



Essex Police **WHAT YOU NEED TO KNOW**

▶ Chief Constable BJ Harrington

Chief Constable

The Chief Constable is accountable to

- ▶ The law for exercise of police powers
- ▶ The PFCC for the delivery of efficient and effective policing, management of police resources & expenditure

The Chief Constable

- ▶ Holds office under the Crown
- ▶ Is responsible for maintaining the King's Peace
- ▶ Has control over the force's officers and staff
- ▶ Is appointed by the PFCC
- ▶ The Chief Constable and Essex Police are operationally independent.



Who we are

Main Locations

Stations open to public:

- 📍 Southend
- 📍 Chelmsford
- 📍 Basildon
- 📍 Grays
- 📍 Colchester
- 📍 Clacton
- 📍 Braintree
- 📍 Harlow
- 📍 Saffron Walden



Who we are; our main commands

Our force is divided up into the following commands:

Local Policing, Specials Constabulary and Local Policing Support Unit (LPSU)

Three geographical Local Policing Areas (LPA) - North, South and West including response and community policing teams and detectives who investigate violent crime, burglaries, sexual offences and domestic abuse.

LPSU has: 267 volunteer Special Constables, police cadets and Active Citizens, dedicated Business and Rural Crime teams, our licensing teams, Integrated Offender Management and our Crime Prevention Officers.

Operational Policing Command

Provides a wide range of specialist policing capabilities to entire county including: firearms, roads policing, dog unit, firearms licensing, drug liaison team, marine unit, serious violence unit, resource management, operational planning, public order, specialist operations, violence & vulnerability unit.

Crime & Public Protection Command & Criminal Justice (C&PP & CJ)

Includes our Child Abuse Investigation Teams, Adult Sexual Abuse Investigation Teams, our POLIT online investigation team, our MOSOVO team that manages serious and violent offenders, Polygraph team and our Quest and Child Sexual Exploitation Investigation teams.

Criminal Justice is responsible for custody, investigative file quality, out of court disposals and witness care.

Who we are; our main commands

Our force is divided up into the following commands:

Contact Management Command

Responsible for all contact with the public including 999, 101, online reporting and live chat. It also includes 24-hour resolution centre which records and investigates crime as well as our Customer Contact Administrators who man our police station front counters.

Essex & Kent Serious Crime Directorate

Responsible for tackling the most serious of crimes across Essex and Kent. This includes teams who investigate offences such as murder, attempted murder, kidnap, stranger rape, economic and cyber crime and serious and organised crime. The team also includes covert support, forensic services, intelligence and investigatory powers department.

Essex and Kent Support Services Directorate

Provides essential infrastructure that enables operational policing to function and includes: Business Services, IT Services, Transport and Estates.

Essex and Kent Human Resourcing and Learning & Development

Responsible for recruitment, retention, training and development of our workforce as well as ensuring diversity, equality and inclusion across our organisation.

Underpinning all of these teams is our Professionalism Command, including our Professional Standards team, who work hard to ensure our workforce exemplify our values and very best standards of behaviour.

PFCC



1840

Essex is one of the first counties to establish a police force

PFCC
POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX



ESSEX
POLICE

Protecting and serving Essex



Essex County
Fire & Rescue Service

2020

Essex is the first force to have a Police, Fire and Crime Commissioner



HMICFRS

'Good'



'Outstanding'

HMICFRS



Making communities safer

'examples of innovative practice'

Our Strategic Vision

Force Plan 2022/2025



How we work

- | | |
|--|--|
| <p>WE ARE PROFESSIONAL</p> <ul style="list-style-type: none"> How we behave How we learn How we lead How we work How we look | <p>WE LEARN AND DEVELOP</p> <ul style="list-style-type: none"> We innovate We attract We develop We support |
| <p>WE ARE SKILLED, EQUIPPED & ENABLED</p> <ul style="list-style-type: none"> We are data driven We use technology We are agile We are efficient and effective, and we protect our environment | <p>WE BUILD TRUST AND CONFIDENCE</p> <ul style="list-style-type: none"> We live the Code of Ethics We build community trust We build trust in each other |
| <p>WE VALUE DIFFERENCE</p> <ul style="list-style-type: none"> We are inclusive We respect people We build community trust & confidence We are anti-discrimination | <p>WE ARE COLLABORATIVE</p> <ul style="list-style-type: none"> With other forces With our partners With communities With each other |



