

Police and Crime Plan 2021-2024:

Quarterly Performance Update: Q3 2023/24

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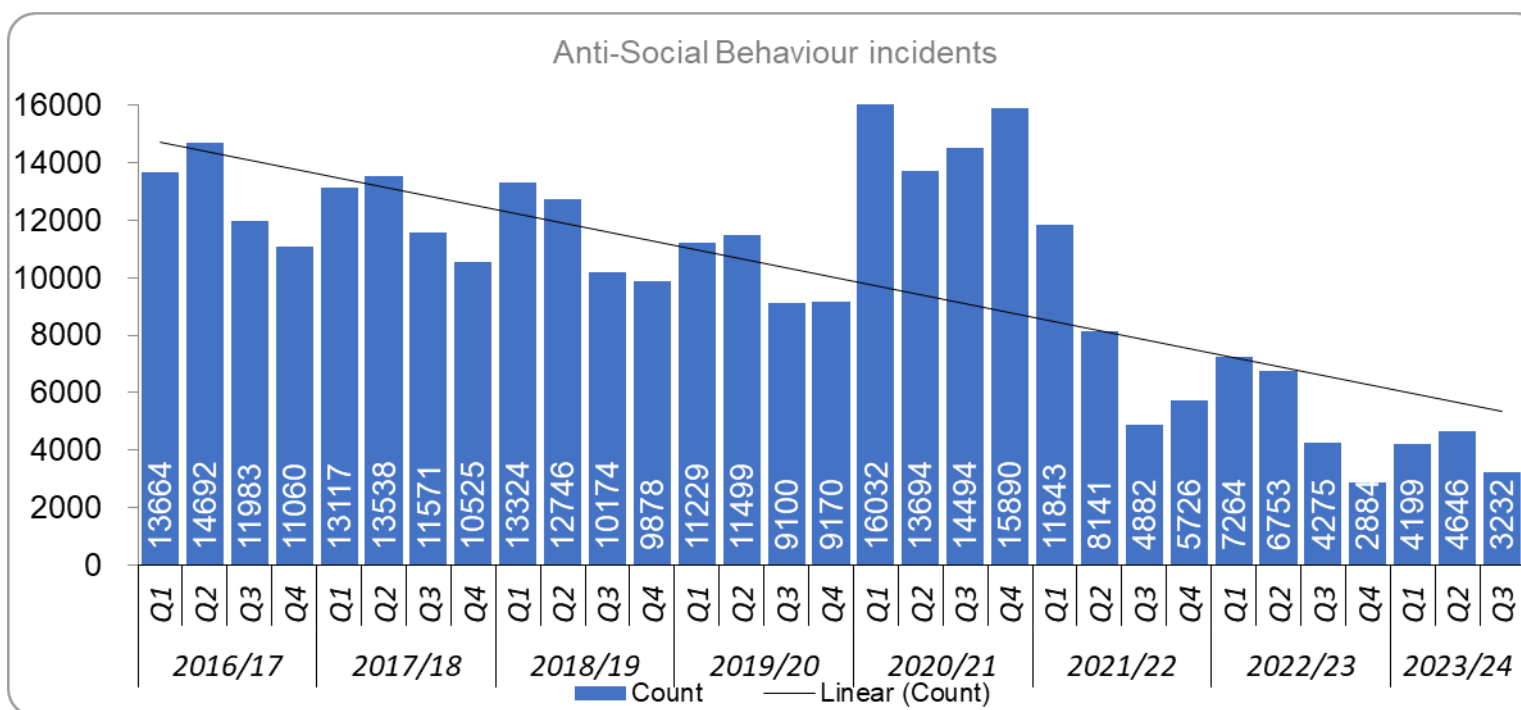
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Priority 1 - Further investment in crime prevention

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.

