

Appendix 1

For P&RSB 26th June 2024

PEEL AFI Performance Update

Document Owner: Claire Heath
Continuous Improvement Team

| AFI | Area | J | J | D | AFI | Area | J | J | D |
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| | | a | u | o | | | a | u | o |
| | | n | n | t | | | n | n | t |
| 1 | The force needs to do more to evaluate its approach to problem solving and tackling crime. | | | = | 9 | The force needs to do more to maintain and improve the wellbeing of staff involved in protecting vulnerable people. (CLOSED) | | | = |
| 2 | The force needs to ensure that neighbourhood policing officers have access to structured training relevant to their role (CLOSED) | | | = | 10 | The force needs to ensure that it has the capacity and capability to undertake nationally recognised risk assessments in a timely manner. It should also ensure that the quality and timeliness of supervisory reviews are of a standard that helps it to effectively manage the risk posed by RSOs. (PROPOSED FOR CLOSURE) | | | + |
| 3 | The force needs to improve the time it takes to respond to non-emergency public calls for service and reduce the abandonment rate and wait times. | | | = | 11 | The force should introduce a system of intelligence checks to improve its risk assessment process for cases involving online child abuse awaiting enforcement action. (PROPOSED FOR CLOSURE) | | | + |
| 4 | The force needs to make sure that repeat callers are routinely identified (PROPOSED FOR CLOSURE) | | | = | 12 | The force needs to ensure that it understands current capability and capacity in more detail to improve resource deployment and effective management of demand. | | | = |
| 5 | The force needs to make sure that call takers give appropriate advice on crime prevention. (CLOSED) | | | + | 13 | The force should improve how it records disruptions on the national database (SOC) – (SUBJECT TO HMICFRS FIELD TESTING NEXT PEEL SOC INSPECTION) | | | = |
| 6 | The force needs to do more to ensure that routine calls for service are properly assessed and prioritised and any delays in response are kept to an acceptable level. | | | = | 14 | The force should improve how it collects, assesses, develops, and investigates counter-corruption intelligence by ensuring that its counter-corruption unit has sufficient and suitably trained resources to meet demand and allow for proactive intelligence collection (Vetting) – (SUBJECT TO HMICFRS FIELD TESTING NEXT PEEL VETTING INSPECTION) | | | = |
| 7 | The force needs to improve how it records why victims withdraw their support for investigations and should also make sure it documents whether evidence-led prosecutions have been considered in all such cases. (CLOSED) | | | = | | | | | |
| 8 | The force needs to make sure that the requirements of the VCOP are complied with. This includes offering the opportunity to give victim personal statements and completing a victim needs assessment. | | | = | | | | | |

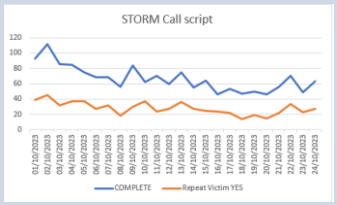
| Area | RAG / DoT | Update |
|--|-----------------|--|
| <p>Prevention & Deterrence (Local Policing Board) – ACC Mariner</p> <p>Remains Amber following AFI / Recs Star Chamber 17.05.24. Working towards proposal for closure by next Recs and AFI Star Chamber in July, with publication of e-learning package and more specialist examples added to the Problem-Solving Hub.</p> | <p>=</p> | <p>AFI 1 The force needs to do more to evaluate its approach to problem solving and tackling crime</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • The new Problem-Solving form and procedure is now live forcewide and is seeing increasing visitor numbers. • To help aid knowledge and usage, a new problem-solving e-learning package has been built by LPSU and is awaiting final approval. • In terms of the Problem-Solving Database itself, at time of writing, there are 47 problem solving projects/processes that have been submitted to LPSU and are shared on the hub spreadsheet and that have been uploaded through commands via OSARA form submissions. • Monthly Strategic Coordination Groups (SCG) continue, enabling oversight of current problem-solving across all districts, and encouraging comms between districts to support effective responses to problem-solving. Attended by districts, LPSU reps (including volunteers and Special Constables), local council reps, Crimestoppers, Neighbourhood Watch, ECFRS Access to/awareness of and use of the Problem-Solving Hub is mentioned during every CSEO and community engagement meeting and is also being included as part of ongoing community engagement project. <p>Impact</p> <ul style="list-style-type: none"> • Working towards proposal for closure by next Recs and AFI Star Chamber in July, with publication of e-learning package and more specialist examples added to the Hub. • Ultimately, assessment / closure of this AFI by HMICFRS in next PEEL inspection from June 2024 will be through a formal audit of the problem-solving hub (10 – 15 plans) to ensure consistency of approach from all areas of the Force and feedback from focus groups with LPTs and specialist teams to ensure a consistent professional approach from all. |