Main effort

- Victims**
- Violence**
- Vulnerability**
- Visibility**

Where our money comes from



Legacy council tax grants
£13,125,335



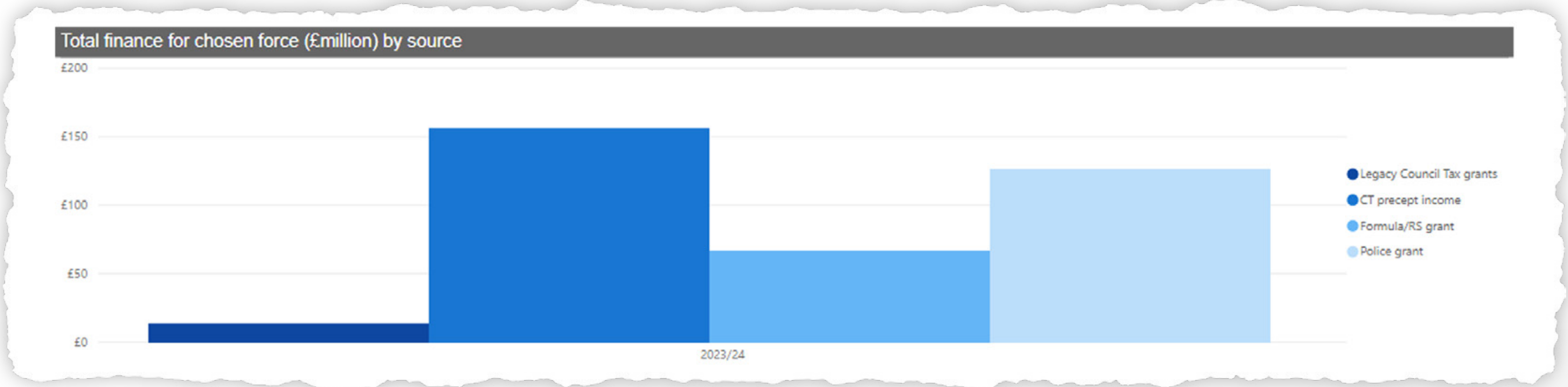
CT Precept
£166,660,721



Formular RS Grant
£66,986,933



Police Grant
£138,764,856



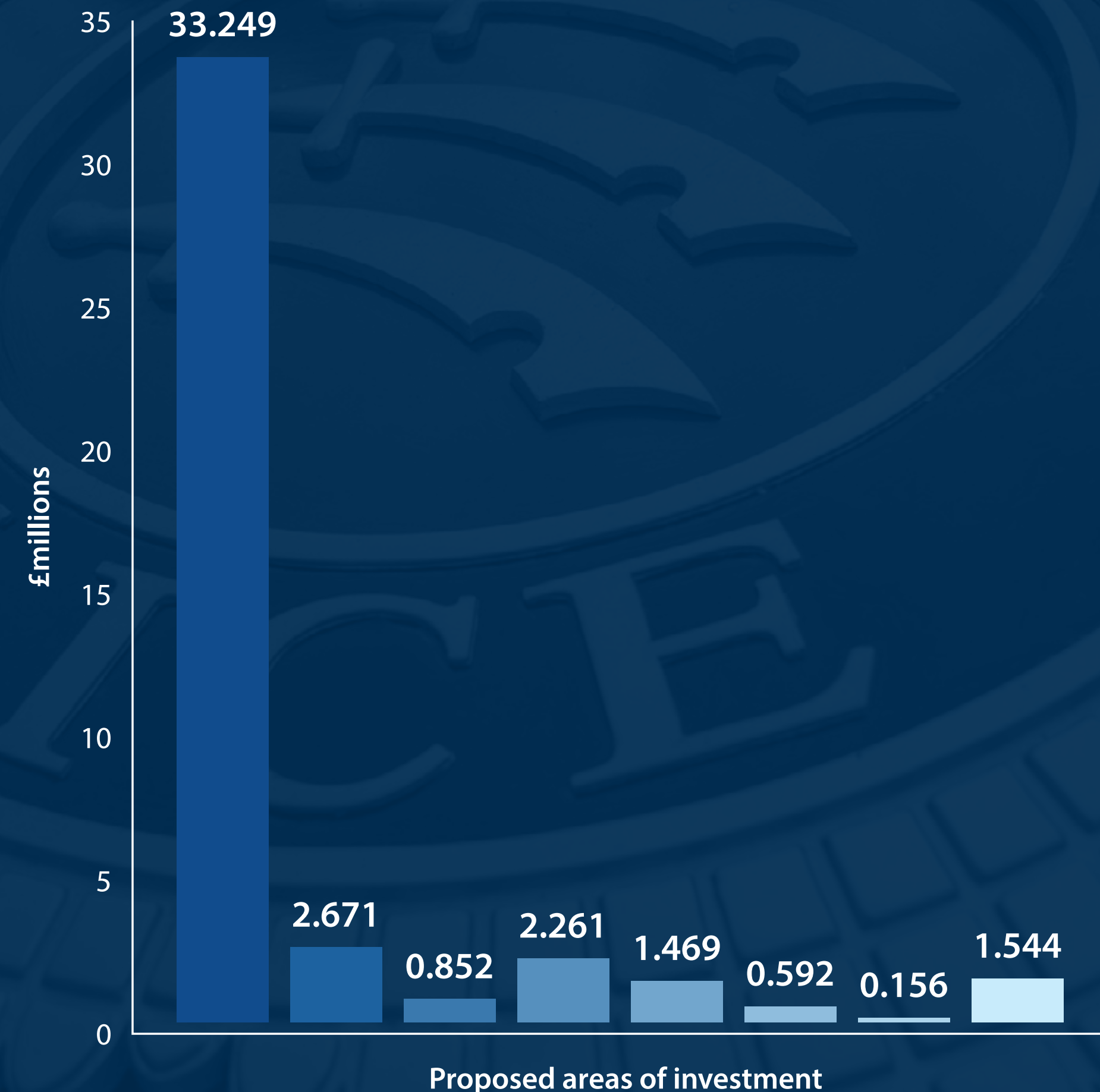
Where is money spent

2024/25 Total Budget: £385.5m

This includes an increase of £11.6m from government grants and a 6.8% increase over the 2023/24 Council Tax Receipts.

- Unavoidable pay pressures (includes pay awards, increments and employers pension contribution)
- Contractual & legal pressures
- Contractual inflation
- Enhancing policing capacity and capability
- Revenue consequences of capital investment programme
- Maintain essential policing infrastructure
- Other new investment & service demands
- One-off areas (enhancing policing capacity and capability, revenue consequences of capital programme. Other including contractual and legal pressures and cost of policing bank holidays)

Proposed areas of investment against associated cost in £millions.