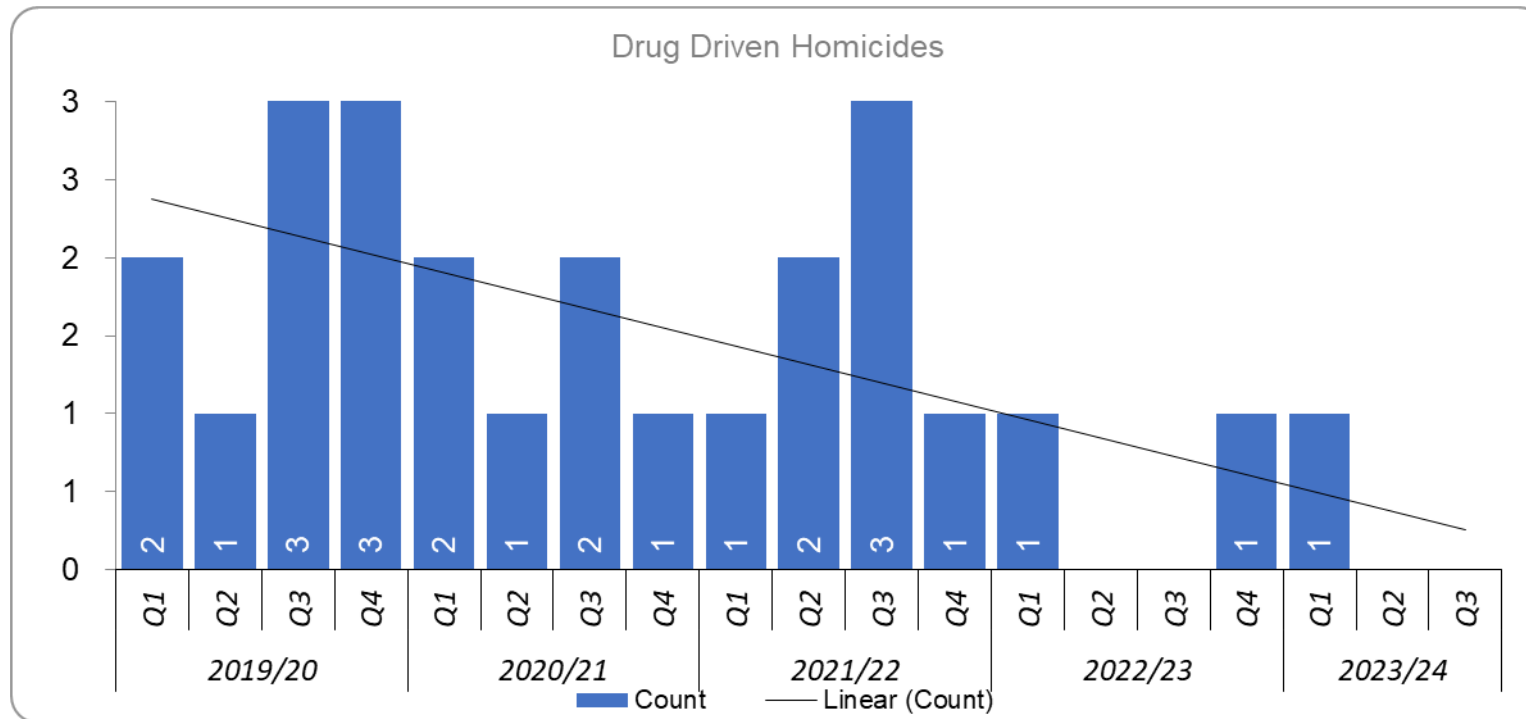


Key Points

- There is a continued downward trend in anti-social behaviour.
- The increase between 2020/21 Q1 and 2021/22 Q1 was due to the Government's social distancing restrictions in relation to COVID-19; these were implemented on 23 March 2020. Many of these additional reports related to activities that previously were not considered to be anti-social behaviour - such as social gatherings - as well as shops and businesses continuing to trade.
- The significant decrease in incidents from 2021/22 Q3 was driven by the implementation of Operation SOMERTON, which aimed to both improve the service given to victims of ASB and ensure crimes are correctly recorded.
- In 2023/24 Q3, there was a significant reduction in anti-social behaviour, compared to 2023/24 Q2 and compared to 2022/23 Q3.

Priority 2 - Reducing drug driven violence

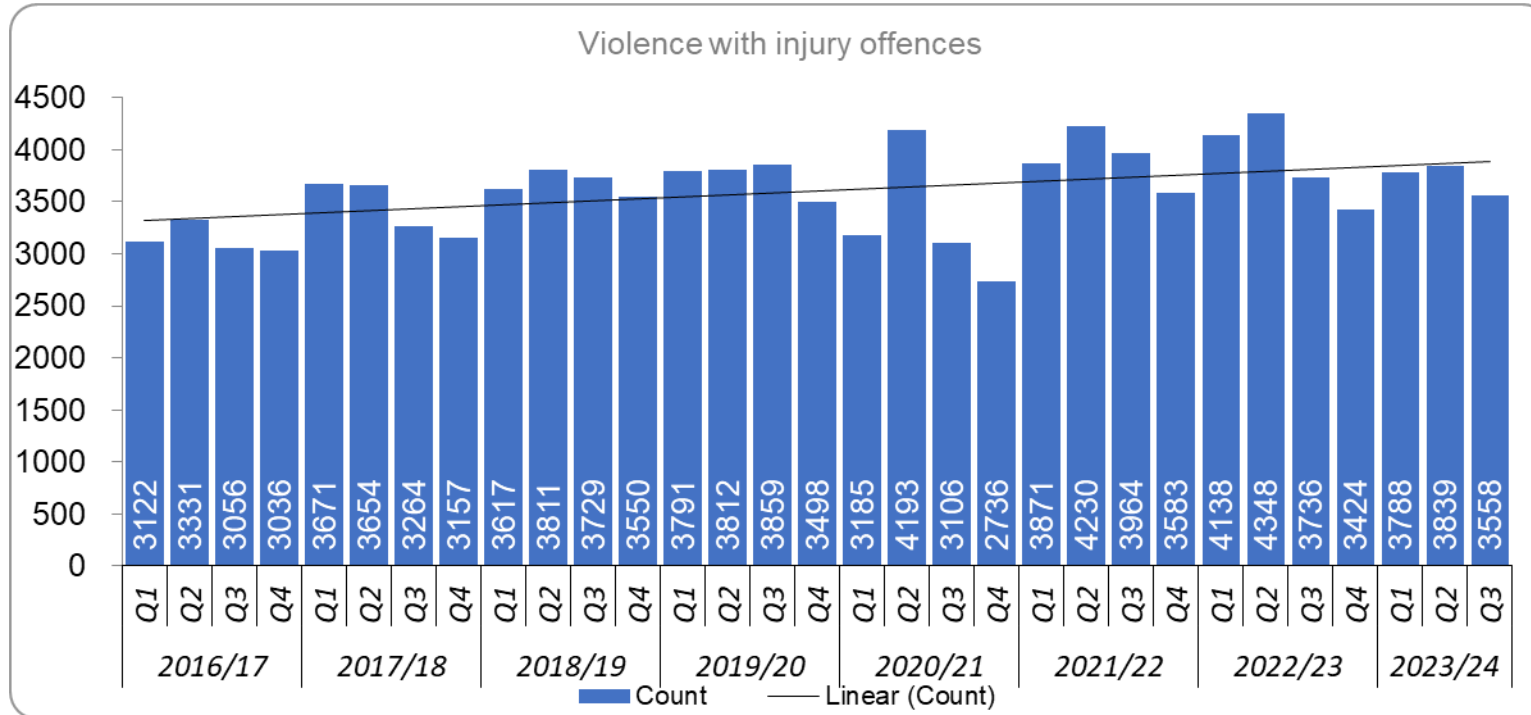
Our objective is to crack down on drug driven violence and gangs, protect the vulnerable people these gangs prey on and deal with the hardened criminals whose criminal activities increase violence in our communities.



Key Points

- There is a continued downward trend in drug-driven homicides.
- There were no reported offences for the last two quarters.
- There were fewer drug-driven homicides in the last year (2022/23 Q4 to 2023/24 Q3) compared to each of the last three years.

