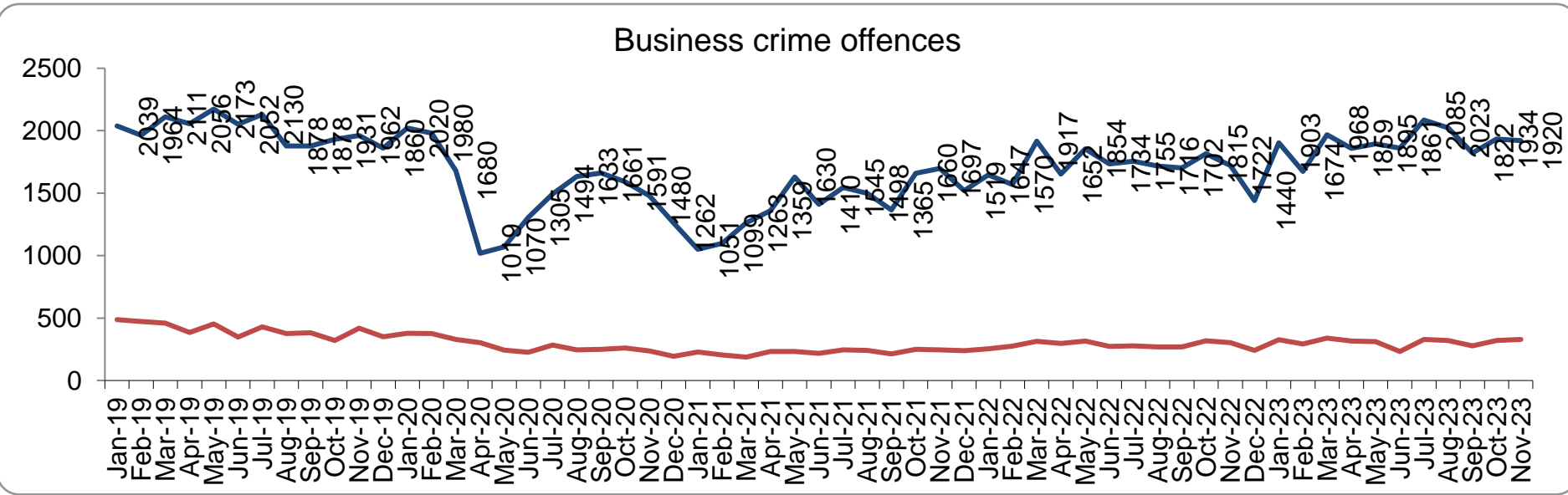
Business Crime offences include any notifiable crimes recorded with a victim which is an organisation; it does not include Fraud offences. All reports of Fraud are recorded by the National Fraud Intelligence Bureau (NFIB) rather than Essex Police. In the 12 months to November 2023, a total of 2,013 Fraud investigations were allocated to Essex Police by NFIB for investigation. For data on the number and type of Fraud investigations reported as being committed within the Essex Police area, please visit the **NFIB Fraud and Cyber Crime Dashboard.**

Essex experienced an **8.6% increase (1,781 more) in the number of Business Crime offences and a 7.0% increase (238 more) in the number of these offences which were solved** in the 12 months to November 2023 compared to the 12 months to November 2022. Shoplifting accounts for approximately 50.0% of business crime. Essex Police have been working with businesses to encourage them to record more offences.

Priority 8 – Reducing business crime, fraud and cyber-crime - continued   Grade: Adequate

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of fraud offences related to business crime*	485	364	345	-19	-5.2
Total number of fraud offences	2,076	1,763	2,013	250	14.2

Police Priority Indicators	12 months to Sep 2023
Percentage of people who have confidence that the policing response to tackling cyber crime is improving (internal survey)**	45.6
Confidence Interval	1.5

There was an 6.9% decrease (1,650 fewer) in the number of Business Crime offences and a 25.4% decrease (1,242 fewer) in the number of Business Crimes solved in the 12 months to November 2023 compared to the 12 months to December 2019.

There was a 5.2% decrease in the number of fraud offences related to Business Crime in the 12 months to November 2023 compared to the 12 months to November 2022; this equates to 19 fewer offences. There was also a 28.9% decrease in the 12 months to November 2023 compared to the 12 months to December 2019; this equates to 140 fewer offences.

