

Police and Crime Plan 2021-2024:

Quarterly Update on Delivery against We Wills: Q4 2023/24

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Unit: Performance Analysis Unit
Author: Laura Sumer 42070126
Document Owner: Matt Robbins 42073495
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Priority 1 - Further investment in crime prevention

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

We will	Commentary	Who
<p>Deliver over 300 more officers on top of the 500 additional officers also delivered since 2016.</p>	<p>Our ‘We Value Difference’ recruitment campaign has seen our regular officer application rate sustained at around 53 per week and continued to drive an average application rate of 15% from ethnic minority backgrounds, and 41% from women. This is despite a highly competitive market in our region and a reduced media and marketing spend through efficiencies (making better use of specialist employment platform ‘Indeed’ and continuing to use existing content, re-purposed for recruitment Calls to Action). As from April 8, 2024, our efforts in January to March has resulted in meeting and exceeding our Police Uplift Programme (PUP) target by seven police officers.</p> <p>We continue to offer extensive Continued Professional Development to officers and staff across the force to ensure they feel confident in speaking internally and externally about their work, and to advocate for our force to sustain word-of-mouth referrals, which are one of the highest sources of applications according to new joiners. This includes media inputs to: The Learning and Development (L&D) Be the Change course for first line managers; Senior Investigation Officers and Family Liaison Officers; detectives; probationers; senior officers and promotion board candidates.</p> <p>Retention: We have delivered ten We Value You informative films based on the priorities identified from The Chief’s 6,000 Conversations Tour. These films were sent to Chief Superintendents to cascade down to operational colleagues to watch in their briefings, which was mandated by the Chief Officer Group. These were also shared across the wider force via the Intranet and have so far, been viewed a total of nearly 20,700 times.</p>	<p>Media & Communications</p>

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	<p>Invested in Gov Delivery software to increase subscriptions to Dispatch email newsletters (increase from 13,890 subscriptions in October 2023 to 21,353 in April 2024). Inclusion of one piece of crime prevention advice and one piece of fraud prevention advice in 15 weekly issues of Dispatch. Extended publication of crime prevention advice to all our social media platforms with links back to further crime prevention information on www.essex.police.uk</p>	
<p>Invest in neighbourhood policing to get crime down.</p>	<p>We continue to invest in the use of social media via our community safety and engagement officers to more effectively gather information from the public to prevent and detect crime. We have invested resources to create a victim engagement portal to better update and engage with victims of crime. We have committed large resources as part of operation Stronghold in order to target hotspots, execute warrants, and deal with ASB and violent crime within the North of the county.</p> <p>Build on the success of our Joint Education Teams by investing in work with schools and young people to develop a comprehensive education focused prevention programme delivering relevant messages, including about healthy relationships and Child Sexual Exploitation, at the right time throughout a student's journey through education.</p> <p>Serious Organised Crime (SOC) / Organised Crime Group (OCG) focus for the District: Significant disruptions on our scored OCG's and tactical vulnerability groups by the CPT with some impressive arrests, prosecutions and sentencing of prominent gang members. Recognised for the most disruptions for the force by a considerable margin (162 overall with the Serious Crime Directorate (SCD) next with 66).</p>	<p>North Local Policing Authority (North LPA)</p>
<p>Work with Safer Essex and in line with the Crime Prevention Strategy to invest more in preventing crime in Essex</p>	<p>We work closely with Safer Essex via our Community Safety Partnership (CSP) and partners to ensure we deploy resources and technology to combat crime, disorder and ASB where it's identified by our local communities. Targeted patrols and use of resources allow more effective prevent as well as detection of crimes, currently showing positive reductions in ASB within the district. There has been significant investment around Safer Streets, whereby partners and police have invested time and money to improve the safety of our local communities through CCTV, joint patrols and</p>	<p>North Local Policing Authority (North LPA)</p>

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	<p>preventative measures around the districts. Safer Streets will continue over the next 12-18 months which will enable us to continue to drive reductions in crime and ASB around the districts.</p> <p>Colchester NHW Pilot to focus on opportunistic and acquisitive crime types by targeted messaging through NHW coordinators where the victim resides rather than where the crime has occurred. Due to low levels of crime in some wards, residents have become complacent about crime prevention advice when they travel to more urban wards and are more likely to become a victim of opportunistic crime. The Performance Analysis Unit (PAU) has worked closely with the Colchester NHW lead to develop data which provides ‘victim’ wards in order that specific crime prevention advice and messaging can be delivered to that community on a particular crime type identified from within the crime data.</p> <p>Violence Against Women and Girls (VAWG) Focus / Project Minerva: Huge work has been completed from data provided by Minerva to our Public Protection Manager who reviews the feedback and products and shares that with the local Policing team to ensure effective tactics are then instigated at a ground level. (Safer Streets funding with additional lighting, CCTV and patrols in Central Park and the Bunny walks etc.). Women’s Safety Charter, “Ask For Angela” Testing and Exercise, drink spiking awareness and work completed with schools network and local MP.</p>	
<p>Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and antisocial behaviour (ASB).</p>	<p>We will now produce a quarterly CSP newsletter which will go out to the community to showcase the work we have done and what we will be doing looking ahead of each quarter to inform the community of our plans and promote the alliance of the partnership. With the CSP we will use funding provided to complete hotspot patrols during the summer months to ensure that areas of high ASB are targeted to prevent incidents of ASB/Crime and provide vital reassurance to the community. This will be furthermore promoted through our engagement channels through social media and at meet and greets within the community.</p> <p>‘Frontline Friday’ is a dedicated engagement piece show casing the work of an individual Local Policing Team (LPT) shift every month, highlighting the volume, variety, good work of the LPTs. This not only is building trust and confidence within the community with various good news stories which</p>	<p>North Local Policing Authority (North LPA)</p>