| Area | RAG / DoT | Update |
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| <p data-bbox="19 103 328 202">Prevention & Deterrence (Local Policing Board) – ACC Mariner</p> <p data-bbox="19 245 328 343">Verified as complete and closed on the HMICFRS Monitoring Portal.</p> | <p data-bbox="434 524 463 546">=</p> | <p data-bbox="540 103 1796 169">AFI 2 The force needs to ensure that neighbourhood policing officers have access to structured training (CLOSED)</p> <p data-bbox="540 174 869 202">Intent and Implementation</p> <ul data-bbox="540 207 1912 627" style="list-style-type: none"> • Developed a learning pathway for officers working in Community Safety Teams led by L&D. Bespoke Flex Training days continue to be delivered across Essex Police for Local Policing and Neighbourhood Policing Teams, and the Designing Out Crime Officers (DOCO) have been allocated as specialist officers subject to mandated CPD learning agreed by NPCC. The NPCC have allocated the Police Crime Prevention Academy (PCPA) to organise and all Essex DOCO's have been enrolled onto the scheme. The DOCO role will now become part of the wider problem-solving sphere supporting training input to Neighbourhood Policing Officers. • In the calendar year 2023, we delivered 5 targeted and structured training / CPD to CPT teams. L&D have set up a working group and have surveyed CPT teams to understand the training offer for 2024, they are also developing a virtual space for our CPT's to use for training and CPD, this will link to the problem-solving hub, that was launched in Sep 2023. • The College of Policing are also launching a pilot early in 2024, looking at a training pathway for Neighbourhood Policing, like PIP2. <p data-bbox="540 655 627 682">Impact</p> <ul data-bbox="540 687 1912 1075" style="list-style-type: none"> • Verified as complete and closed on the HMICFRS Monitoring Portal. With the following update; • The force has introduced enhanced neighbourhood training to support its local policing teams but has steered clear of a formal training package at this stage pending an ongoing review of neighbourhood police training by the college of policing. Currently there is a quarterly training provision which focusses or will focus on areas relevant to the neighbourhood role including ASB risk assessment , problem solving (as part of a wider delivery to response officers), ancillary orders, hate crime, partnership working , problem solving and traffic. Multiple sessions for each are run to ensure the majority of staff are captured. To support the process there has been an uplift of a full time post dedicated to NPT training. The training that had been delivered to date has received positive feedback from staff attending in terms of its relevance, enhancement of knowledge and usefulness in the role. The force has provided compelling evidence to demonstrate an enhanced professionalised approach to neighbourhood policing which sufficiently addresses the AFI to enable it to be closed. |

| Area | ACC RAG / DoT | Update |
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| <p>Responding to the Public (Contact Management) – ACC Nolan</p> <p>FRC Performance Dashboard - Power BI</p> <p>Remains Amber following AFI / Recs Star Chamber 17.05.24. A further monitoring visit by HMICFRS planned for 17.06.24.</p> | <p>==</p> | <p>AFI 3 The force needs to improve the time it takes to respond to non-emergency public calls for service and reduce the abandonment rate and wait times.</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • Performance on non -emergency call wait times and abandonment rates have been substantially improved and this has now been maintained for a few months. • In terms of further positive progress, the Quality-of-Service team is now fully established, and the ambition is to operate a 24/7 live chat function from July 24. • Work ongoing to further improve switchboard triage function to reduce call volumes into CCC. • It is nonetheless that this remains at amber status as we see through the initial stages of the Target Operating Model (TOM) implementation. <p>Impact</p> <ul style="list-style-type: none"> • The new Target Operating Model (TOM) went live from 2 April 2024. • HMICFRS conducted a visit to FCR in February 2024 where evidence of improved performance was obtained and the HMICFRS Monitoring Portal update accordingly. • A further monitoring visit will take place on 17 June 2024. |

| Area | ACC RAG / DoT | Update |
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Responding to the Public (Contact Management) – ACC Nolan
 Responding to the Public (Contact Management) – ACC Nolan
[SMS FCR Survey - Power BI](#)



Proposed for closure at the PEEL AFI Star Chamber in February 2024 and awaits formal verification and closure on the HMICFRS Monitoring Portal.