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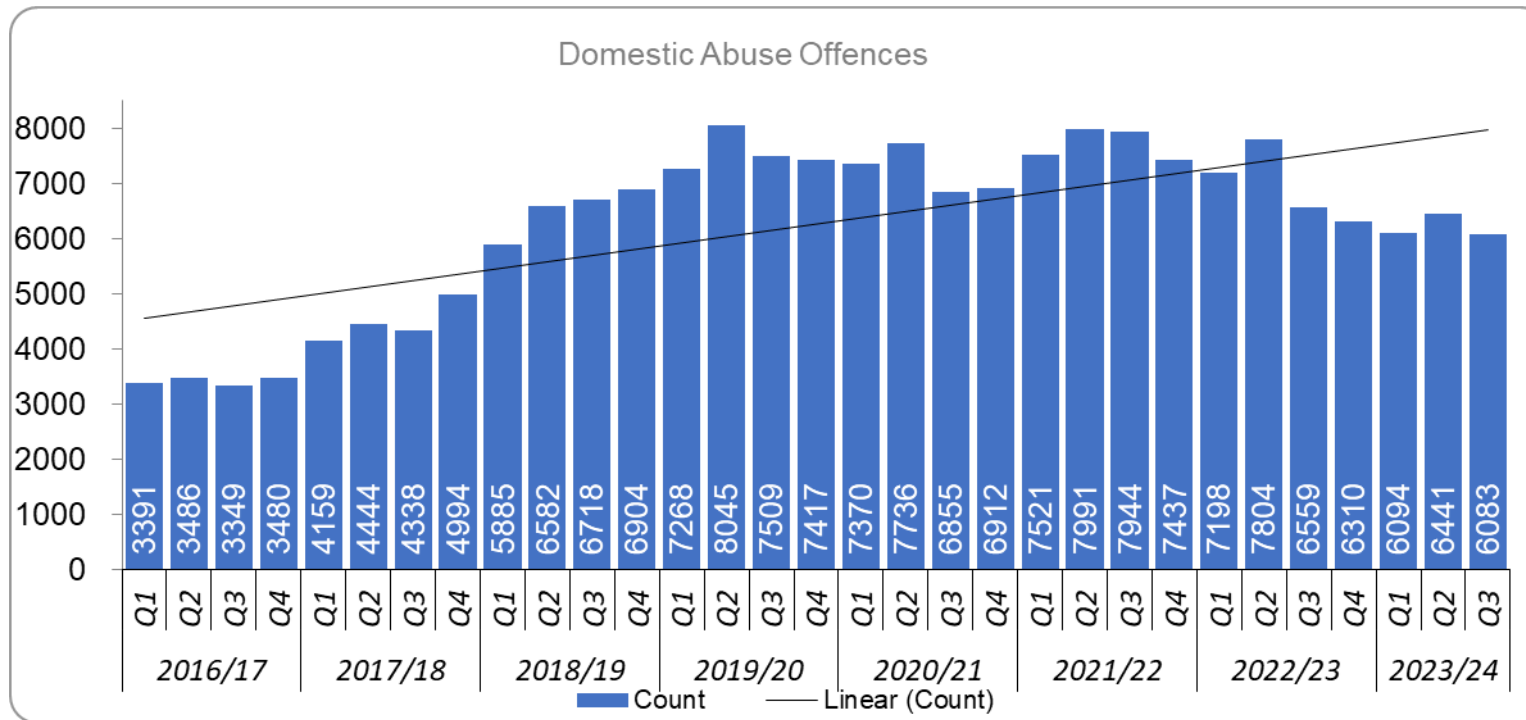
- There is an upward trend in Violence with Injury offences from 2016/17 Q1 to 2023/24 Q3.
- However, there was a significant reduction in offences in 2023/24 Q3 compared to the previous quarter.
- There were also fewer offences in 2023/24 Q3 than the same period last year.

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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.



Key Points

- Domestic Abuse offences increased significantly in 2023/24 Q3 compared to 2016/17 Q3. This can partly be attributed to changes in Home Office Crime Recording (HOCR) rules, new national initiatives, and additional ways of reporting to Essex Police over the last five years. These include:
 - 2018 April – Change in Stalking and Harassment (S&H) Crime recording Rules introduced.

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- 2021 January - 'Ask for ANI' ('Action Needed Immediately') initiative introduced¹
 - 2021 October – Domestic Abuse definition made broader²
 - 2021 December – Domestic Abuse incidents able to be reported via the Essex Police website.
 - 2022 August – Crime Data Accuracy Review initiated into recording of Stalking and Harassment offences³ identified over recording.
 - 2023 May – Malicious Communications recorded under Stalking & Harassment (S&H) when only one instance - not multiple crimes (which should be harassment) - resulting in a reduction in S&H recording.
- Despite the upward trend from 2016/17, 2023/24 Q3 saw a significant reduction in Domestic Abuse offences recorded, compared to 2023/24 Q2 and compared to Q3 last year.
 - The total for the 12 months to end of December 2023, is the lowest 12-month total since the 12 months to end of December 2019.

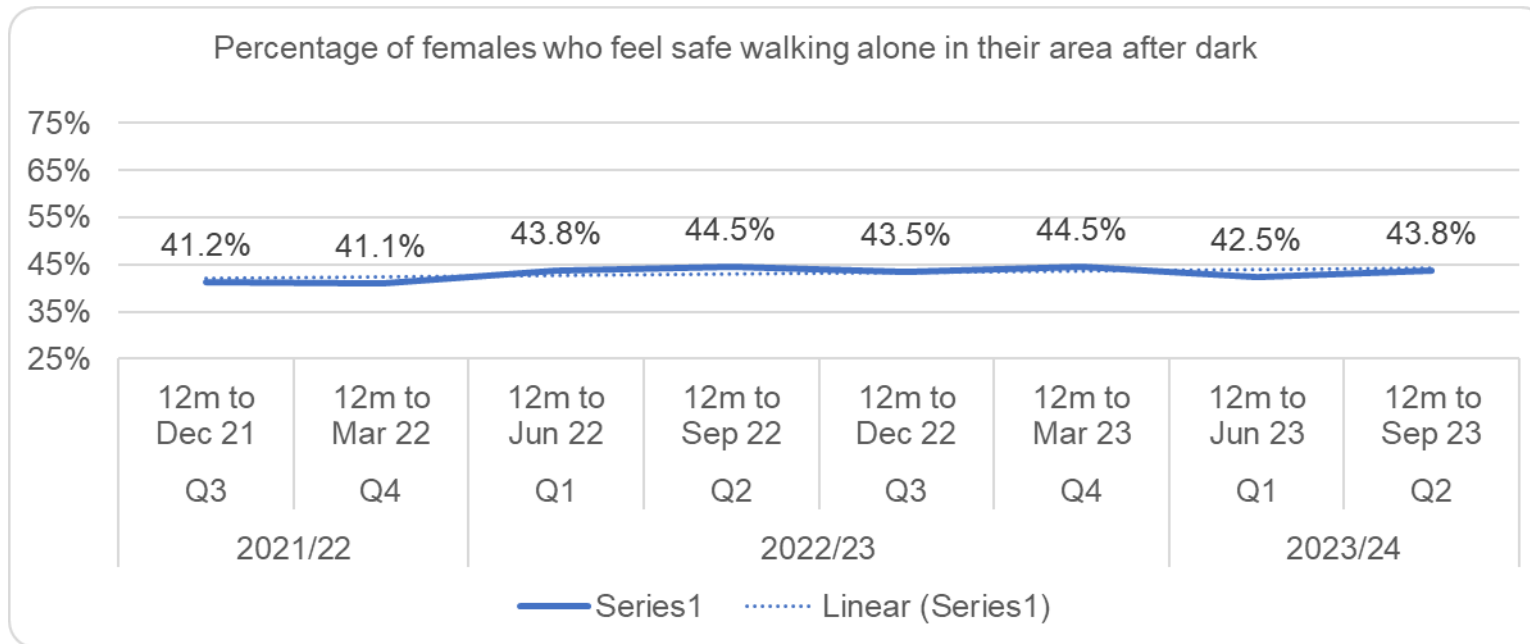
¹ A codeword scheme that enables victims of domestic abuse to discreetly ask for immediate help in participating pharmacies and Jobcentres.

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

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

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.