Where our money is spent

Our workforce - FTEs at 31st March 2023



3743

Police Officers



94

PCSOs



2118

Police Staff



327

Specials

Financial information

2024/25 investment highlights:

Enhancing policing capability and capacity

- ▶ Contact Management Command
- ▶ Operational Policing Command – OPC
- ▶ Digital Forensics
- ▶ Criminal Justice Medical Statements
- ▶ Essex Centre for Data Analytics

Maintaining essential policing infrastructure

- ▶ Move to cloud-based structure and equipping our workforce with modern technology

Delivering our force environmental ambitions

- ▶ Developing the move towards electric vehicles for the police fleet

Investing to save to support operational delivery

- ▶ Insurance Team
- ▶ Information Management

Financial information

2024/25 investment highlights:

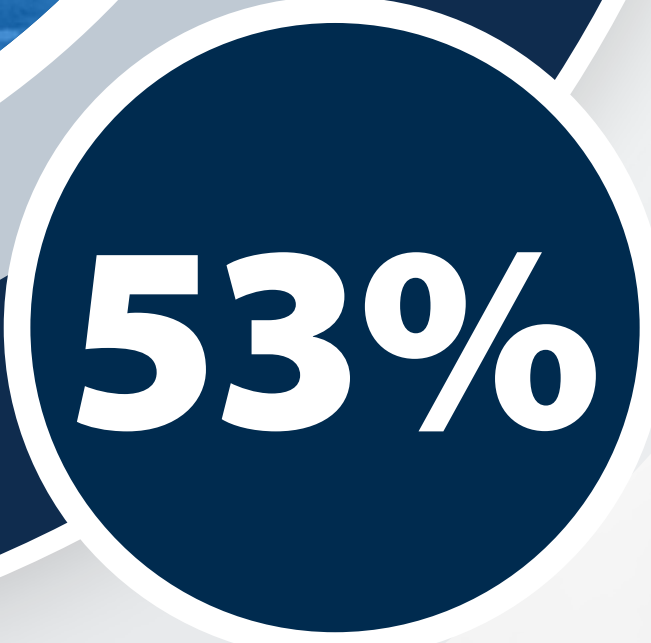
Proven track record of cash and efficiency savings, which will continue

£11.302m cashable & £3.284m non-cashable savings identified in financial year 2024/25.

▶ **53%**
Pay (£5,999,163.08)

▶ **43%**
Non-pay (£4,898,749.00)

▶ **4%**
Essex & Kent Support Services (£403,839.00)



Where our money is spent

Efficiency & value for money



2nd lowest funding per head of population (£187.63 PH)



10th Lowest FTE (workforce) at 3.11 FTE per 1'000 population



Lowest net revenue expenditure per head of population (£182.68 PH)



High proportion (63% of budget attributed to frontline policing).

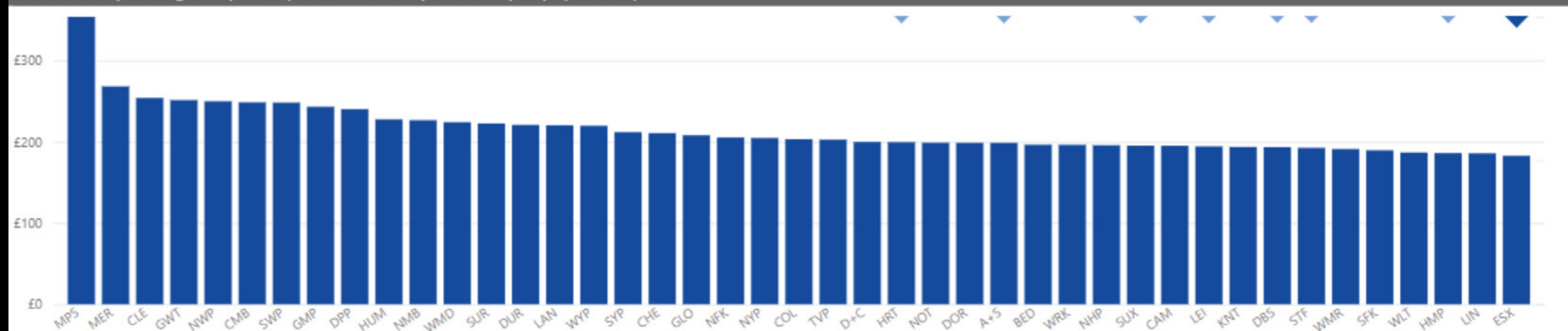


HMICFRS



Making communities safer

How does spending compare? (net revenue expenditure per population)