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	<p>highlight, helping people, keeping people safe and catching criminals. This also recognises the unseen work of the LPTs.</p> <p>Op Magpie (using data from Op Grip and Op Dial): Targeted activity between the Police, CSP, Business Improvement District and other partners (licensing / charities etc) to effectively reduce ASB in the hotspot locations by 37%. Monthly nights of actions between partners are completed to target prolific offenders and issues. 17 Criminal Behaviour Orders (CBO) have been secured and Chelmsford have received a Purple Flag Award and are particularly recognised for outstanding partnership working.</p>	
<p>Invest in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims.</p>	<p>Contact Management have launched the new target operating model in which the aims include providing consistent, reliable service across all contact streams which adds value through appropriate safeguarding, investigation and advice. This new model encourages self-service through effective exploitation of technology such as direction to online reporting. Within the new model we will be increasing our live chat capability and anticipate providing a 24/7 live chat functionality by July 2024.</p>	<p>Contact Centre</p>

Priority 2 - Reducing drug driven violence

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

We will	Commentary	Who
Work with the National Crime Agency to tackle and reduce the number of gangs and criminals operating nationally.	<p>The Serious Violence Unit (SVU) continues to work with the National Crime Agency (NCA) and Eastern Region Special Operations Unit (ERSOU) to tackle and reduce the number of gangs and County Lines that operate in Essex. In the period under review Essex has continued to be at the forefront of Project Housebuilder, the NCA response to the investigation of contaminated heroin, and targeting those County Lines that supply those substances. Essex SVU has continued to make arrests in connection with Project Housebuilder. During this period, we have had the national County Lines Intensification week, which saw a week dedicated to pursuing activity resulting in a number of warrants and arrests for County Lines nominals. During the intensification week, Essex SVU worked with ERSOU and HMP Chelmsford to identify gangs and County Lines that operate out of the prison, this was the first operation of its kind across the region.</p> <p>Essex SVU has introduced a new Pursue Board that assists in identifying new gangs and County Lines and prioritises enforcement and investigation based on Risks. The team use the Management of Risk in Law Enforcement (MORiLE) risk assessment process to assist with this, ensuring that we are targeting those gangs and the County Lines that pose the greatest risk to our communities. At present the Essex SVU manage the highest and most risks across Essex Police. The team continues to identify and arrest a significant number of suspects each month.</p>	<p>Serious Crime Directorate (SCD)</p> <p>Serious Violence Unit (SVU)</p>
Provide further investment in the Essex Police Serious Violence Unit to dismantle more County Lines drug gangs.	<p>In 2021 the SVU received additional funding to support the enforcement work against Gangs and County Lines. This enabled Essex Police to develop a dedicated function to identify, investigate and arrest County Lines suspects, but also enable us to identify those that are being exploited, to safeguard and divert them away from criminality. Year on year the SVU has also received additional funding through the Home Office National County Lines Coordination Centre, but national budgets</p>	<p>Serious Crime Directorate (SCD)</p>

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	<p>have been significantly reduced for all forces. Essex Police SVU has had to make changes and adjustments to working practices to maintain our ability to tackle County Lines as a result in the reduction of national funding. The SVU continues to deliver significant performance in tackling County Lines.</p>	Serious Violence Unit (SVU)
<p>Support the use of Serious Violence Reduction Orders and the implementation of Offensive Weapon Homicide Reviews.</p>	<p>The SVU continues to support the national pilot of Serious Violence Reduction orders being trialled by four forces (not Essex). The SVU Detective Superintendent forms part of the National Knife Crime working group that is monitoring progress before national roll out. The SVU is focusing on the increase in the use of Slavery and Trafficking Risk Orders, designed to stop the exploitation of vulnerable people through County Lines activity. Over the past three months, the SVU has developed and implemented successful working practices to ensure that we are maximising opportunities to apply for orders. The Essex approach has been presented at national conferences and is seen as national best practice, and Essex SVU officers are now training other forces to increase the number of orders.</p> <p>Serious Crime Directorate (SCD) - Offensive Weapon Homicide Reviews will be carried out by the SCD Review Team when they come in – but these are still being piloted by other forces and not coming for the foreseeable future. We are prepared to carry out these reviews when rolled out nationally. The Serious Crime Directorate Review Team nevertheless conduct rapid reviews, detailed homicide debriefs (on every homicide) and take a lead role in all statutory reviews for Safeguarding and Domestic Homicide.</p>	<p>Serious Crime Directorate (SCD)</p> <p>Serious Violence Unit (SVU)</p>
<p>Through our Violence and Vulnerability Partnership we will:</p> <ul style="list-style-type: none"> • Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them. 	<p>SVU – The Vulnerable Victims Unit (VVU) continues to support local initiatives through its localities work, providing intervention and diversion to those that may be impacted by gang, County Line and knife crime activity. Over the past few months, SVU and the VVU have worked closely to develop opportunities with the Ben Kinsella trust. The trust provides opportunities for 1-2-1 and group activities, designed to divert young people away from criminality. We hope the joint work will provide opportunities for young people in Essex, and funding is being explore through the VVU.</p>	<p>Serious Crime Directorate (SCD)</p> <p>Serious Violence Unit (SVU)</p>

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January to March also saw the continued delivery of Operation Bumble - a dedicated operation raising awareness of exploitation of vulnerable people connected to County Lines. This saw engagement and awareness training with businesses and the public.

The dedicated OP Raptor Safeguarding Officers within the SVU, continue to identify those vulnerable adults and children within County Lines that are being exploited. The teamwork with partners to ensure that those that are vulnerable are safeguarded.