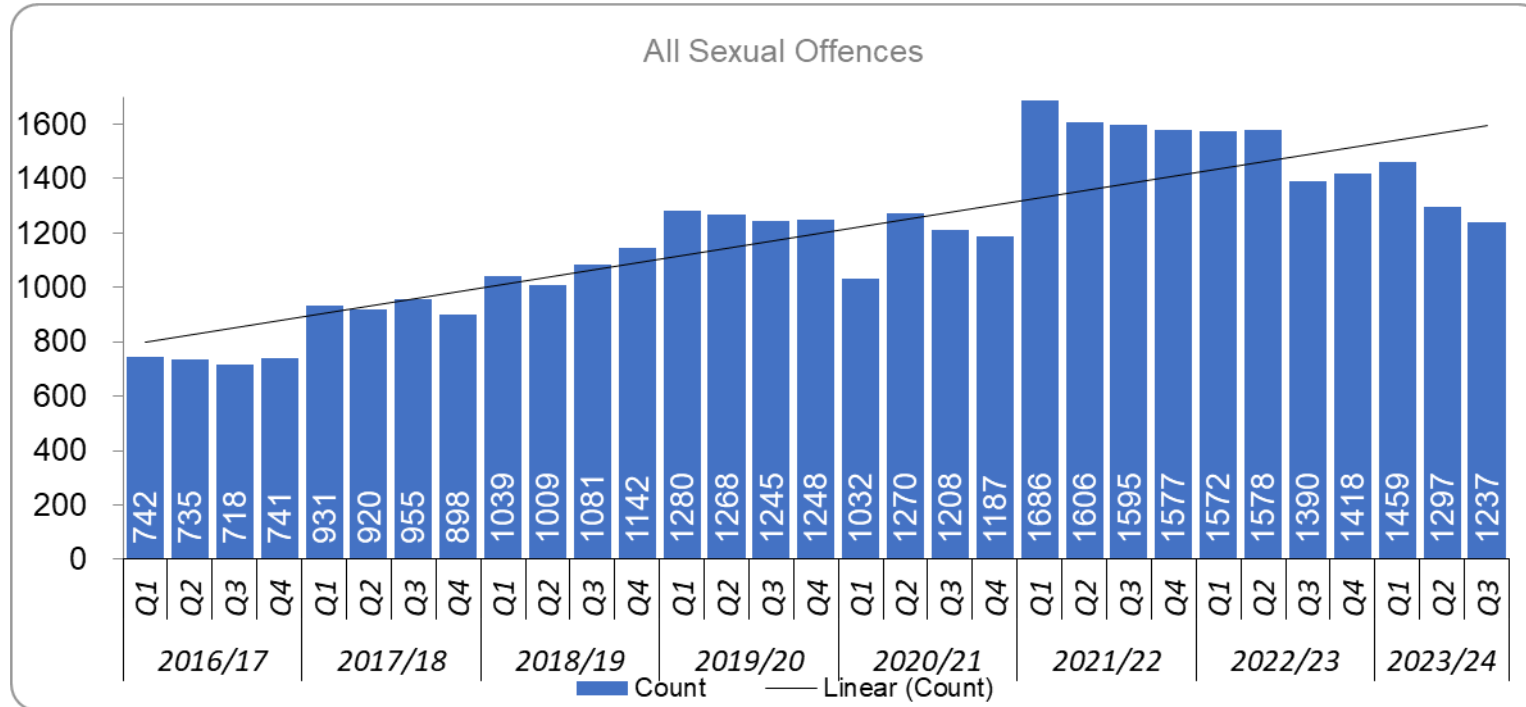


Key Points

- Female confidence in walking alone after dark, increased slightly in 2023/24 Q2⁴, when compared to 2023/24 Q1, but decreased slightly when compared to 2022/23 Q2.

⁴ 2023/24 Q2 is the latest available data.

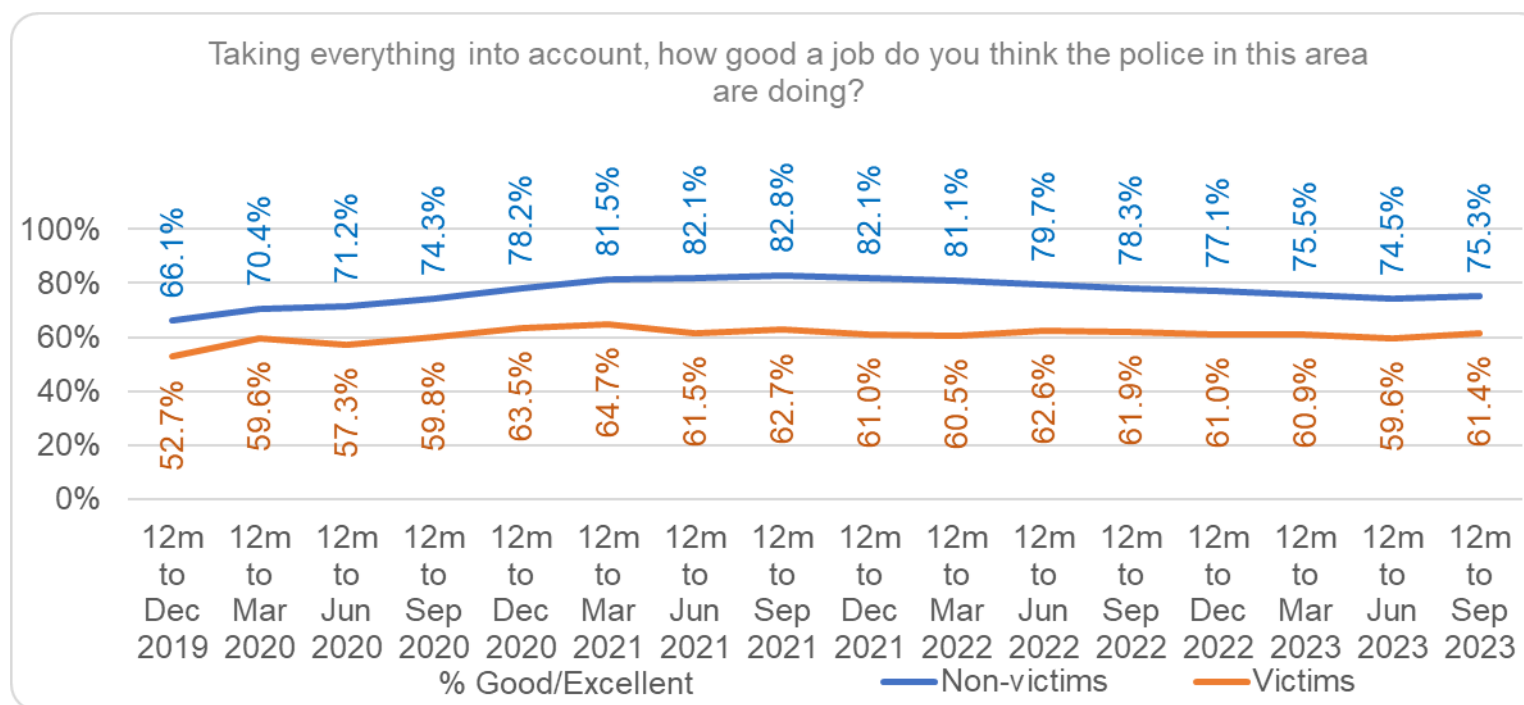
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- There is an upward trend in sexual offences from 2016/17 Q1 to 2023/24 Q3.
- However, there was a reduction in 2023/24 Q3 compared to 2023/24 Q2, and a significant reduction in 2023/24 Q3 when compared to 2022/23 Q3.
- 2023/24 Q3 recorded the lowest number of sexual offences since 2020/21 Q4.