What we have achieved

Crime in Essex

Presented to P&RSB 28/02/24
(Marked OFFICIAL) for publication

Crime Tree Data - Rolling 12 Months to December 2023

Top Level		Offences					Solved Outcomes					Solved Rates %		
Crime Type	% DA 2023	2022	2023	# diff.	% diff.	% All 2023	2022	2023	# diff.	% diff.	% All 2023	2022	2023	% All 2023
Anti-Social Behaviour (incidents)	-	23983	14970	-9013	-37.6	-	-	-	-	-	-	-	-	-
All Crime (excl. Action (NFIB) Fraud)	16.0	165007	155537	-9470	-5.7	100.0	21635	21532	-103	-0.5	100.0	13.1	13.8	0.7
- Violence with Injury	33.8	16045	14650	-1395	-8.7	9.4	2555	2389	-166	-6.5	11.1	15.9	16.3	0.4
- Death or Serious Injury caused by unlawful driving	0.0	30	37	7	23.3	0.0	28	34	6	21.4	0.2	93.3	91.9	-1.4
- Rape - Over 16 yrs	55.9	1950	1657	-293	-15.0	1.1	46	42	-4	-8.7	0.2	2.4	2.5	0.2
- Burglary Residential	4.3	4792	5438	646	13.5	3.5	238	295	57	23.9	1.4	5.0	5.4	0.5
- Burglary Residential - Dwelling	6.1	3193	3795	602	18.9	2.4	214	267	53	24.8	1.2	6.7	7.0	0.3
- Burglary Residential - Non Dwelling	0.2	1599	1643	44	2.8	1.1	24	28	4	16.7	0.1	1.5	1.7	0.2
- Theft from a Vehicle	0.2	6152	6531	379	6.2	4.2	69	90	21	30.4	0.4	1.1	1.4	0.3
- Domestic Abuse	100.0	29275	24811	-4464	-15.2	16.0	3259	2751	-508	-15.6	12.8	11.1	11.1	0.0
- VAWG	46.3	44191	33569	-10622	-24	21.6	4346	3772	-574	-0.5	17.5	8.4	8.9	0.5

What we have achieved

Crime in Essex

Essex remains a safe county despite recent crime increases and the rate of increase is slowing.

In 2023

- ▶ All crime fell by 9,470 offences, 5.7%, to **155,537**
- ▶ The force solved **103** less crimes, 0.5% down on 2022
- ▶ House burglaries increased by **646** offences, 13.5%
- ▶ ASB incidents fell by **9,013**, 37.6%
- ▶ Between January and December 2023 there were 37,246 VAWG offences, a decrease of **5,795** (-13.4%) on the previous year.
- ▶ There were 14,372 vehicle offences, an increase of **1,361** (10.5%) compared to the previous year.



413,668

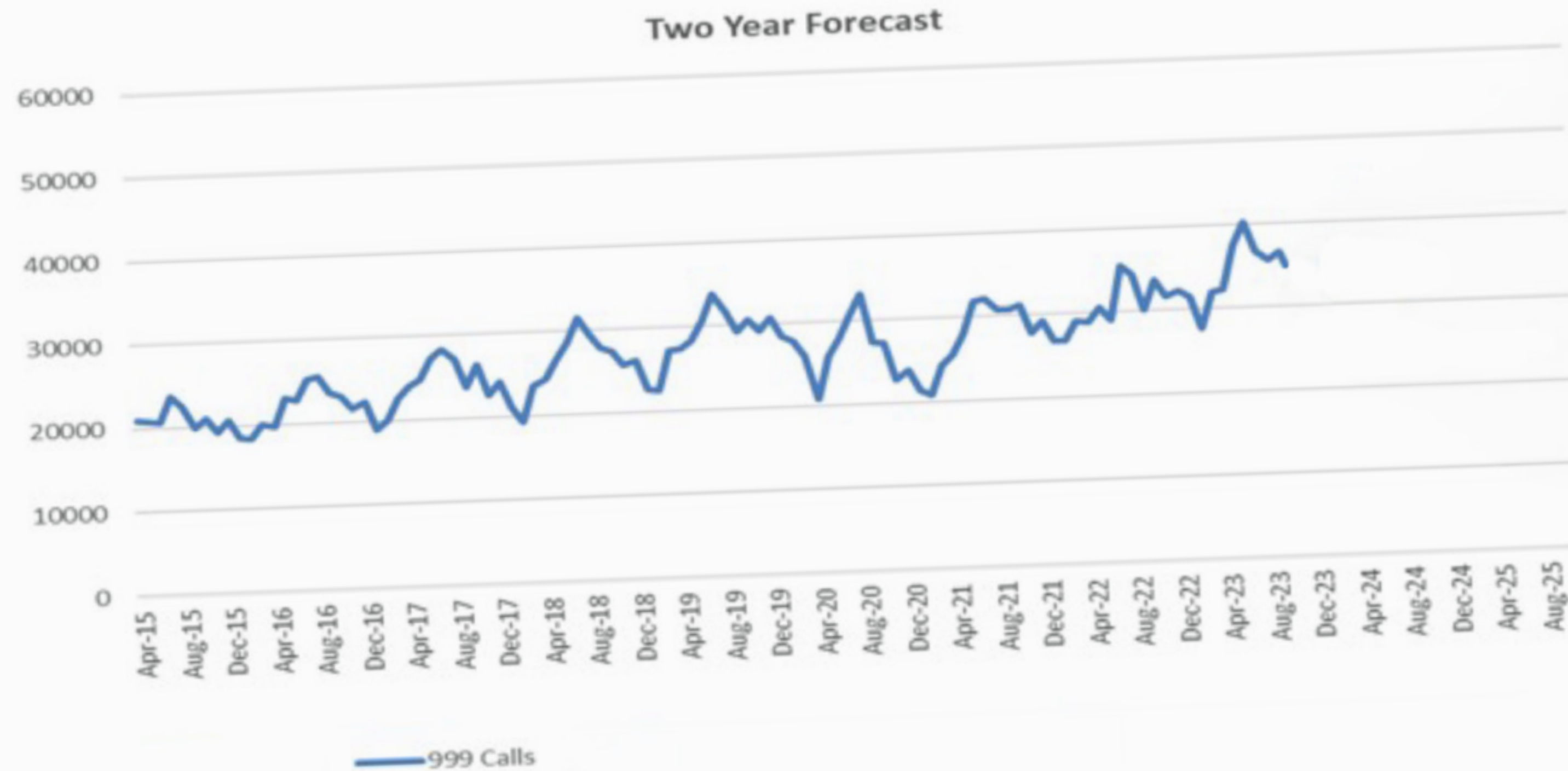
incidents were reported
in the year to 31 Dec 2023