AFI 4 The force needs to make sure that repeat callers are routinely identified (PROPOSED FOR CLOSURE). Intent and Implementation

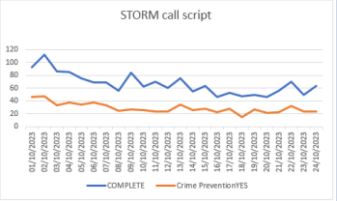
- CPD days include routine identification of repeat victims at first contact
- Dedicated officer reviews repeat callers and works with partners to identify vulnerability, support opportunities and reduce the necessity for ongoing contact with the police
- Referrals managed and monitored through the CMC Tasking process, to ensure more serious cases are escalated through the Mental Health Risk Management Board where necessary
- FCR Performance PC role has been filled and the job description/role profile has been developed in conjunction with HR and the Mental Health and ASB thematic leads
- Call scripting is now in place to ensure consistent identification of repeat callers. Renewed THRIVE training which features victimisation as a vulnerability

Impact

- As with AFI 3, HMICFRS conducted a visit to FCR in October 2023 and then again February 2024 where evidence of improved performance was obtained and as a result, this AFI was proposed for closure at the PEEL AFI Star Chamber in February 2024 and awaits formal verification and closure on the HMICFRS Monitoring Portal.

**Responding to the Public
(Contact Management) –
ACC Nolan**

[SMS Possible Usage Report -
Power BI](#)



**Verified as complete and
closed on the HMICFRS
Monitoring Portal.**



**AFI 5 The force needs to make sure that call takers give appropriate advice on crime prevention (CLOSED)
Intent and Implementation**

- Crime Scene Investigator input during initial training covering crime prevention input, in collaboration with the Local Policing Support Unit (LPSU) Prevention and Partnerships Team
- BT SMS text messages are being sent to victims by Contact Management staff following the creation of an incident or crime report and link to our force website. Allowing victims to access up to date information on crime prevention and partner support services. This is now achieved through a bulk upload
- This also forms part of the call scripting
- RC letters updates to include crime prevention advice

Impact

- **Verified as complete and closed on the HMICFRS Monitoring Portal. With the following update;**
- FCR staff now receive CSI input during the initial training covering crime prevention input in collaboration with the Local Policing Support Unit Prevention and Partnerships Team. Once a call is concluded, if the call is made by a mobile phone, the caller receives a text message containing links to the force website where the caller will be able to receive the most up to date advice concerning safeguarding and crime prevention. A new short messaging service has been developed through the ACC led internal governance route. Performance in this area is monitored at command level through a PowerBI dashboard. All victims of crime receive a victim of crime letter after the crime is recorded. The letter provides limited safeguarding and crime prevention advice but also contains the links required to the relevant part of the force website.

Responding to the Public (Contact Management) – ACC Nolan



Remains Amber following AFI / Recs Star Chamber 17.05.24. A further monitoring visit by HMICFRS planned for 17.06.24.

AFI 6 The force needs to do more to ensure that routine calls for service are properly assessed and prioritised and any delays in response are kept to acceptable levels.

Implementation

- Performance in this area remains significantly stronger than was observed at the point of the original inspection, and this has now been maintained (with inevitable minor fluctuation at times of peak demand) for several months.
- One of the primary benefits of the TOM will be the objective to resolve at the point of first contact- this will ultimately dramatically reduce the number of Priority 4 incidents that are created in the first instance, and the increased accountability across the clear areas of contact and control will allow robust monitoring.
- Performance structures in command have been reviewed as part of the TOM and there will be increased command resilience moving forward to encourage and embed the robust processes that have been put in place. It is nonetheless proposed that this remains amber at this juncture, as the TOM sees the PSSI Sergeant function evolve (5 have designated posts within the CPU, the remaining 10 have broader supervisory functions within the command).
- The command will not be fully trained for some time and the IT benefits that form an important part of the model will not be realised in the short term. As we enter the TOM and the inevitable disruption as that embeds, as well as approaching the summer period of peak demand, the ongoing scrutiny in this area is welcome and necessary to maintain focus and troubleshoot issues as they arise.