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.



Key Points

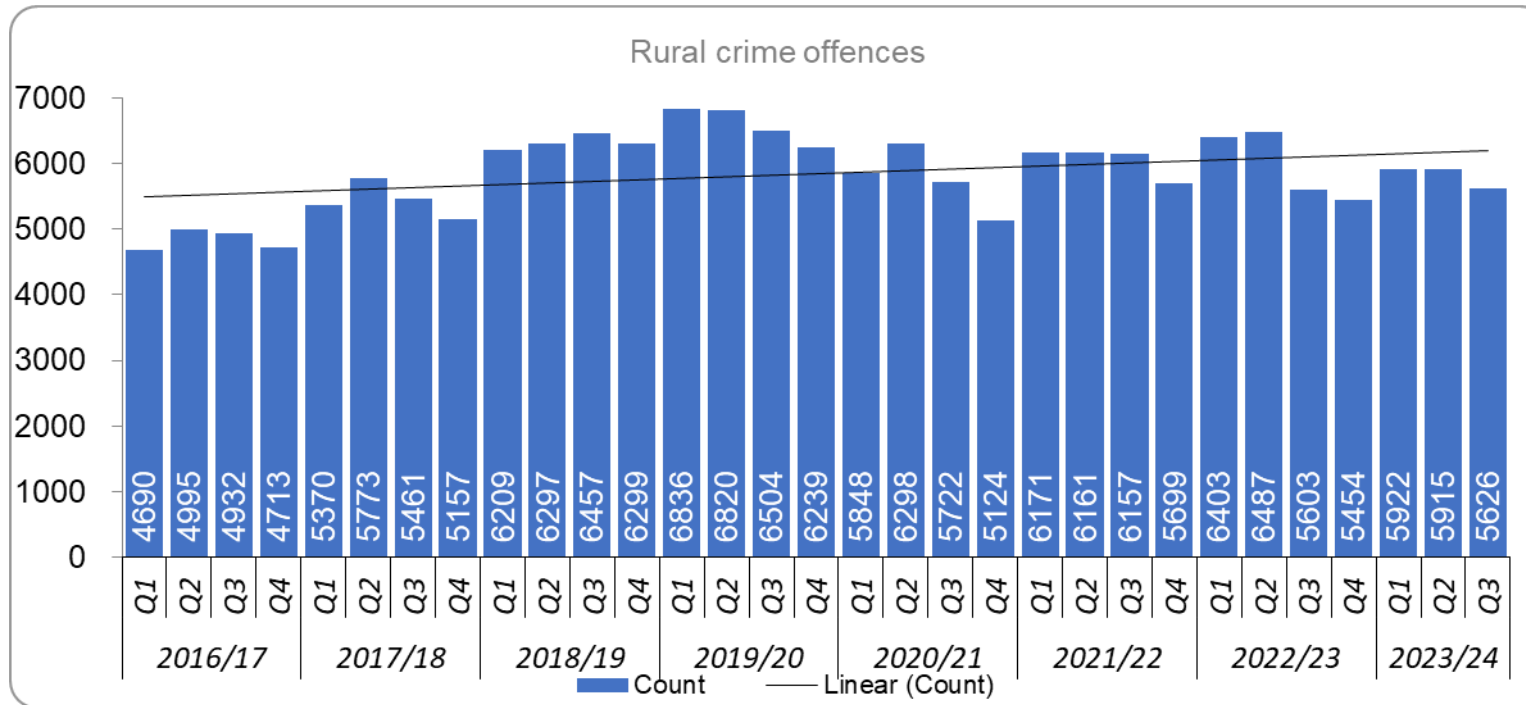
- Confidence among victims (from the independent survey commissioned by the PFCC and Essex Police) was at 61.4% for 2023/24 Q2 (results for the 12 months to September 2023).
- Confidence among victims was 13.9% lower than confidence among non-victims in Q2 2023/24.
- Confidence among non-victims has decreased significantly when 2023/24 Q2 is compared with 2022/23 Q2, but there was no significant change when Q2 2023/24 is compared to Q1 2023/24.
- There was no significant change in confidence among victims for Q2.

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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.