- ▶ Emergency incidents fell by 0.7% - a 0.7% fall over the previous 12 months
- ▶ We responded to 3.5% less emergency incidents 'in time'

What we have achieved

Public Contact

In **2023** we received **407,515** emergency 999 calls a rise of **45,474** or **12.6%**

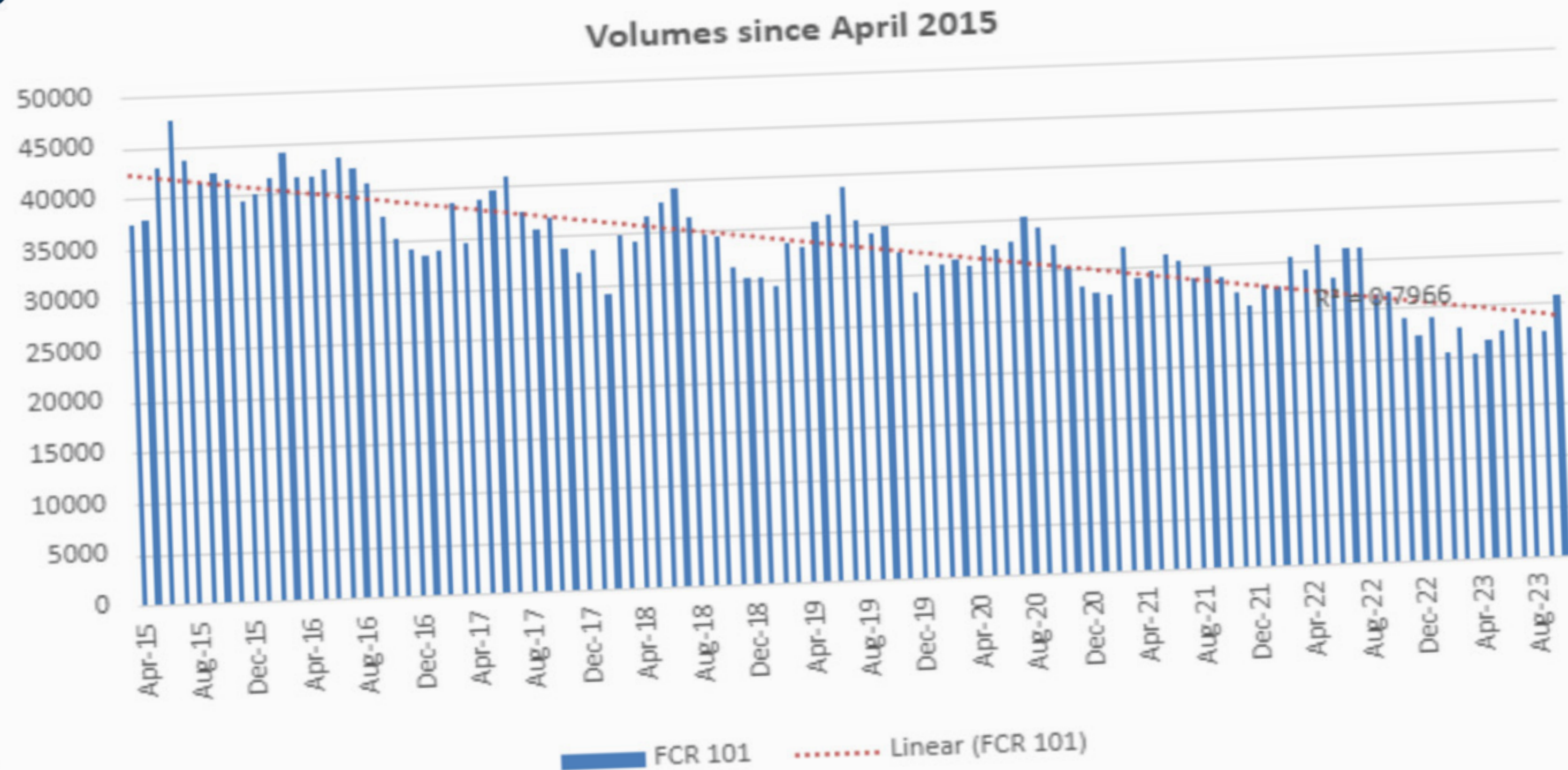


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What we have achieved

Public Contact

271,291 non-emergency 101 calls in 2023, a fall of 70,369 or 20.6%