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

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

We will	Commentary	Who
<p>Invest resources into activity essential to preventing the harm caused by high-risk sexual offenders.</p>	<p>Essex Police Management of Sexual Offenders and Violent Offenders (MOSOVO) continue to invest in prevention around the highest risk sex offenders in the community. There is an excellent relationship with Probation and Prison services and well-attended Multi-Agency Public Protection Arrangements (MAPPA) by both statutory and non-statutory agencies. Resourcing within this area is a priority and forward planned to avoid critical gaps. There has been a 21% increase over 12 months of sex offenders entering the register. A robust visit and investigation schedule ensures that police working in partnership with probation manage any elevated risk and investigate any offences. More recently Essex MOSOVO was the first force in the country to secure a charge of Cyber Exposure which became legislation in January 2024.</p> <p>The Proactive Orders Enforcement Team (POET) was established in 2023 and has a holistic overview of criminal orders across Essex as well as enforcing the highest risk orders across Essex. POET is recognised as best practise by the College of Policing and work in partnership with a number of different departments. They were recently successful in partnership with North LPA in securing the first Violent Offender Order against a High-Risk Domestic Abuse suspect which is the first one obtained by the force in over nine years.</p> <p>Essex MAPPA has one of the highest amounts of Domestic Abuse Perpetrators heard at Level 2 and Level 3 in the country which are the highest multi agency prevention forums. The Domestic Abuse Problem Solving Team (DAPST) were formally trained and brought into the MAPPA process to assist with managing the highest risk perpetrators in partnership with MOSOVO and Probation. This</p>	<p>Public Protection Investigation Unit (PPIU)</p>

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	enables a more robust multi agency process to reduce the risk caused by the highest risk perpetrators.	
Support victims of human trafficking and modern slavery including sexual exploitation and continue to promote close working with the UK Border Agency, National Crime Agency, and national and regional partners to support victims and bring perpetrators to justice.	<p>Essex Police continue to work closely with Justice and Care as the primary victim support partner. This was demonstrated with Operation Shire where the Regional Justice and Care victim navigator deployed alongside Essex Officers and facilitated safe accommodation for the victim.</p> <p>Essex Police continues to conduct tactical meetings with partners on a quarterly basis in line with strategic level meetings, in order to cascade updates effectively. This has been supplemented with recent benchmarking requests throughout the region to reveal areas for renewed attention and ongoing development.</p> <p>Modern Slavery and Human Trafficking (MSHT) and Organised Immigration Crime (OIC) investigations have been placed onto the Agency and Partner Management Information System (APMIS) to assist with management of OCGs within this sphere and facilitate escalation between levels as necessary, with several instances of cross border link up already occurring.</p> <p>Op Aidant is supported by Essex Police with intelligence development and partnership opportunities, such as the National Crime Agency (NCA) and the UK Border Agency (UKBA), considered in the build up to each intensification event.</p> <p>Op Beehive is a joint maritime operation with Norfolk & Suffolk police as well as border force to target illegal migrant crossing.</p> <p>Op Commonwealth is an Essex police led intelligence gathering operation targeting small airfields and the surrounding areas to understand any illegal entry points that may have been overlooked and raise awareness in the communities that surround them.</p>	Serious Crime Directorate (SCD)
Ensure that Essex Police work with all communities	Both Community Policing Teams and Community Safety Engagement Officers (CSEO) now attend Community Forums and Residences Association meetings, as well as Let's Talk and Op Sacred	West Local Policing

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across Essex to hold the confidence of those communities and work together to effectively challenge discrimination and tackle crime.

(Faith engagement) events. The Inter-Agency Group (IAG) act as a critical friend and Police attend by monthly meetings to work together and understand the issues impacting all communities. By listening to the community, we are able to tackle those policing issues that are having the most negative impact on the communities within the Thurrock District. In addition, this engagement allows police to provide updates in relation to ongoing operations, providing confidence that we are tackling the crime that impacts them the most.

Authority (West LPA)

By building confidence, this increases information/intelligence to help target operations within hotspot areas or against specific individuals or Groups. In addition, engagement within Hate crime hotspot areas, helps to educate and tackle hate crime offences. Utilising Restorative Justice, helps to build a rapport between communities and individuals.

Harlow ran a partnership forum on the 21st of February 2024, as part of Op Stronghold week. Almost 35 support agencies from across the town came together at The Playhouse for an event. These included charities and third sector organisations from across the town.

Within the Epping Forest & Brentwood Districts regular attendance at local Park Runs has helped us to engage with a wide range of people from the local community, enabling them to voice their concerns to us face-to-face. This has allowed us to gain an insight into what is happening in the community and where we need to direct our work. We have also been working with our CSP in the Epping Forest & Brentwood District on 'Walk with Us' and Op Minerva events, with over 500 interactions from members of the Public. This is to talk about places where people feel unsafe, VAWG and domestic abuse awareness, offering free self-defence classes and working with the Suzie Lamplugh Trust with inputs to raise awareness of stalking, explaining what it is and the support available. This has also allowed the offering and participation in domestic abuse awareness training.

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Op Tarlac reassurance visits to faith centres have also turned into engagement visits across the LPA and have proved popular with our communities. Regular visits have enabled our under-represented communities to have regular contact with us, helping to build a relationship.