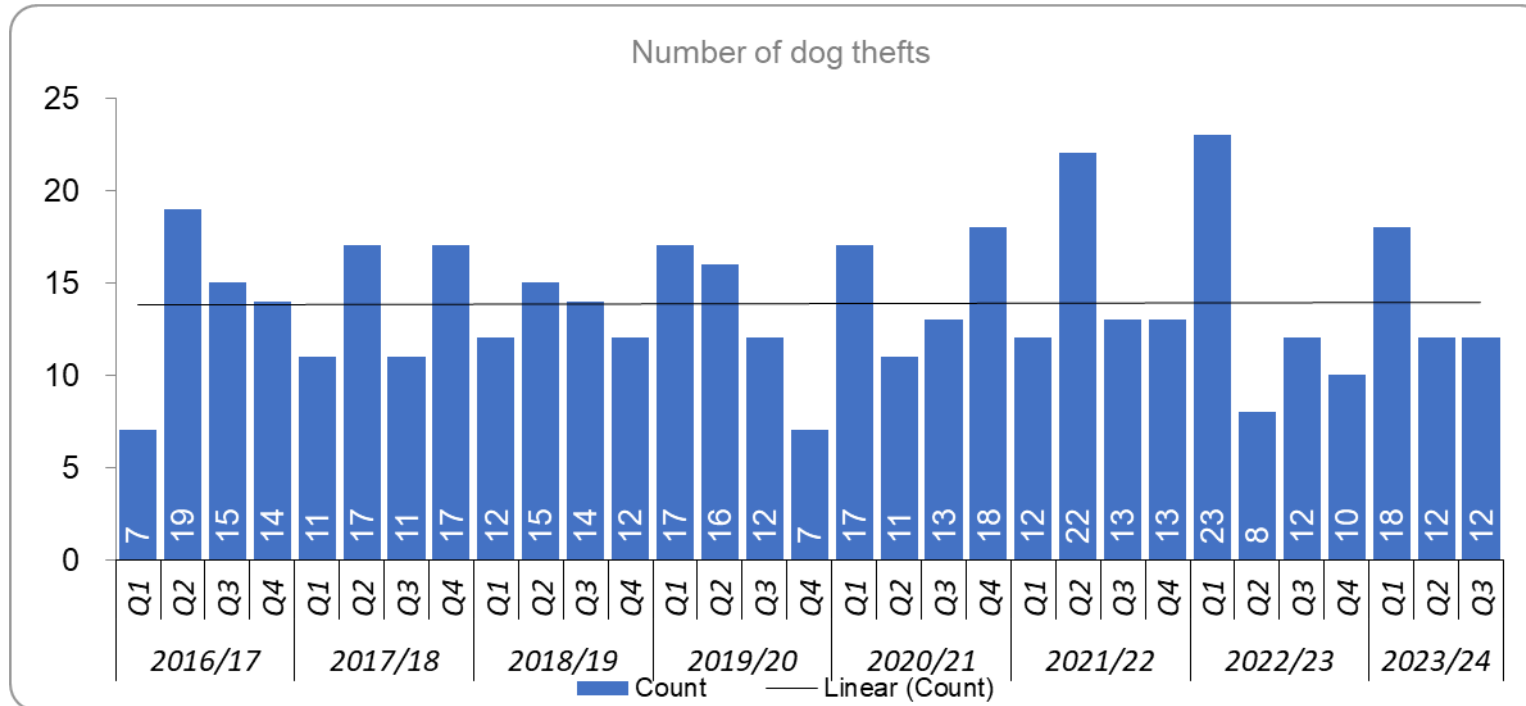


Key Points

- Although the long-term trend for Rural offences is slightly increasing, there was a significant reduction in 2023/24 Q3 compared to 2023/24 Q2.

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.



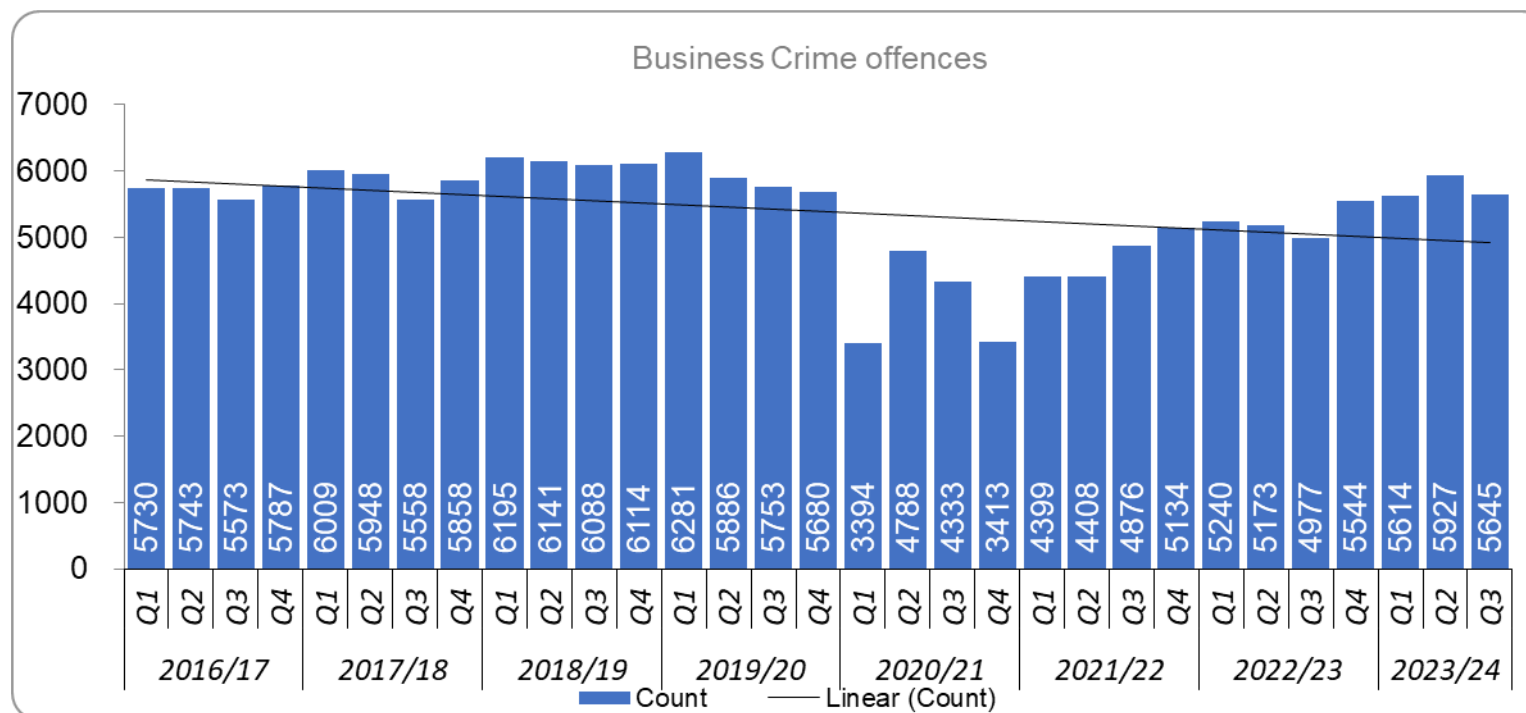
Key Points

- There is a stable trend in the number of dog thefts⁵ from 2016/17 to 2023/24 Q3.
- There were 52 dog thefts in the 12 months to December 2023, compared to 56 in the same period last year.

⁵ This relates to the number of thefts in which dogs were stolen – not the quantity of dogs stolen. Data is based on theft and robbery offences where the property code is recorded as ‘pet animal – dog’ and the property status is ‘stolen’ and/ or ‘stolen/ recovered’.

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.