Confidence that Essex Police are dealing with cyber-crime (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 45.6% for the 12 months to September 2023.

Two of the five metrics deteriorated when compared to the 12 months to November 2022 (Business Crime offences and the total number of fraud offences). However, despite the increase in Business Crime Offences, the number solved has also increased and business-related fraud has decreased. Due to the fact that these measures are also improving when compared to the 12 months to December 2019, a grade of Adequate is recommended.

Please note:
*   Fraud offences recorded on Athena where the victim is either an organisation or a person with the Business Victim flag.
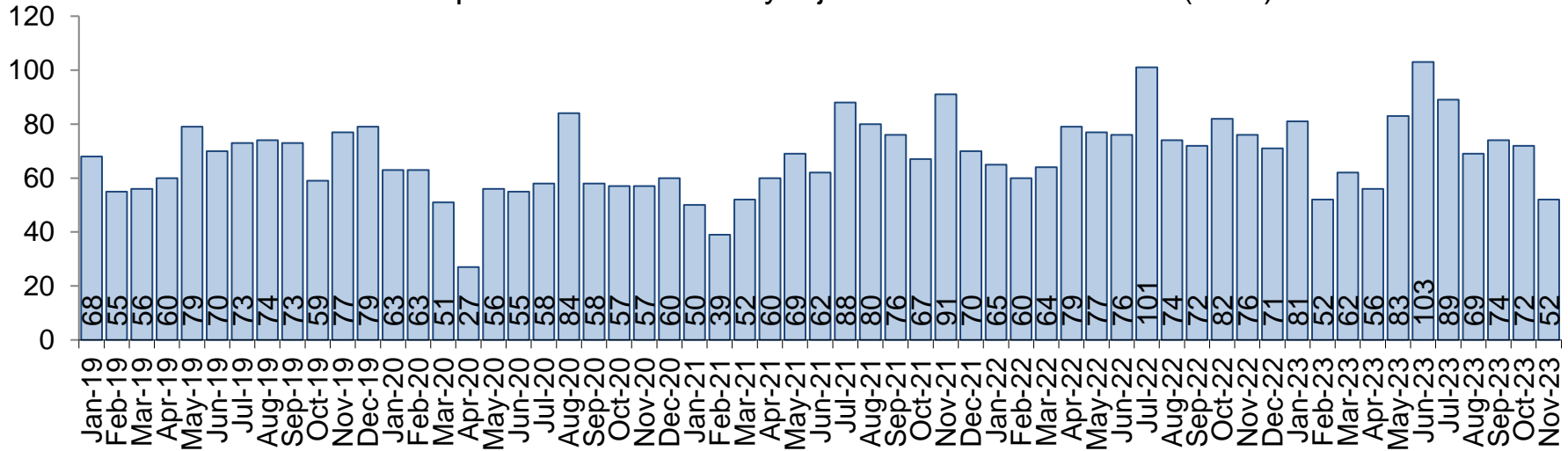** The confidence question was added to the independent survey in September 2021 so year on year comparison is not yet available.

Priority 9 - Improving safety on our roads

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23	Essex (per 100 million km) Data to Dec 2022	MSG Ave (per 100 million km) Data to Dec 2022	# diff.	Essex MSG Position
All people killed or seriously injured (KSI) in road collisions	823	896	864	-32	-3.6	3.788	4.888	-1.100	4

Force People Killed or Seriously Injured in Road Collisions (KSIs)

Bar chart values (Jan-19 to Nov-23): 68, 55, 56, 60, 79, 70, 73, 74, 73, 59, 77, 79, 63, 63, 51, 27, 56, 55, 58, 84, 58, 57, 57, 60, 50, 39, 52, 60, 69, 62, 88, 80, 76, 67, 91, 70, 65, 60, 64, 79, 77, 76, 101, 74, 72, 82, 76, 71, 81, 52, 62, 56, 83, 103, 89, 69, 74, 72, 52

Road traffic safety is the province of the Safer Essex Roads Partnership (SERP). SERP comprises representatives from Essex Police, Essex County Fire & Rescue Service, Essex County Council, Southend on Sea Borough Council, Thurrock Council, National Highways, East of England Ambulance Service Trust, Essex and Herts Air Ambulance Service Trust and The Safer Roads Foundation (Registered Charity). The aspiration of Essex Police and partners is 'Vision Zero', namely, to have no road deaths or serious injuries by 2040. The SERP Safety delivery plan sets out a structured programme of educational and engagement activity to address this and support behavioural changes.