Priority 4 - Reducing violence against women and girls

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

We will	Commentary	Who
Encourage victims to report crime and support them through the criminal justice system.	<p>The 'Consent' campaign launched by Essex Police and the South Essex and Thurrock Domestic Abuse Board (SETDAB) continues to demonstrate the commitment to Essex Police tackling VAWG. In addition, VAWG cases at court are reported on as part of the Essex Police VAWG comms strategy. This also includes reporting on officers subject to disciplinary matters regarding VAWG. This is to build confidence to show that VAWG matters are dealt with when reported. The work of our DAPST and C&PP teams and the support of Independent Domestic Violence Advisers (IDVA) and Independent Sexual Violence Advisors (ISVA) for these offences and the close work with charities and partners encourages reporting.</p> <p>Victim Closure Discussion (VCD) has been launched force-wide for all high harm offences. This concept originated from C&PP to professionalise the finalisation of investigation, to ensure compliance with the victims' code of practice and reduce victims' attrition by understanding when victims are disengaging from the criminal justice process and capturing reasons in auditable format, empowering victims by listening to and understanding their individual needs, improving satisfaction by delivering the best possible service irrespective of outcome. A VCD Data Dashboard has now been created and provides excellent qualitative and quantitative management information which is used by all Command leads to improve service to victims of high harm offences. Governance structures are in place through the Force-wide Victims Tactical Board and Strategic Vulnerability Board.</p>	<p>Violence Against Women & Girls (VAWG) lead</p> <p>Crime and Public Protection Command (C&PP)</p>
Support Essex Police and partners to robustly target offenders and to develop	Essex Police have adjusted their processes towards prevention and investigation on non-contact sexual offences. Most notably offences of Exposure linked to the recommendations in the Angiolini report. All Exposure offences are assessed for Threat, harm risk and assigned to trained	Violence Against

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<p>stronger investigations that lead to more successful prosecutions</p>	<p>investigators in the Criminal Investigation Department (CID) and MOSOVO to oversee. Local intelligence teams are also assigned to review place-based offending to feed into the tasking process to identify patterns and series of offences to proactively tackle using specialist resources. Identification of repeat offenders and opportunities for proactive criminal order considerations are reviewed by the POET team.</p> <p>The Child Sexual Exploitation (CSE) Proactive Investigation Team are a well-established resource which has improved capacity and capability to target dangerous offenders involved in complex and organised CSE. Challenges remain as many young victims do not consider themselves victims of crime. The CSE Team are adept at applying Achilles heel tactics and will endeavour to take forward evidence led prosecutions where viable. One dangerous offender was targeted and imprisoned for driving offences as the victims would not support a criminal prosecution or provide evidential accounts of CSE.</p>	<p>Women & Girls (VAWG) lead</p> <p>Crime and Public Protection Command (C&PP)</p>
<p>Engage with schools to educate our children on healthy relationships and create a culture where male violence against women and girls is unacceptable.</p>	<p>Since the last report, the VAWG tactical lead has presented at four Essex County Council (ECC) Headteacher safeguarding forums reaching approximately 400 headteachers from both secondary and primary schools, receiving positive feedback. Headteachers were really engaged especially around Clare’s Law disclosures and around Op Encompass. This is being progressed and our Information Management team are working closely with the ECC Safeguarding lead to get this implemented across all Essex schools.</p> <p>Further inputs are diarised for Southend and Thurrock headteachers forums. Education is now also part of the membership of the Police, Fire and Crime Commissioner (PFCC) lead Greater Essex VAWG Steering Group which ensures join up across the whole of Essex, so we are working collectively to improve this work. The Essex County Fire and Rescue Service (ECFRS) Joint Education Team still offer healthy relationship inputs to schools. Work is planned with Dot.com for schools, roadshows in June 2024 which the VAWG lead is fully engaged with.</p>	<p>Violence Against Women & Girls (VAWG) lead</p> <p>Crime and Public Protection Command (C&PP)</p>

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Work with police and partners to look for ways to reduce the fear women feel in their communities.

Under Project Minerva, the Commonplace app has been rolled out to enable members of the public to report areas where they feel unsafe across the county. All district commanders have access to this and are using the data within the app to direct their patrols whilst working with the CSP to design out that fear of crime in those areas.

Violence Against Women & Girls (VAWG) lead

Our Design Out Crime Team are working with a local school as part of Make Space for Girls to improve a park in Chelmsford to make it safe and sustainable and have been working with Harlow Women's Safety Charter to make landscape improvements to a cycle and foot paths running behind the Princess Alexandra Hospital inclusive of Oakwood Pond. They are also ensuring that VAWG is being considered as part of the design process for Harlow Town Centre Regeneration scheme, Southend & City new greenery project and developments to the land North of Stansted Airport.

Crime and Public Protection Command (C&PP)

The final quarterly report for STAR funding relating to Project Minerva has been submitted. Key updates for the quarter are:

- Analysis of perception data to identify user connection with locations, scale of fear, the nature of fear (i.e. types of incident/threat), the characteristics that shape higher fear of VAWG, and user recommendations of solutions to address perceived fear of VAWG.
- Creation of enhanced versions of online Minerva Maps with added fear of VAWG layer. The new layer enables the user to identify both the location of fear of VAWG and all the detailed information posted by the user about their connection to the location, the scale of fear, characteristics of location that give rise to a heightened sense of fear, and recommendations on appropriate actions to address these problematic characteristics.
- Enhanced online maps also enable user to cross-reference fear of VAWG locations with VAWG incident hot spot locations, pedestrian movement, presence of crime generators and crime attractors that may create risky spaces, deprivation levels, and neighbourhood characteristics. To our knowledge, the enhanced Minerva maps provide a police force area in England and Wales access for the first time to integrated VAWG incident, fear of VAWG, and

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drivers of VAWG profiles to shape strategic decision-making and the targeting of resources/initiatives.

Design of end-of-project workshops for CSPs and other VAWG-related stakeholders. The first of these workshops will introduce users to the new enhanced Minerva Maps as a resource for shaping the targeting and design of fear of VAWG crime reduction strategies to take place on April 22nd 2024.