Impact

- As with AFIs 3 and 4, HMICFRS conducted a visit to FCR in October 2023 and February 2024 where evidence of improved performance was obtained and the HMICFRS Monitoring Portal update accordingly.
- HMICFRS will review progress with a further visit to the CCC in June 2024 planned as part of formal PEEL Inspection activity.

| Area | ACC RAG / DoT | Update |
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| <p>Investigation Improvement Board – ACC Baldwin</p> <p>The force assessment of this AFI following the DCC led PEEL AFI Star Chamber 07.12.23 was amber.</p> <p>The subsequent update, shown opposite, from HMICFRS following the assurance visit on 15.11.23 marked the AFI as verified and closed.</p> <p>Further internal assurance will continue to ensure our ongoing compliance and services for victims in this area.</p> | <p>=</p> | <p>AFI 7 The force needs to improve how it records why victims withdraw their support for investigations and should also make sure it documents whether evidence led prosecutions have been considered in all such cases (CLOSED). Implementation</p> <ul style="list-style-type: none"> • Verified and Closed on the HMICFRS Monitoring Portal. HMICFRS have verified and closed this AFI with the following narrative; The force has provided a comprehensive data to support its use of the victim closure discussion which is key to it is using it as a quantitative and qualitative performance management tool to pose questions, identify outliers, recognise good work and challenge areas of concern. In summary VCD rolled out force-wide in September 2023 for all high harm offences. The data was quality assured and triangulated following discussion between the FLL and DSU Neil Pudney, Superintendent , Head of Investigations, Crime & Public Protection Command. The information provided by the force is sufficient to demonstrate that the force is now effectively managing how it records why victims withdraw their support for investigations and how it documents whether evidence-led prosecutions have been considered in all such cases. <p>Impact</p> <ul style="list-style-type: none"> • Verified and Closed by HMICFRS on their Monitoring Portal with the above narrative. |

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| <p>Investigation Improvement Board – ACC Baldwin</p> <p>Remains Amber following AFI / Recs Star Chamber 17.05.24.</p> <p>A further review by HMICFRS is planned for 30.06.24.</p> | <p>=</p> | <p>AFI 8 The force needs to make sure that the requirements of the Victims Codes of Practice are complied with. This includes offering the opportunity to give victim personal statements and completing a victim needs assessment.</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • Through the victim’s board, the EP audit and Inspection team have been commissioned to review Victim’s Code requirements. The data is provided to the local policing leads for victims to address at command level any gaps in service. • The audit and inspection team are also contacting individual sgts on how to improve their performance. This exercise will be repeated to assess whether improvements have been made. The audit includes the following areas: VEP completion, IVNA completion, VSS offered, VPS offered, Victim recognised as VIPs, VCOP compliance, CAP present, CAP considered victim care, endorsed auditable accounts, if applicable reason recorded, safeguarding recorded, were children present, if yes were AWARE principles recorded, VCD completed, supervisory oversight. The review period covers crimes that are high harm and closed with an outcome 16. • The VCD Data Dashboard enables all Command leads to review the progress of their teams against VCOP compliance and VPS completion. The performance data will be monitored through the Victims Tactical Board and VWAG. <p>Impact</p> <ul style="list-style-type: none"> • HMICFRS conducted an assurance visit on 15.11.23 where evidence of improved performance was obtained and the HMICFRS Monitoring Portal update accordingly. This area will be tested moving forward via the PEEL Victim Services Assessment audit process and associated fieldwork as part of the PEEL Programme 2023/25. • HMICFRS have set an initial review date of 30/06/2024. |