There was a **3.6% decrease (32 fewer) in the number of those Killed or Seriously Injured (KSI) in Essex** for the 12 months to November 2023 compared to the 12 months to November 2022. However, the number of KSIs increased by 41 (5.0%) in the 12 months to November 2023 compared to the 12 months to December 2019.

Priority 9 - Improving safety on our roads - continued

Rolling 12 months	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
KSI - All	823	896	864	-32	-3.6%
KSI - Fatalities	41	43	44	1	2.3%
KSI - Serious injuries	782	853	820	-33	-3.9%
Number of Collisions	774	818	788	-30	-3.7%

Essex recorded the fourth highest number of casualties per 100 million vehicle kilometres (results to December 2022) in its Most Similar Group (MSG) of eight forces; Essex is below the MSG average also. The latest national data was released in October 2023 (data to December 2022).

Please note that not all KSIs will result in a criminal offence, for instance where a fatal collision has been caused by bad weather or because of a medical episode suffered by the driver.

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of driving under the influence of drink and/or drugs on Essex roa	3,312	2,334	2,301	-33	-1.4
Number of driving under the influence of drink on Essex roads	*1,467*	*1,399*	*1,258*	*-141*	*-10.1*
Number of driving under the influence of drugs on Essex roads	*1,845*	*935*	*1,043*	*108*	*11.6*
Number of Failure to Provide samples	*399*	*336*	*345*	*9*	*2.7*
Number of driving related mobile phone crime on Essex roads*	2,269	1,148	2,229	1,081	94.2

Police Priority Indicators	12 months to Dec 2019	12 months to Sep 2022	12 months to Sep 2023	Number Difference 2022/23	% Difference 2022/23
Percentage of people who have confidence Essex Police and the organisations they work with policing the roads (internal survey)	68.2	65.7	67.1	1.4	-
Confidence Interval	*1.1*	*1.1*	*1.1*		

There was a **1.4% decrease (33 fewer offences) in drink/drug driving offences** for the 12 months to November 2023 compared to the 12 months to November 2022. There was a 10.1% decrease (141 fewer offences) in drink driving and a 11.6% increase (108 more offences) in drug driving. There was also a 30.5% decrease (1,011 fewer offences) in drink/drug driving offences for the 12 months to November 2023 compared to the 12 months to December 2019; of these offences, there was a 14.2% decrease (209 fewer offences) in drink driving and a 43.5% decrease (802 fewer offences) in drug driving. All of these offence types are primarily driven by police proactivity in relation to road safety.

The number of Failure to Provide samples increased by 2.7% (9 more) in the 12 months to November 2023 compared to the same period last year but decreased by 13.5% compared to the 12 months to December 2019.

There was a **94.2% increase (1,081 more offences) in the number of driving related mobile phone offences** recorded for the 12 months to November 2023 compared to the 12 months to November 2022.*

Confidence in Essex Police and organisations with whom they police the roads (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 67.1% (results to the 12 months to September 2023). Confidence in the local police and organisations they work is **improving** when compared to year ending September 2022 (65.7%).

Due to the increase in KSIs compared to the 12 months to December 2019 and the decrease in the number of driving under the influence of drink drug driving in the past 12 months compared to the previous 12 months and the 12 months to December 2019 a grade of Requires Improvement is recommended.

Please note:
* In 2019, the definition as to what constituted "use" of a mobile phone in relation to driver-related mobile phone offences was subject to a legal challenge. This resulted in a ruling, which held that while "use" included accessing the interactive functions of the mobile phone (such as making calls, sending messages or using the internet), it did not extend to solely accessing the device's internal functions (such as making use of the camera). Fewer mobile phone offences were subsequently prosecuted from this point. In 2021 the government announced that the law was to be changed making it illegal to "hold" a phone or sat nav when driving or riding a motorcycle. This law was finally passed on 25th March 2022.