Priority 5 - Improving support for victims of crime

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

We will	Commentary	Who
Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.	Since the last update CJC have introduced a range of on-line courses that can be attached as conditions to cautions or community resolutions. Funding for these courses came from the PFCC for 12 months. The courses are educational and rehabilitative and part of the conditions for offering a course as a condition is for the OIC to seek the views/support of the victim in utilising this option. To date, in four months, 91 courses have been offered.	Criminal Justice (out of court disposals)

Priority 6 - Protecting rural and isolated areas

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

We will	Commentary	Who
Make further investment in fighting rural crimes, such as hare coursing, wildlife crime, heritage crime, fuel theft, unauthorised encampments, and fly-tipping as well as the theft of major plant and equipment.	<p>The Rural Engagement Team (RET) worked in collaboration with the National Construction and Agricultural Theft Team. This has led to the recovery of stolen plant machinery worth over £400,000.</p> <p>Working with landowners who had repeat occurrences of unauthorised encampments to prevent further reoccurrences.</p> <p>Joint patrols with partner agencies in Brentwood and Chelmsford to prevent fly tipping.</p> <p>Wildlife & Heritage - Joint patrols have been conducted with Environment Agency enforcement officers on four occasions.</p> <p>Joint work with Colchester Council Park Rangers to safeguard and patrol a scheduled national monument at Gosbecks Archaeological Park using drones, bikes, and foot patrols.</p>	Local Policing Support Unit (LPSU) Citizens in Policing
Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.	<p>The Rural Engagement Team continue engaging with communities via parish council meetings, newsletter, social media and local engagement events, which has seen positive benefits.</p> <p>Collaborative working with Tri-Service Officers in Maldon/Dengie and Uttlesford areas.</p>	Local Policing Support Unit (LPSU) Citizens in Policing

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Encourage the reporting of rural crime by working with partners to promote ways to report and the positive impact this has on targeting offenders and crime hot spots.

The Rural Engagement Team have attended 28 public engagement events in this period. RET are writing a regular column for the National Farmers Union members magazine 'Countryside' which is circulated to 90,000 members nationwide, which addresses rural crime issues and encourages reporting.

Local Policing
Support Unit
(LPSU)
Citizens in
Policing

Priority 7 - Preventing dog theft

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

We will	Commentary	Who
Engage with the public and animal charities to understand the extent of dog theft in the county and how we can prevent it.	The Rural Engagement Team have completed two dog owner engagement events. At these events dog theft leaflets are provided, as well as free microchip checking and registration checks.	Local Policing Support Unit (LPSU) Citizens in Policing
Encourage the public to share intelligence to inform targeted enforcement activity by raising awareness of how to report.	Using the Rural Engagement Team social media account, dog theft appeals, and positive news stories have been highlighted. By publicly highlighting the issue of dog theft we encourage more reporting. The Dog watch scheme has increased to 3209 members in this period.	Local Policing Support Unit (LPSU) Citizens in Policing
Support the victims of Dog Theft by recognising the misery caused to families by this crime, reuniting them with their animals wherever possible and reducing their risk of becoming victims of further criminal activity, such as fraud	The Rural Engagement Team review every dog theft reported in Essex. The Dog Theft liaison officer contacts every victim of dog theft to provide reassurance and advice.	Local Policing Support Unit (LPSU) Citizens in Policing

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Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and promote prevention activity so people know how to keep their dog safe.

The Rural Engagement Team have shared their Dog Theft leaflet with all parish councils for circulation amongst their parishioners. The leaflet was also sent to all vet's surgeries in Essex. Collaborative working with the National Sheep Association to provide better signage for farmers and engagement and education to dog owners to prevent attacks

Local Policing
Support Unit
(LPSU)
Citizens in
Policing

Priority 8 - Preventing business crime, fraud and cyber crime

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

We will	Commentary	Who
Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and offline.	<p>The Prevent and Protect team (P&P), together with the Security Awareness Special Interest Group (SASIG) and the PFCC, hosted our second Cyber Security Conference aimed at improving reporting of cybercrimes within the business community through improving trust within the process and collaborative working.</p> <p>P&P have worked with academia to research the causes of blockers for businesses in relation to fraud and cybercrime.</p> <p>Reported victims are down 32.5% on Q3 and reported losses are down 33%.</p>	Serious Crime Directorate (SCD)
Encourage businesses and individuals to report incidents of fraud, online crime and cybercrime and provide the support to recover.	<p>P&P continue with their Cyber 2-year plan aimed at increasing reporting from businesses.</p> <p>P&P head up the Essex Business Cyber Security Sub-group and work towards increasing business reporting of cybercrime.</p> <p>P&P attend numerous Business Networking events to develop contacts and then arrange upskilling presentations to their staff in relation to cybercrime and modern slavery.</p>	Serious Crime Directorate (SCD)
Support Essex Police's Business Crime Strategy and	P&P have offered support and guidance to businesses and councils who have been targets of cybercrime attacks. This has allowed them to recover control of their systems quicker and target harden their systems from future attacks.	Serious Crime Directorate (SCD)

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<p>promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working closely with businesses to prevent crime, identifying and prioritising resources to tackle it. 	<p>P&P referred 55 businesses to the Eastern Region Cyber Resilience Centre (ECRC) for best practice advice and remain the Police Force in our region with the most referrals.</p>	
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working with businesses to ensure that they are aware of best practice and are empowered to reduce the risk of crime to their business. 	<p>P&P provided 135 bespoke upskilling, presentations to businesses, where advice and best practise was discussed.</p>	<p>Serious Crime Directorate (SCD)</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working with 	<p>P&P are working with Cyber Insurance Companies in Essex to establish ways in which businesses can be encouraged to report offences.</p> <p>NFIB data is now included within our Analytics for Everyone (A4E) system, to provide a clear and accurate picture of the Essex landscape.</p>	<p>Serious Crime Directorate (SCD)</p>