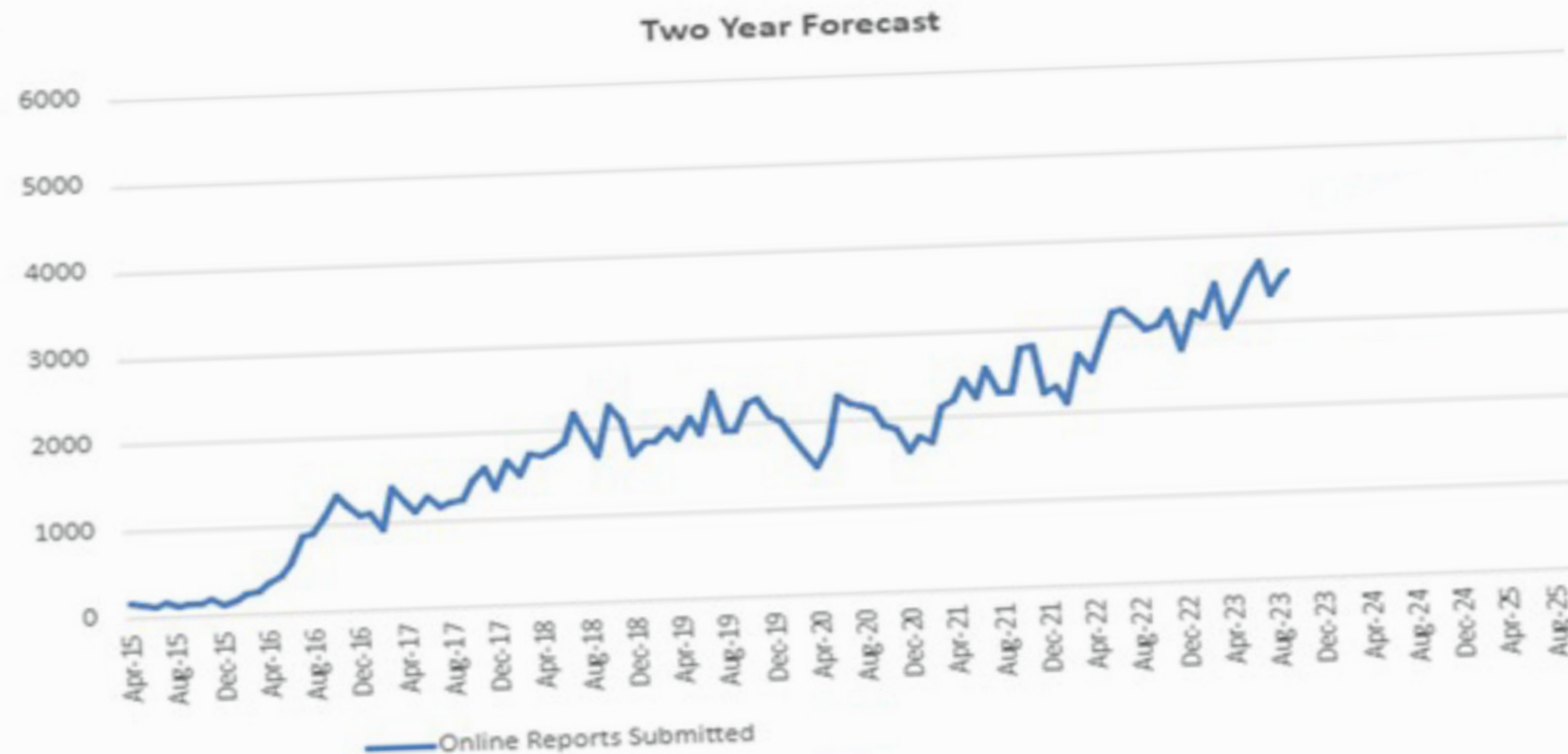


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What we have achieved

Public Contact

Online reporting rose by **19.8%** to **33,258** and this is expected to continue rising



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What we have achieved

Public Contact

101 rates for FCR have remained steady, and there is a positive downward trend for RC