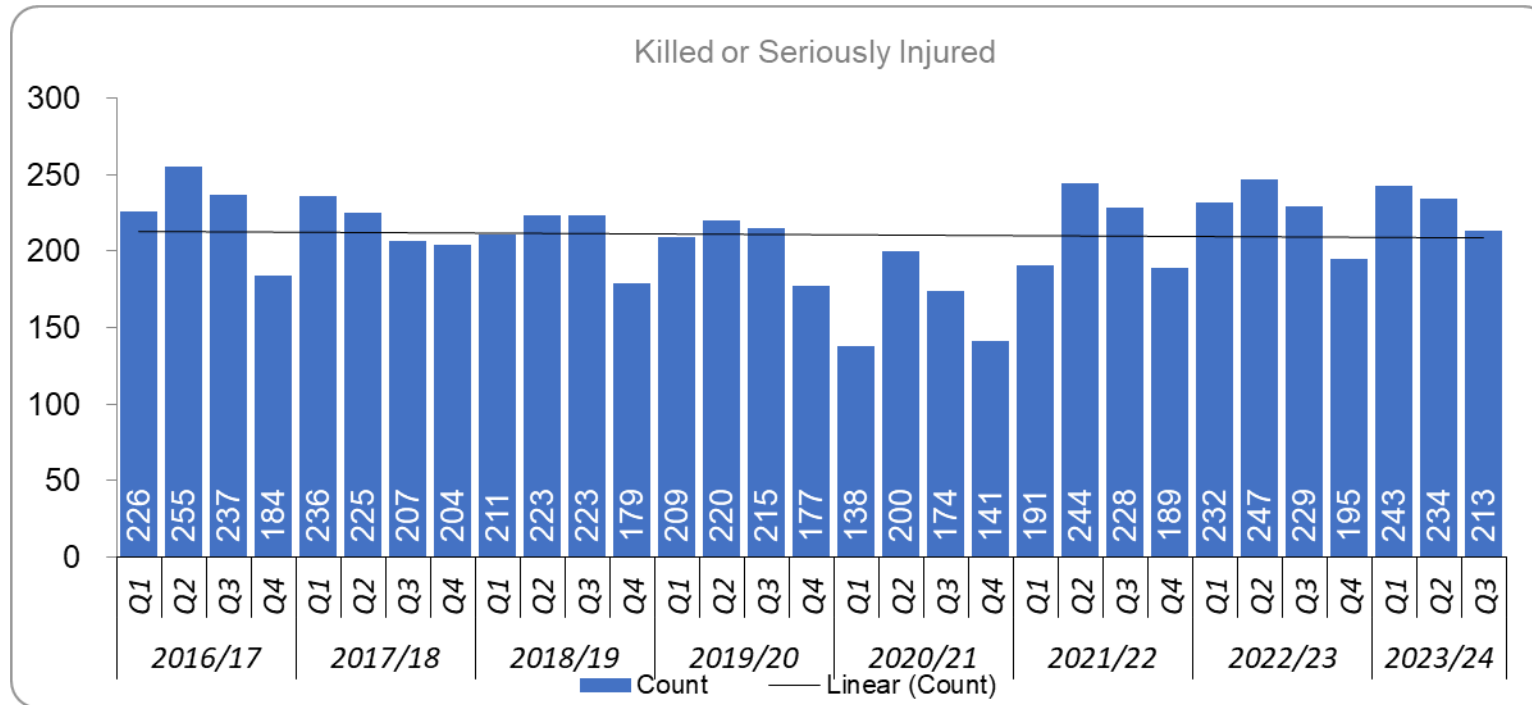


Key Points

- The long-term trend for offences recorded from 2016/17 Q1 to 2023/24 Q3 is slightly down. This is because many businesses were prevented from fully opening during the period of Government COVID-19 restrictions.
- There was a significant reduction in 2023/24 Q3, compared to 2023/24 Q2. However, when 2023/24 Q3 is compared to 2022/23 Q3, there was a significant increase in business crime offences.

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.



Key Points

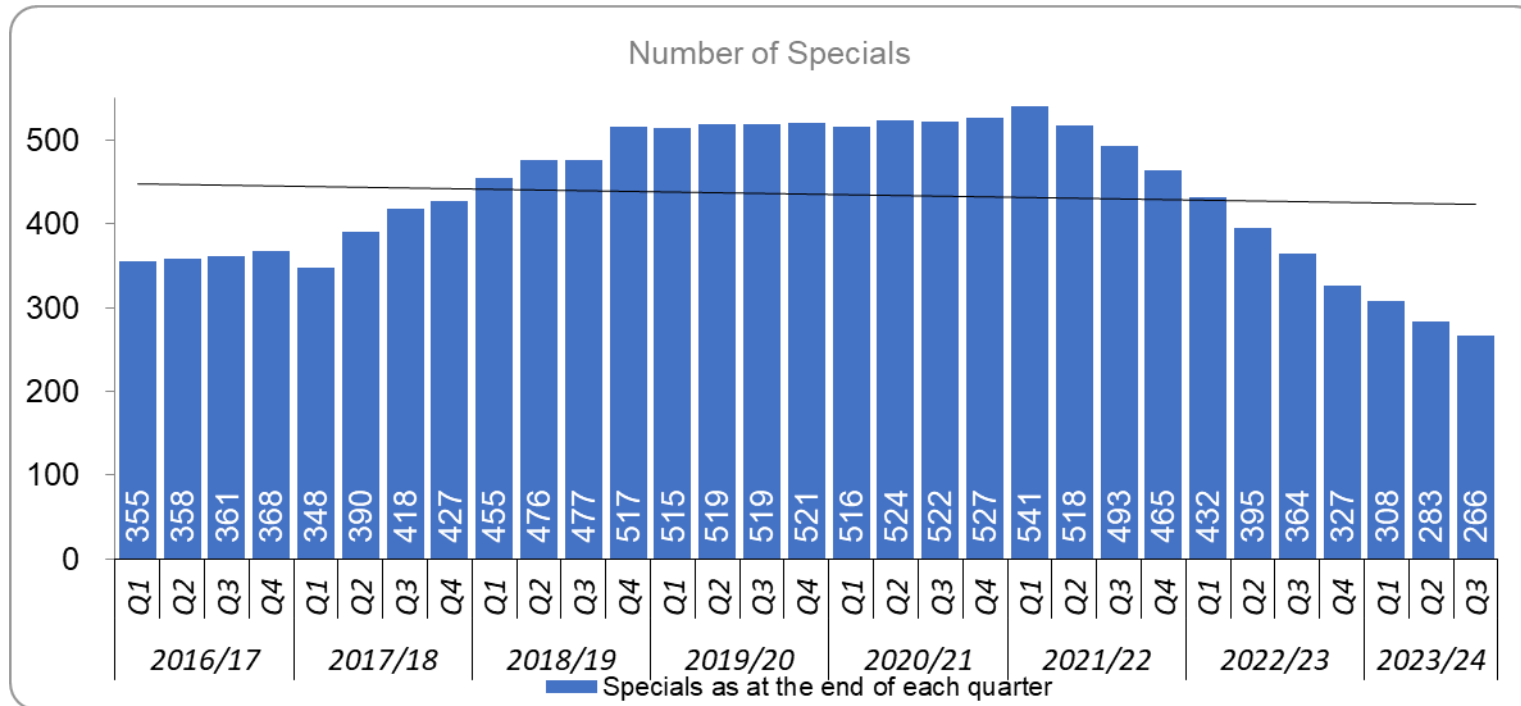
- The levels of those Killed or Seriously Injured (KSIs) on Essex roads is relatively stable across the long-term view from 2016/17.
- Lower numbers were recorded when COVID-19 restrictions on travel were in place.
- However, there was a reduction in 2023/24 Q2 and Q3, compared to Q1.

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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.



Key Points

- The number of Specials has fallen each quarter since 2021/22 Q2.
- There was a significant reduction when 2023/24 Q3 is compared to 2022/23 Q3, with 98 fewer Specials.

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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.