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<p>businesses to encourage reporting of crime to gain an accurate picture of business crime in our county.</p>		
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • tackling those who commit crimes against businesses. 	<p>100% of fraud & cyber victims receive bespoke support and advice to prevent repeat victimisation – 697 victim contacts during Q4 2023/24.</p> <p>P&P officers worked with four referrals for Cyber Choices, working with low level offenders, upskilling on Computer Misuse Act and signposting to positive pathways. Each has now completed the course and been signed off after positive engagement.</p>	<p>Serious Crime Directorate (SCD)</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • giving confidence to those who fear crime and support to businesses who have been the victim of crime. 	<p>P&P have developed an online fraud toolkit that officers can use to provide victims with the best support and advice.</p> <p>P&P sent out 30 alerts via social media and emails covering fraud & cyber advice.</p> <p>P&P research through the NFIB weekly fraud disseminations and contact all businesses victim of frauds referring them to the Eastern Cyber Resilience Centre where they can get further online safety advice and to Police Cyber Alarms.</p> <p>P&P referred 55 businesses to Police Cyber Alarm which monitors and reports suspicious cyber activity.</p>	<p>Serious Crime Directorate (SCD)</p>

Priority 9 - Improving safety on our roads

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

We will	Commentary	Who
<p>Correct the misconception that death and injury on our roads is inevitable by working through Safer Essex Roads Partnership (SERP) to deliver Vision Zero.</p>	<p>Roads Policing Unit (RPU) have been continuing to support both the National Vision Zero road safety campaign through Operation Vision Zero days of action, and the National Roads Policing Operational calendar, which focuses on different areas of road safety every month. RPU have supported BRAKE and Project EDWARD road safety charities this quarter by organising areas of focussed action, including joined up work at the roadside with key stakeholders including the Motor Insurance Bureau (MIB), Environmental and Trading Standards teams. Work continues alongside the Safer Essex Roads Partnership (SERP) educational team promoting active engagement within communities, and a wider understanding of local road safety concerns. Thus, a joined-up response to addressing road safety through enforcement, partnership and education.</p> <p>RPU have listened and addressed local community concerns regarding collision hot spots, anti-social driving behaviour, and speeding vehicles targeting key sites with proactive enforcement. RPU three enforcement officers have been key to targeting and focusing on speed related sites, as well as supporting Community Speedwatch volunteers at the roadside and enforcing data lead repeat offenders. The officers work within communities, engaging with residents and promoting a visible enforcement strategy.</p> <p>This quarter has again focused on our vulnerable road user groups, RPU have undertaken an active role in the National Young Rider Forum working alongside other forces and road safety partners to reduce casualties involving young riders using power two wheelers (P2W). RPU have played an active part in developing and creating the national training package 'Ready to Ride'.</p> <p>Partnership work with the Safer Essex Roads Partnership (SERP) at local schools and colleges has seen the delivery of educational and interactive opportunities to promote road safety through</p>	<p>Operational Policing Command (OPC) Roads Policing</p>

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programmes such as Street Spirit and Roadster. This quarter RPU has seen over 366 people prosecuted for mobile phone usage whilst driving, over 521 people prosecuted for not wearing their seatbelt, 923 people prosecuted for driving carelessly, and 27,287 people prosecuted for speeding on the roads of Essex. Officers have made 241 arrests, attended 6,022 road related incidents, visited 26 Community Speed Watch sites, and supported operatives at 7 School Crossing patrols. In total, interacting and engaging with over 6,000 drivers and riders.

Other highlights this quarter include supporting the National focus on vulnerable road users through School Speed and Partnership days of action - through the following SERP campaigns:
School Speed watch - allowing pupils with a Road Safety and Police Officer, to educate offenders about the dangers and consequences of speeding near their school.

Parent and Child interactive school-based road safety sessions involving parents/carers. In support of this, SERP have launched several new road safety videos as part of the wider Road Safety Pledge.

Multiagency enforcement days of action, joined up partnership focus led by RPU, working alongside local command teams, SERP, Parking services and School Crossing Patrol.

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

In conclusion, a continued decline has been recorded in School Crossing patrol incidents for the last quarter, highlighting the importance of a joined-up approach between RPU and school operatives in keeping vulnerable road users safe.

Invest in Roads Policing enforcement and prevention activity:

- Collaborate with local councils and developers to advocate for new road

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

Operational Policing Command (OPC) Roads Policing

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<p>networks to be safe and have safety technology built in when they are developed.</p>	<p>This quarter has seen a rise in the frequency of meetings due to numerous major developments occurring across the county. Confirmation has been made of installation of average speed systems during and after scheme builds, as well as a designated Traffic Management officer funded via National Highways to work alongside project managers in liaising on daily operational impact factors, reaching out to local authorities and managing public confidence.</p> <p>Finally, local authorities have seen success in the application and introduction of Part 6, Traffic Management Act 2004 enabling powers to enforce selected minor traffic offences, such as yellow box junctions, no right turns and one-way streets. Southend City Council and Thurrock Council have both opted to seek powers, as Highway Authorities in their own right. Essex County Council have elected to delay any formal application at present.</p>	
<p>Invest in Roads Policing enforcement and prevention activity:</p> <ul style="list-style-type: none"> • Invest in better speed cameras and upgraded Automatic Number Plate Recognition tracking. 	<p>The Roads Policing Unit have invested recently in the new TruCam 2 speed enforcement device. This handheld camera works with high-definition technology and can focus during low lighting, enabling officers to utilise the camera in the evening to target anti-social driving behaviour. Essex Police’s new enforcement officers have been out across the county undertaking speed enforcement daily on the new devices.</p> <p>Alongside this development, both Fixed and Average speed camera systems have recently been upgraded across the county, producing higher quality data and imagery with resulting better accuracy in targeting and prosecuting offenders.</p> <p>RPU are currently undertaking a project as part of the national focus, in the provision of Automatic Number Plate Recognition (ANPR) cameras in all road policing vehicles. This technology will help detect, deter, and disrupt criminal activity at a local, force, regional and national level. This includes travelling criminals (those using the road network to avoid being caught), and organised crime groups.</p>	<p>Operational Policing Command (OPC) Roads Policing</p>