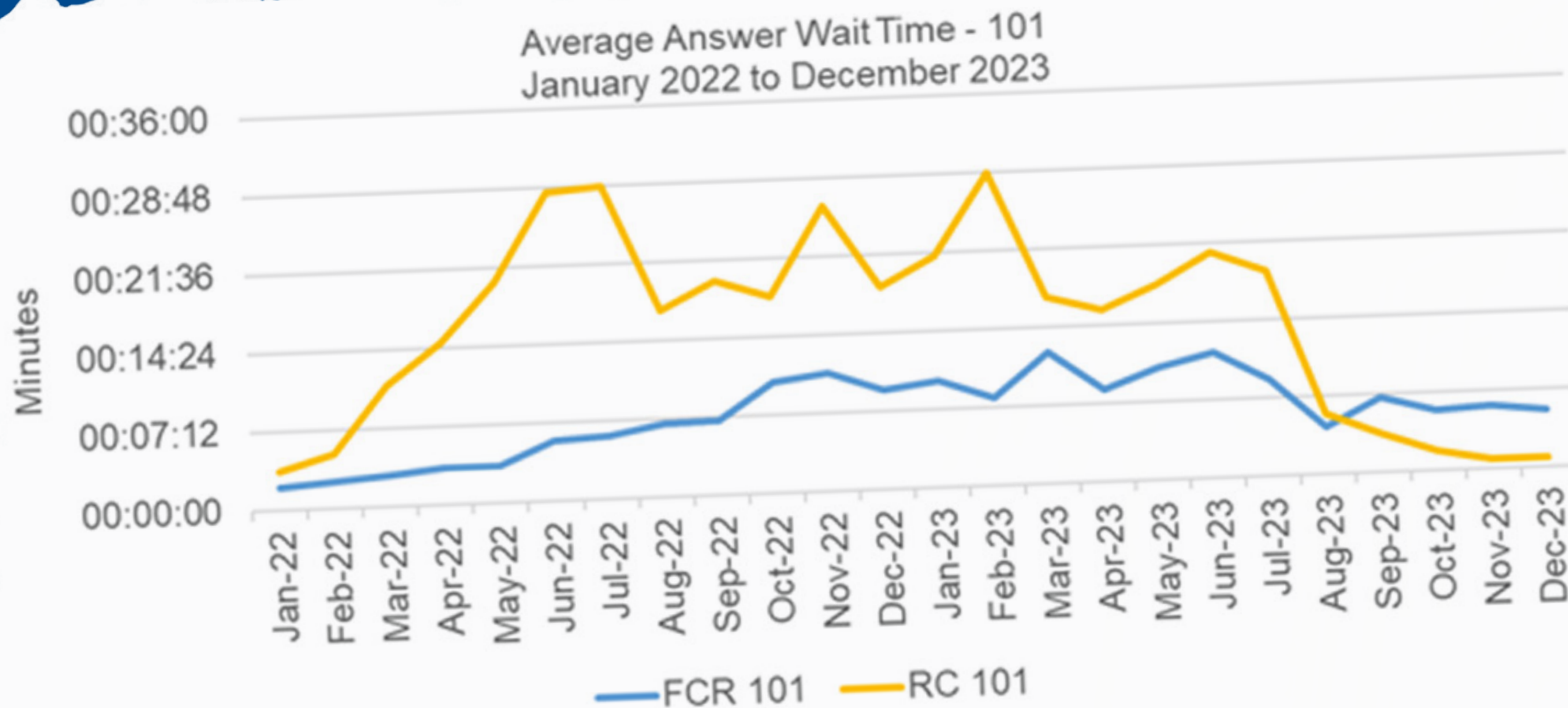


Figure 4- Average wait time 101

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What we have achieved - Public confidence

✓ Latest public confidence survey (SMSR) commissioned by Essex Police shows 78% of residents say we are doing a good or excellent job.

✓ Essex is bucking the national trend for public confidence in policing.

✓ Since 2020, Essex Police has maintained high levels of public confidence. Each year between 75% to 80% of residents say we do a good or excellent job.

✓ In a 2023 National YouGov survey, confidence in the police was much lower than results seen in Essex with **just 51% of respondents saying the police do a good job.**

✓ Similarly, in the latest available **Crime Survey of England and Wales** (12 months to March 2023), **51% of respondents rated the police as good or excellent.**

Our people and workforce

- + We are passionate and committed to developing and supporting our people as set out in our People and Learning Strategy.
- + Our Professionalism Strategy sets out our commitment to ensure our employees exemplify the very best values and behaviour expected of British Policing.
- + We work hard to recruit the best talent, and to retain our experienced officers and staff with We Value You programme of events and activity.
- + We are committed to enhancing diversity, equality and inclusion for our colleagues, as set out in our Diversity, Equality and Inclusion Strategy. Policing by consent underpins all we do and we therefore work hard to ensure our workforce is reflective of our communities.
- + Our force is also working hard to ensure parity of esteem between our officers and staff, with a working group and work stream dedicated to this and supported by Chief Officers.
- + We provide strong health and wellbeing support to all of our employees – ranging from our financial wellbeing hub, trauma counselling (TRiM) through to our vast array of support networks.

What we have achieved - Partnerships



Essex Police



Essex County Fire and Rescue Service



East Anglian Ambulance Service NHS Trust



Development of ongoing opportunities with ECFRS



Joint Fleet workshop



Shared premises



Blue Light Programme with Mind charity

Protecting and serving Essex

What we are doing about it

Recruitment since 2018/19

- ▶ Funded locally by Council Tax.
- ▶ Home Office funding for national police uplift.
- ▶ Police officers and the police staff, equipment, facilities & resources to support them.
- ▶ Essex Police is the biggest it's ever been with an establishment of 3,755 officers and 2,480 staff. This is supported by 284 specials and hundreds of additional volunteers.

The Force officer establishment has increased by 905 since 1st April 2018



150 officers in 2018/19



218 officers in 2019/20



151 officers in 2020/21



186 officers in 21/22



200 officers in 22/23

A total of **3755** police officers 31 March 24

Protecting and serving Essex

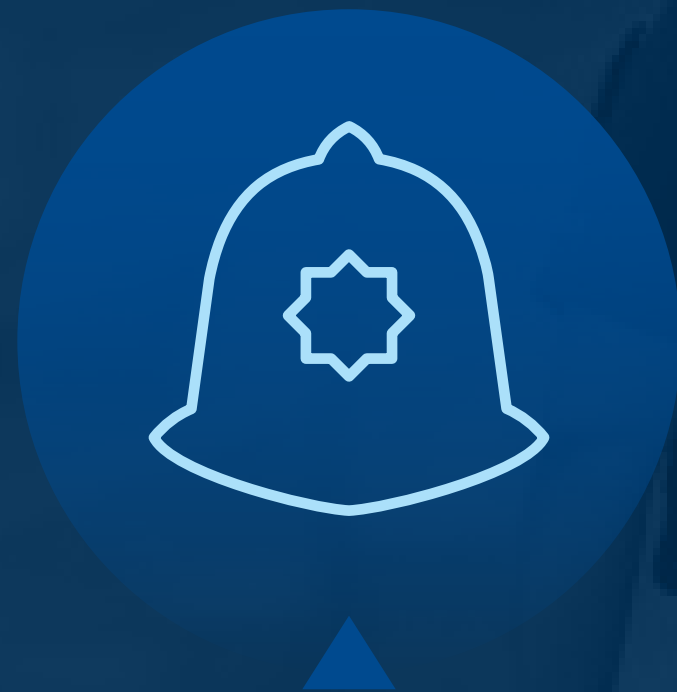
What we are doing about it



We are on target to achieve a police officer headcount of 3,825 officers. This is an over-achievement of 55 officers from the initial target of 3,765 officers set by the home office.