**Grade:
Requires Improvement**

Watch Group	Membership types	Nov 22	Nov 23	Number Difference 2022/23	% Difference 2022/23
		No. of members	No. of members		
Allotment	Individuals, existing bodies e.g., allotment committees and interested partners.	47	63	16	25.4
Business	Individual businesses, business branches, existing representative bodies e.g., Business Crime Reduction Parterships, Business Improvement District groups, pro-active site management and interested partners.	105	103	-2	-1.9
Caravan	Individuals, related businesses and interested partners.	62	65	3	4.6
Dog	Individuals, related businesses and interested partners.	2,681	3,204	523	16.3
Essex Horse Rider Volunteers	Individual Horse Riders	0	41	41	100.0
Farm and Rural	Individuals, farm related businesses, rurally located businesses and interested partners.	750	772	22	2.8
Heritage (inc. Faith Watch)	Individuals, businesses inc. museums, art galleries, faith groups etc. and interested partners.	198	202	4	2.0
Marine	Individuals, related businesses and interested partners.	60	63	3	4.8

Citizens in Policing and the Special Constabulary play an integral part in supporting Essex Police. In January 2022, the Local Policing Support Unit (LPSU) introduced a Strategic Co-ordination Group which proactively supports, throughout the county, the mobilisation of all Special Constables, Police Support Volunteers, Active Citizens, Accredited Persons and, where appropriate our Volunteer Police Cadets, with local operations and initiatives under the Chief Constable's Plan on a Page and the Police, Fire Crime Commissioner's Police and Fire Plan.

Since last month's report, there are now: five more allotment group members, one more caravan group member, 19 more dog group members, 13 more horse group members. There are three fewer marine group members.

Police Priority Indicators	Dec 2019	Oct 2022	Oct 2023	Number Difference 2022/23	% Difference 2022/23
Number of Neighbourhood Watch - Co-ordinators	-	-	2,400	-	-
Number of Neighbourhood Watch - Members	-	-	88,580	-	-

Police Priority Indicators	12 months to Dec 2019	12 months to Dec 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of Police Support Volunteers**	117	105	92	-13	-12.4
Number of Active Citizens**	60	59	53	-6	-10.2
Number of Volunteer Police Cadets**	296	223	155	-68	-30.5
Number of Volunteer Cadet Leaders**	90	89	63	-26	-29.2
Number of Cadet Units**	10	13	13	0	0.0

Essex Watch Liaison Officers continue to work with Neighbourhood Watch (NHW) to offer crime and fraud prevention advice.* There are currently 2,400 NHW Co-ordinators and 88,580 NHW members.

There are 155 Volunteer Police Cadets (VPCs) and 63 Volunteer Cadet Leaders across 13 Cadet Units**. In addition, there are 92 Police Support Volunteers and 53 Active Citizens within Essex Police across the county, a total of 145 Volunteers. These volunteers also are part of the Strategic Co-ordination Group and support their Local Community Policing Teams with local events.

Please note:
* Neighbourhood Watch data was first produced in March 2022 so year on year comparison is not available. This data is updated every 6 months.
** Monthly data only collected from December 2022 so year on year comparisons not available. Of the 13 Cadet Units 8 are active and 5 are temporarily suspended due to not enough leader coverage in that area. Recruitment is ongoing to get the units up and running again.

Grade: Requires Improvement

Police Priority Indicators	12 months to Dec 2019	12 months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
Number of Specials	519	357	278	-79	-22.1

Police Priority Indicators	12 months to Sep 2022	12 months to Sep 2023
Percentage of people who feel there are good opportunities for those who want to volunteer to assist policing and reduce crime in Essex (internal survey)*	49.4	55.8
Confidence Interval	1.1	1.1

The Special Constabulary headcount is currently 278 (as of 30 November 2023). This is down 22.1% (79 fewer) compared to November 2022. Compared to the 12 months to December 2019 this is down 46.4% (241 fewer).

Confidence that there are good opportunities for volunteers to assist policing and reduce crime in Essex (from the independent survey jointly commissioned and funded by Essex Police and PFCC) is at 55.8% for the 12 months to September 2023, which is a significant improvement. Confidence has increased each quarter since Q4 2021/22 (45.1%).

In July 2023, Essex had the second largest Special Constabulary in the country**. As this headcount has decreased significantly compared to both the previous 12 months and the 12 months to December 2019, a grade of Requires Improvement is recommended.