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<p>Invest in Roads Policing enforcement and prevention activity:</p> <ul style="list-style-type: none"> • Co-locate Safer Essex Roads Partnership agencies to ensure a better service to the public. 	<p>The Roads Policing Unit are currently reviewing and assessing co-location of road safety processing and specialist operational teams. This in effect, will allow a more fluid communication between the areas of work and ultimately a better service for the public.</p> <p>This quarter, partnership work between SERP and Essex Police licensing officers has strengthened through regular engagement at Pub Watch, and localised community meetings. Both of which encourage a collaborative approach to ensuring the public are confident to report drink/drug driving through the correct channels and are aware of RPU drink and drug drive campaigns.</p> <p>Work has also been undertaken to strengthen a joined-up approach to enforcing commercial vehicle weight limits and environmental offences with both Trading Standards and Environmental officers, this forming part of the wider Vision Zero multi-agency days promoting and enforcing road safety.</p>	<p>Operational Policing Command (OPC) Roads Policing</p>
<p>Work with the community and voluntary sector providers to deliver behaviour change and support programmes for drivers caught drug driving and, through better use of intelligence, identify and educate those who are at risk of offending</p>	<p>Essex police have more than 700 officers specially trained to conduct drug wipe tests at the side of the road. In the last quarter Essex police arrested 191 drug drivers. Essex Police are proactively working in collaboration with other forces in focusing on intelligence-led policing to reshape the response to public concern. The response includes a directed, intelligence led patrol strategy to identified hotspots to target repeat offenders. Roads Policing Unit are also working in collaboration with SERP to highlight through media campaigns the longevity of drugs in a driver's system and the ultimate effects on driving ability.</p>	<p>Operational Policing Command (OPC) Roads Policing</p>
<p>Reduce the risk around key areas in our local communities and educate drivers by continuing to</p>	<p>The Roads Policing Unit have been working closely with Community Speed Watch (CSW) at the roadside this quarter by targeting repeat offenders in support of concerns from volunteers. Essex Police enforcement officers have been enforcing at data-led collision sites and targeting repeat</p>	<p>Operational Policing Command (OPC)</p>

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support Community Speed Watch	<p>offenders who have been monitored and recorded by CSW volunteers. RPU have continued to report successes in the monthly CSW newsletter.</p> <p>RPU have strengthened engagement links with local cycling forums and the British Horse Society instilling confidence in members to report poor driving and close pass through the Extra Eyes online portal.</p>	Roads Policing
Work with rural communities and businesses to understand and improve rural road safety.	<p>The Roads Policing Unit have been working closely with the Rural Crime Team on Operation Vision Zero, by targeting rural locations for speed enforcement, engaging with local communities around anti-social driving and riding, attending Parish Council meetings to address rural road safety issues, as well as working with local schools.</p> <p>Officers have been educating and engaging with vulnerable road user groups by working alongside Safer Essex Roads Safety team on close pass initiatives including cycling and horse riding, supported by the British Horse Society and Citizens in Policing. These initiatives include working in data-led collision sites, providing public reassurance through high visibility enforcement, and engaging with local cycling forums – providing the confidence to report poor driving behaviour through the Extra Eyes online portal.</p>	Operational Policing Command (OPC) Roads Policing

Priority 10 - Encouraging volunteers and community support

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

We will	Commentary	Who
Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Special programme, and one supported by every major business through the Employer Supported Policing Scheme.	<p>Headcount is currently 257. This quarter, Specials have completed a total of 20,036 hours of which, 14,508 hours were operational. 19 Special Constables resigned, with two retiring, both with over 15 years' service. Three of the 19 left to join the regular force, with 1 joining Essex and 2 other forces.</p> <p>There are 10 Community Special Constables (CSC) supporting 7 Parishes who completed 87 duties and 593 hours during this quarter. There are a further 10 applicants in the pipeline to represent 4 additional parishes. We have been approached by Thorpe-Le-Soken Parish Council to join the scheme.</p> <p>The Essex Police Employer Supported Policing (ESP) scheme currently has 82 companies registered with 67 Special Constables benefitting, including Essex Police. During this quarter ESP specials volunteered 111 duties and 800 hours. We recently signed up McLaren Automotive and held a Media launch with Surrey Police. We are in talks with South Essex College and have joined a volunteer panel for the local Skills Improvement Plan Project organised by Essex Chambers of Commerce.</p>	Local Policing Support Unit (LPSU) Citizens in Policing
Continue to support and collaborate with Neighbourhood Watch and further develop other watch schemes such as Farm and Rural Watch, and Pub Watch as well as supporting Crimestoppers.	<p>Across the eight Essex Watch groups, membership has grown this quarter by 37 new individuals, committees, and partners.</p> <p>The Essex Horse Rider Volunteer Scheme was opened to the whole county in August 2023 and now has 63 volunteers who take an active interest in Heritage, Farm and Rural crime. We have many applications for this scheme that we are processing.</p> <p>We continue to work with Neighbourhood Watch (NHW). In this quarter we have launched a trial within Colchester to look at crime that impacts members of the community visiting other parts of the district and providing advice to prevent this. The head of the LPSU is a guest speaker at the</p>	Local Policing Support Unit (LPSU) Citizens in Policing

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Braintree NHW AGM in April and we have organised for Head of DEI to attend the County AGM in May to talk about Accessible Communication.

Recent work with Crimestoppers includes developing their Fearless Campaign with our Volunteer Cadets and coordinating the distribution of Crimestoppers merchandise and posters across the police stations.