This has been achieved while staying within our establishment of 3,755 FTE due to part-time working.



The Home Office re-based the initial target to 3,810 officers which will be achievable without changing FTE establishment or recruitment profile.



As a result of these changes the home office have added £2.16m to the core grant.



The Home Office has further offered the opportunity to recruit a further 10 officers in headcount for 2024/25 which subject to agreement on the budget we would aim to achieve.

What are we doing about it?

Currently



Crime is down (5.9%) and Rural Crime (5.3%) in the 12 months to January 2024 compared to the 12 months to January 2023.



There were 25,149 unique victims of DA in the 12 months to January 2024 compared to 26,984 the previous year; this is a reduction of 6.8% (1,835).



We've seen reductions in domestic abuse, violent crime, VAWG, sexual violence with increased positive outcomes for victims.

Looking forward



Build upon these improvements to continue to further reduce crime and increase positive outcomes.



Increase capacity and capability towards crime prevention.



Maintain and further build on the trust of the community's we police. 77% of residents state that Essex Police is doing a good/exceptional job.

What are we doing about it?



This year's focus will be on consolidation and development of the workforce to maximise their skills over the longer term to provide a sustainable long-term return on our investment.

Essex Police has seen reduced violent crime, domestic abuse, deaths and injuries on our roads and crime in our towns and city centres. Notable reductions were in domestic abuse (reduction of 16.5%) and rural crime (reduction of 6.2%).

37% of our officers and staff have been within policing less than five years.

Applications to join Essex Police remain high and retention levels are good comparably with other industries and some other forces.

Investment areas for this year focus on mitigating unavoidable cost pressures, enhancing policing capability and capacity, maintaining essential policing infrastructure, delivering our force environmental ambitions, and Investing to save to support operational delivery.

What are we doing about it?

- ▶ In the final quarter of 2023, the Right care Right Person Framework has reduced the volume of calls for service for 'concerns for welfare' by 42.16%.
- ▶ This equates to 1665 less incidents where officers have attended, thus freeing up officer time to further prevent crime and respond to the public.
- ▶ The major change programme has successfully allowed for the realignment of resources within the organisation.
- ▶ This has allowed for an improvement to tackling domestic abuse through the domestic abuse risk assessment (DARA). Streamlining of Crime and Public protection command has allowed for focussed targeting of dangerous offences. A staged implementation of a new target operating model in Public Contact has already shown improvements in service to the public.
- ▶ The investment of 1.029M into a new target operating model for Public Contact underpins improvements which will pay for itself over a three-year period.



Strategic challenges

Policing services and partners face an ever-changing and challenging environment. The strategic challenges include;

- ▶ The legacy of the COVID-19 pandemic including delays in criminal justice system impacting on victims and witnesses.
- ▶ The impact of national economic conditions and increases in the cost of living.
- ▶ Widespread industrial action.
- ▶ The number and severity of protests in our county and nationally.
- ▶ Closer collaboration with partners to optimise the investment from the Home Office 'Police Officer Uplift Programme' to meet the national priorities in the Governments Beating Crime Plan, the Strategic Policing Requirement, the local priorities set out in the Police and Crime Plan, and our own force priorities set out in our Force Plan 2022/2025.
- ▶ Embedding Right Care Right Person.
- ▶ Balancing prevention and detection of high harm and serious violence offences along with volume neighbourhood crime that can in some instances be perceived as equally impactful by communities.
- ▶ No capital funding and an ageing estate.
- ▶ Challenges of employment market and retaining experience and talent at all levels.
- ▶ Upward cost spiral in key areas, for example utility, construction and IT costs and dependency on Home Office IT projects eg NLEDS.
- ▶ Complexity of realising regional cost savings with multiple stakeholders and 1-2-1 partnerships.
- ▶ Ambiguity of an election year and the financial challenge for 2025/26 which will have a heavy impact on local authorities and the NHS.

The future

Strategic challenges

- ▶ Retention and Recruitment of officers; nationally forces have found themselves criticised which reduces the general appetite for people to see policing as an attractive career path. As of October 2023, more than 37% of officers had less than 5 years' experience.
- ▶ Redevelopment of our estate, particularly HQ and Boreham.
- ▶ Just stop Oil protests and the lack of full reimbursement has led to financial reserves falling below 3%.
- ▶ Electrification of the Essex Police Fleet - combustion vehicle production will cease in 2025.
- ▶ Movement towards cloud-based infrastructure.
- ▶ Unavoidable cost pressures in 24/25 totalling £36.711m comprised of nationally agreed pay awards, pension contribution increases and pay progression.
- ▶ 24/25 is balanced, however future years have a forecast deficit, £13.4m in 2025/26, £26.6m in 2026/27 and rising to £40m in 2027/28 and £50m in 2028/29.
- ▶ Increasing regulation and accreditation, for example Forensic ISO.

CONTACTING US

Confirmed candidates or your dedicated agent can contact the force via:

Contact mprman@essex.pnn.police.uk or press.office@essex.police.uk
with a subject of Candidate Question or Candidate Visit



- ▶ Access to police officers, police staff or our partners
- ▶ Information (information requested will be published to all parties).

note: if this is not already in the public domain, we will make the new information available to all candidates

Contact details are in your briefing pack

- ▶ We aim to respond within 48 working hours
- ▶ To maintain impartiality, all enquiries will be logged and may be published for transparency

QUESTIONS?