Officers

Sickness - Average hours lost per person												
Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2015/2016	9.02	9.60	9.56	9.27	8.67	7.89	8.45	7.60	8.62	8.17	9.02	9.16
2016/2017	7.64	8.04	7.16	7.57	7.04	7.30	8.94	8.69	8.59	7.71	6.64	6.64
2017/2018	6.20	6.74	6.85	7.83	6.94	7.46	9.01	7.72	7.71	7.78	6.95	6.91
2018/2019	5.62	5.78	6.01	6.73	6.34	6.29	6.94	6.60	6.21	6.49	6.32	6.49
2019/2020	6.19	6.17	5.87	5.94	5.13	5.23	6.47	6.75	7.35	7.00	6.19	6.10
2020/2021	4.80	3.98	3.75	3.89	4.31	4.46	4.97	4.60	4.84	4.93	4.22	4.27
2021/2022	3.63	4.25	3.87	5.17	5.62	5.80	8.00	6.45	7.68	5.77	5.43	6.79
2022/2023	6.08	5.46	5.73	6.91	6.10	5.96	6.62	6.96	8.87	6.35	5.98	5.53
2023/2024	4.98	5.18	5.35	6.11	5.67	5.76	6.75	6.33	7.30			
23/24 Variance to 22/23	-1.10	-0.28	-0.38	-0.80	-0.43	-0.20	0.13	-0.63	-1.57			

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Staff (excluding PCSOs)

Sickness - Average hours lost per person												
Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2015/2016	5.46	5.15	5.49	5.30	5.82	5.45	6.05	5.38	6.80	6.23	6.56	7.25
2016/2017	5.41	4.99	5.25	5.30	5.22	5.37	6.05	5.44	5.95	5.26	4.68	4.70
2017/2018	4.22	3.87	4.08	4.85	5.14	4.92	6.55	6.45	7.49	8.16	6.75	5.73
2018/2019	5.14	5.57	5.09	5.08	4.68	5.71	6.91	6.43	6.17	6.33	6.67	6.50
2019/2020	5.78	5.60	6.04	5.60	5.76	6.25	7.62	7.03	7.55	6.68	6.59	7.46
2020/2021	4.58	3.68	4.09	4.38	3.43	4.20	4.54	4.33	4.86	6.02	4.28	4.62
2021/2022	4.46	4.51	4.86	5.42	5.09	5.88	7.22	6.70	7.10	5.38	5.40	6.81
2022/2023	5.05	4.42	5.34	6.33	4.62	4.24	6.04	5.54	6.85	5.53	5.24	5.73
2023/2024	4.40	4.84	5.17	5.36	5.36	5.27	6.32	6.13	7.72			
23/24 Variance to 22/23	-0.65	0.42	-0.17	-0.97	0.74	1.03	0.28	0.59	0.88			

Ethnic Minority Employees	Dec-22	Dec-23	% Pt. Difference 2022/23
% of total workforce	4.16	4.00	-0.16
% of all Police	4.1	4.01	-0.09
% of all Staff (excluding PCSOs)	4.3	4.1	-0.2
% of all PCSOs	0	0	0
% of all Specials	5.22	4.51	-0.71
Ethnic Minority Economically Active population	-	11.21	-

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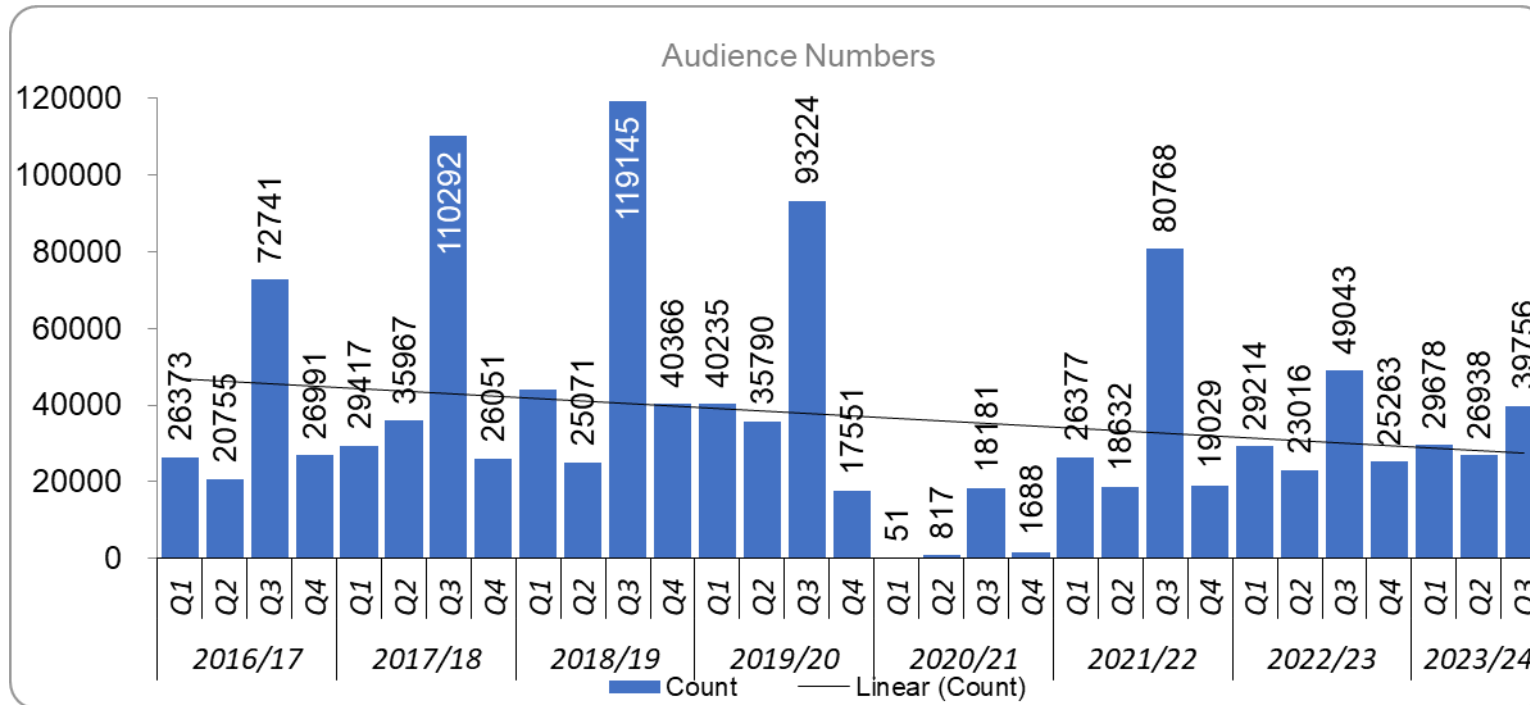
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Key Points

- The average number of hours lost per person due to sickness was less for officers but more for staff in December 2023 when compared to December 2022.
- There was a slight decrease in the proportion of ethnic minority employees at the end of 2023/24 Q3 (260) compared to the same period last year (269); this equates to 9 fewer employees.
- 4.0% of the Essex Police workforce are from ethnic minorities. This is 7.21% lower than the total economically active ethnic minority population.

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.



Key Points

- This data is provided by Essex County Fire and Rescue Service as part of the Joint Essex Fire and Police Education in Schools Programme and is for the school year only (September to July⁶).

⁶ Q2 in each year shows data for June and July only.

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- Audience numbers were higher in 2023/24 Q3 than in Q2. This is expected, due to Q2 including the summer holiday period.
 - There was a significant reduction in audience numbers in 2023/24 Q3 compared to 2022/23 Q3.