Priority 11 - Supporting our officers and staff

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

We will	Commentary	Who
<p>Ensure effective support and investment in health and wellbeing services, acknowledging the difficult and challenging situations that officers and staff may experience in the course of their duties</p>	<p><u>Investigator’s Wellbeing</u> In November 2022, and as part of the Headline of Concern (HoC) raised in the HMC findings, a programme of events for Investigators was implemented in recognition of the impact this type of work can have on individuals. The Leaders’ Investigator Wellbeing sessions were mandated at the time of inception and to date, 307 (238 as at 08/12/23) individuals have attended these sessions. The Investigators’ Wellbeing session (open to all investigators) was approved for mandated attendance in October 2023 and to date 585 (494 as at 08/12/23) investigators have now attended. Of note, this HoC has now been closed however the sessions will continue as part of business-as-usual delivery for the Wellbeing Team to maintain understanding and knowledge in this key area.</p> <p><u>Psychological Assessment</u> In late 2023 RSM conducted an external audit in relation to Investigator Wellbeing delivered by the force and received a rating of ‘substantial assurance’ in this area. The conclusion stated, <i>‘Overall, our review identified that both Forces have robust arrangements in place to promote, monitor and manage the wellbeing of investigators. Protocols were in place outlining the processes followed for the two formal methods through which investigator wellbeing is assessed and supported, psychological screenings and trauma risk management interventions. We also confirmed that appropriate governance arrangements were in place in relation to wellbeing, both operationally and strategically...’</i></p>	<p>Health & Wellbeing Services</p>

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	<p>This is further supported with support of a proposal submitted to the Chief Officer Group in February 2024 to return to an in-house high-risk roles wellbeing assessment process, following a trial period with positive completion and assurance rates.</p> <p>This new process, delivered by the in-house counselling and wellbeing team, provides a timelier and more customer centric process where immediate support can be provided if questionnaire responses indicate this is required. Furthermore, there is a greater understanding of confidentiality and of the potential outcomes from the screening results, subsequently breaking down some of the previous barriers to completion and ultimately the identification of support being required.</p> <p><u>The Peer Support Network</u></p> <p>The Peer Support Network was implemented in Quarter 2 2023/24 and is a framework for colleagues providing support to colleagues, with a cohort of trained, volunteer peer supporters who can provide timely, approachable support and signposting.</p> <p>This was a new initiative for financial year 2023/24 and there are currently 39 Peer Supporters across the Force of both police officers and police staff, which is in an increase from 21 in the last reporting period. This process continues to complement the established and well-embedded Trauma Risk Management (TRiM) process for those experiencing traumatic incidents within their work. There are further Peer Supporters training courses scheduled for this financial year.</p>	
<p>Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner’s office with an increase in diversity and an inclusive recruitment and development strategy so that people from all</p>	<p>Working together, Corporate Recruitment, HR Innovation, Positive Action, Recruitment Ambassadors and Community Policing Teams have undertaken 45 outreach / recruitment events to promote policing as a career choice between January to March 2024. These have occurred in a wide variety of venues and locations such as Universities, Colleges, Schools and Jobcentres, and future events will also utilise the new Community Mapping system to engage with the most diverse group of people possible.</p> <p>The Positive Action Team continue to work with the Multi-Ethnic Support Association (MESA) and the National Black Police Association (NBPA) to deliver support and development initiatives including; Autism, ADHD, Dyslexia awareness & acceptance events, National Inclusion Week, Black History</p>	<p>Human Resources (HR)</p>

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segments of our community can aspire to serve the public through these services.

Month and International Men’s Day. Most recently the Positive Action Team (PAT) have worked with OPC command to help identify and overcome barriers through focus groups, surveys and an open day to encourage ethnic minority and female representation in OPC.

The retention of skilled and experienced officers and staff is a key priority, and the ‘Retention Ambassador’ program continues to deliver effective early interventions. There are 34 retention ambassadors spread across 12 commands, covering a wide range of roles and ranks (from Constable to Chief Supt.). Of the Retention Ambassadors, 16 are female (47%) and 2 are from an ethnic minority (6%). In Q4 there were 37 retention referrals including 12 from female employees and 2 from ethnic minority employees. 32 of the 37 individuals remain in force including all 12 female employees and 1 ethnic minority officer. Furthermore, the Positive Action Team conduct exit interviews with leavers from underrepresented groups to ensure a professional and dignified exit from the organisation and gather first-hand information about the reasons for leaving to help develop retention strategy.

Priority 12 - Increasing collaboration

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

We will	Commentary	Who
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • looking at what more we can do, including with the East of England Ambulance Service, around joint strategic planning, management of strategic risks and improved operational efficiency. 	<p>Strategic Planning Team</p> <p>During the last quarter we have successfully submitted the Statement of Common Ground relating to the Bramford to Twinstead Nationally Significant Infrastructure Project (NSIP), negotiating operational and strategic requirements for the organisation with particular emphasis on the impact to roads policing and community engagement. This project is now under review with the Examination Authority. Engagement and negotiation continue re the redevelopment of land to the North of Stansted Airport which has now received planning approval.</p> <p>The Strategic Planning Team continue to monitor and engage in other planning activity across the county, providing responses to 24 planning applications and engaging with local authorities in Thurrock and Uttlesford on the revision of their local plans.</p> <p>The collaborative protocol between the Emergency Services (Essex Police, the Essex County Fire and Rescue Service (ECFRS), and the East of England Ambulance Service (EEAST), and the Essex Developers Group has now been published on each respective external website, providing awareness and reassurance of our joint approach. The protocol is supported by Essex County Council and provides a commitment between the emergency services and the Developers Group to work together during all stages of planning. We will continue to develop this collaborative approach to obtain the best outcomes for emergency services and our communities as the county continues to grow.</p>	<p>Support Services Directorate (SSD)</p> <p>Contact Management</p> <p>Continuous Improvement and Analytics</p>

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In the next quarter, the strategic planning team will continue to triage and respond to developments and the National Strategy for Police Information Systems (NSIPS), ensuring a medium and long-term awareness of how the County of Essex will change in the next twenty years. We are working with stakeholders and partner agencies to develop an analysis approach to understand the impact of development on emergency services provision. This insight will assist in securing commitments from developers and projects to ensure that operational policing, designing out crime, and collaboration are at the forefront of design. We will provide detailed updates which support the Force Management Statement and the future landscape of Essex Police.