| Area | RAG / DoT | Update |
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| <p data-bbox="19 103 289 169">Health & Wellbeing Board – ACO Leicester</p> <p data-bbox="19 212 280 343">Verified as complete and closed on the HMICFRS Monitoring Portal</p> | <p data-bbox="386 578 425 611">=</p> | <p data-bbox="492 103 1893 169">AFI 9 The force needs to do more to maintain / improve the wellbeing of staff involved in protecting vulnerable people (CLOSED)</p> <p data-bbox="492 174 695 202">Implementation</p> <ul data-bbox="492 207 1893 540" style="list-style-type: none"> <li data-bbox="492 207 1893 267">• Mandatory managers course – everyone scheduled by the end of the year – Mop up sessions will take place at the end of the delivery cycle. <li data-bbox="492 273 1893 333">• There have been 31 courses totalling 230 delegates attend since inception in mid-January. The virtual investigator session has attracted 238 delegates across the 22 sessions held. <li data-bbox="492 338 1893 431">• The Investigator Wellbeing pack has been revised with additional information on the TRiM and Trauma pages helping supervisors in investigator roles to complete ‘hot debriefs’ to ensure investigators receive the right support locally at challenging times. <li data-bbox="492 436 1893 540">• The attendance numbers for all activity are on track for completion with the recent mandating for attendance and ongoing attendance will phase into business-as-usual post April 2024 into the activity delivered by Health and Wellbeing. |
| | | <p data-bbox="492 567 589 595">Impact</p> <p data-bbox="492 600 1613 627">Verified as complete and closed on the HMICFRS Monitoring Portal, with the following update;</p> <p data-bbox="492 633 1912 1064">The force continues to enhance its wellbeing provision from an already high level. Staff involved in protecting vulnerable people are benefiting from this overall improvement. There has equally been improvements in specific wellbeing support to these staff members. The force is using an enhanced PDR process to ensure a more bespoke wellbeing support process from line managers. There is emphasis placed on: discussing annual leave and time balances and working hours; discussing specific incidents or requirements for appropriate referrals to wider health and wellbeing services.; an opportunity to reflect on the previous period and target relevant support.; a check if their working environment supports them to perform their role.; review absence, to identify any repeated issues or lasting impacts and seek relevant support. The process is delivered via a series of recorded one to ones which must include a wellbeing discussion as well as current performance and career progression. Psychological assessment for those in vulnerable/specialist roles continues to be provided by an external resource, Tehrani Associates which is an embedded process in the Force in supporting those in specialist roles. The wellbeing team are also conducting continuous outreach activities. They will base themselves in various offices to encourage staff to engage with them so that early intervention can take place for those who have potential difficulties. AFI can be closed as complete.</p> |

| Area | RAG / DoT | Update |
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| <p data-bbox="19 161 299 295">Managing Offenders & Suspects (Strategic Vulnerability Board) – ACC Baldwin</p> <p data-bbox="19 339 312 614">Proposed and approved for Closure at the AFI Star Chamber in April 2024. Awaits formal review and verification by HMICFRS on the HMICFRS Monitoring Portal.</p> | <p data-bbox="407 634 436 667">+</p> | <p data-bbox="510 161 1883 295">AFI 10 The force needs to ensure that has the capacity and capability to undertake nationally recognised risk assessments (ARMS) in a timely manner. It should also ensure that the quality and timeliness of supervisory reviews, including these risk assessments is of a standard that enables it to effectively manage the risk posed by registered sex offenders (RSOs) – (PROPOSED FOR CLOSURE)</p> <p data-bbox="510 303 710 330">Implementation</p> <ul data-bbox="510 339 1895 653" style="list-style-type: none"> • The force has made improvements in its management of RSOs. • The number of outstanding investigative visits had significantly reduced. On 11 October 2023 (the date of the HMICFRS monitoring visit) the number of investigative visits outstanding was 26 compared to 280 as of 2 May 2022. • There are 0 outstanding very high- and high-risk offender visits. • Daily Pacesetter (Oversight) meetings occur with DS/DI – 0900 and 1400 hours. • SOP developed between police and Probation to enable better partnership flow. • Op Selcon is the drive to improve Probation vetting and use of VISOR – A joint system to ensure better sharing of intelligence. <p data-bbox="510 680 595 707">Impact</p> <ul data-bbox="510 716 1889 956" style="list-style-type: none"> • HMICFRS conducted an assurance visit on 11.10.23 where evidence of improved performance was obtained and the HMICFRS Monitoring Portal updated accordingly, noting that the force had made improvements in its management of Registered Sex Offenders. • This AFI was proposed for closure at the PEEL AFI Star Chamber in February 2024 and awaits formal verification and closure on the HMICFRS Monitoring Portal / tested via the PEEL Specialist Assessment of MOSOVO and associated fieldwork as part of the PEEL Programme 2023/25. • HMICFRS have set an initial review date of 30/06/2024. |