Please note:
** As of March 2023. The latest National Police Workforce Statistics were published in July 2023 and are updated bi-annually.
https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2023

Police Priority Indicators	Dec 2019	Nov 2022	Nov 2023	% Pt. Difference 2022/23
Ethnic Minority employees: percentage of total workforce*	3.53	4.19	3.99	-0.19
• % of all Police**	2.99	4.13	3.98	-0.15
• % of all Staff (excluding PCSOs)**	3.67	4.32	4.12	-0.20
• % of all PCSOs**	2.59	0.00	0.00	0.00
• % of all Specials**	6.51	5.22	4.64	-0.58

There has been a **slight decrease (0.19% points) in the proportion of ethnic minority employees** in November 2023 (259) compared to November 2022 (272); this equates to 13 fewer employees. However, in contrast, there has been an increase of 42 compared to December 2019 (217).

In the 12 months to November 2023 294 new officers took their oaths to the King and started their Essex Police careers. The new officers pledged their commitment to police with the consent of every community at a time when the Force is welcoming more new colleagues from a range of different backgrounds. Over the same period, 256 officers left their positions, leading to an overall increase of 38 officers over the last year.

Please note:
* Ethnic minority employees as a percentage of the total workforce.
** Ethnic minority employees as a percentage of type of employee.

Priority 11 – Supporting our officers and staff - continued

Grade: Adequate

Police Priority Indicators	Apr – Dec 2019	Apr – Nov 2022	Apr – Nov 2023	Number Difference 2022/23	% Difference 2022/23
Officers					
• Sickness (Average days lost per person)	6.87	6.20	5.75	-0.45	-7.2
• Vacancies (Full Time Employee)	-21.07	-18.85	-46.51	27.66	146.7
• Vacancies (%)	-0.65	-0.51	-1.24	-0.73	-
Staff					
• Sickness (Average days lost per person)	7.72	5.60	5.77	0.17	3.0
• Vacancies (Full Time Employee)	-204.13	-308.74	-228.17	-80.57	-26.1
• Vacancies (%)	-9.16	-12.96	-9.72	3.24	-
PCSOs					
• Sickness (Average days lost per person)	8.37	6.18	7.69	1.51	24.5
• Vacancies (Full Time Employee)	-0.91	-3.35	-2.66	-0.69	-20.7
• Vacancies (%)	-0.84	-3.28	-2.68	0.60	-

The average days lost per person for sickness decreased by 7.2% for officers but increased 24.5% for PCSOs and by 3.0% for staff in the 12 months to November 2023 compared to the 12 months to November 2022. Vacancies for full time officers increased considerably, by 27.66. Full Time Employee vacancies decreased for staff (by 80.57) and PCSOs (by 0.69) over the 12 months to November 2023 compared to the 12 months to November 2022. For these reasons, a grade of Adequate is recommended.

Priority 12 – Increasing collaboration

Police Priority Indicators*	12 months to Dec 2019	12 Months to Nov 2022	12 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
School Visits *	-	-	647	-	-
Programmes Delivered *	-	-	1,323	-	-
Audience Numbers	209,265	121,666	121,800	134	0.1

School Visits*	12 months to Nov 2023
All schools	**1035**
Primary	638
Secondary	302
Alternative Provision	44
Special	18
6th Form/College	33

Police Priority Indicators*	6 Months to Nov 2022	6 months to Nov 2023	Number Difference 2022/23	% Difference 2022/23
School Visits *	378	387	9	2.4
Programmes Delivered *	774	777	3	0.4
Audience Numbers	-	-	-	0.0

The data in this section is provided by Essex County Fire and Rescue Service as part of the Joint Essex Fire and Police Education in Schools Programme (2022). Except for the types of programmes delivered, school visit data has been provided up to November 2023.

There has been a 0.1% increase (134 more) in audience numbers in the 12 months to November 2023 (121,800) compared to the 12 months to November 2022 (121,666).

1,035 school visits at 647 unique schools were conducted in the 12 months to November 2023. 61.6% of these were at primary schools. Over the last 6 months the number of visits to unique schools and number of programmes delivered have increased compared to the same period last year.

Over the 12 months to November 2023 audience numbers have increased slightly compared to the 12 months to November 2022. Due to a lack of further qualitative information in relation to this priority, a grade of Adequate is recommended.

Please note:
* Due to changes to the way data is recorded, data is only available from January 2022. As such, 12-month year on year comparisons are not possible. A sixth month year on year comparison has been included instead.