| Area | RAG / DoT | Update |
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| <p>Managing Offenders & Suspects / POLIT (Strategic Vulnerability Board) – ACC Baldwin</p> <p>Proposed and approved for Closure at the AFI Star Chamber in April 2024. Awaits formal review and verification by HMICFRS on the HMICFRS Monitoring Portal.</p> | <p>+</p> | <p>AFI 11 The force should introduce a system of intelligence checks to improve its risk assessment process for cases involving online child abuse awaiting enforcement action (PROPSOED FOR CLOSURE)</p> <p>Implementation</p> <ul style="list-style-type: none"> • Processes are in place. In line with SLA’s. • Outstanding suspects are reviewed daily by DIs with a monthly checkpoint meeting with the DCI. Outstanding suspects are raised at the MOSOVO Daily pacesetter meetings also. • POLIT DI reviews the outstanding warrants daily and ensures they are progressed expeditiously. • Once completed this is added to the Athena Record (Enquiry, decision logs and Bail App where appropriate) and emailed to the OIC and their Supervisor identifying any remedial action required. |
| | | <p>Impact</p> <ul style="list-style-type: none"> • As with AFI 10 HMICFRS conducted an assurance visit on 11.10.23, where evidence of improved performance was noted. • This AFI was proposed for closure at the PEEL AFI Star Chamber in February 2024 and awaits formal verification and closure on the HMICFRS Monitoring Portal / tested via the PEEL Specialist Assessment of MOSOVO and POLIT and associated fieldwork as part of the PEEL Programme 2023/25. • HMICFRS have set an initial review date of 30/06/2024. |

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|---|-----------|---|
| <p>Strategic Planning – DCC Prophet – Force Performance Board</p> <p>Remains Amber following AFI / Recs Star Chamber 17.05.24. Working towards proposal for closure by next Recs and AFI Star Chamber in July, but subject to HMICFRS assessment and reality testing as part of PEEL.</p> | <p>=</p> | <p>AFI 12 The force needs to ensure that it understands capability and capacity in more detail to improve resource deployment and effective management of demand (Strategic Change).</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • We have various new dashboards (including the new workload dashboard) and further strategic demand analysis to provide an evidence base for more dynamic resourcing decisions. • A regular assessment of demand which tells the force how it's changing, where it's sitting, and how it's distributed in those teams will enhance our decision making and the evidence base to support understanding. • The Force is developing a document setting out our processes to understand demand and how we use the insight to manage workloads/demand. <p>Impact</p> <ul style="list-style-type: none"> • HMICFRS conducted an assurance visit on 15.11.23 where evidence of improved performance and understanding of capability and capacity was obtained and the HMICFRS Monitoring Portal updated accordingly. • Assessment will be via focus groups in PEEL and will test whether we have the right number of officers and staff with the right skills in our teams / and how we know. • HMICFRS will want reassurance that we have the correct number of officers on the ground with the right skills in line with the abilities to respond to the calls/cases. |

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| <p>Disrupting serious and organised crime – ACC Pritchard – SOC Board.</p> <p>Remains Green following AFI / Recs Star Chamber 17.05.24. SUBJECT TO FIELD TESTING AS PART OF NEXT PEEL SOC INSPECTION.</p> | <p style="text-align: center;">=</p> | <p>AFI 13 The force should improve how it records disruptions on the national database (SUBJECT TO FIELD TESTING AS PART OF NEXT PEEL SOC INSPECTION)</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • We have made improvements to increase our prevent, protect and prepare disruptions over the last 12 months. There is a process in place for more specific 4p plans with achievable objectives. We have increased more LRO training including the importance of recording P&P disruptions. • Working with IOM re our OCG nominals and our POET team ,who are managing prison released OCG nominals with a SCPO and record the results of their joint meetings. There is already an improvement this quarter on the increase of P&P disruptions. The upgraded version of APMIS will be delivered in Essex late 2023. This will allow for several staff to directly input disruptions including the dedicated P&P team. • Led to an increase of 32 (366%) disruptions being recorded over the last 12 months, in these categories. Pursue has increased from 411 to 255 (161%) over the last 12 months – ERSOU changed the guidelines and allowed us to include all criminal activity for OCG Nominals e.g., DVs, GBH et. Also, we raised a lot of awareness with Level 1 around reporting outcomes to us of warrants etc., they carried out on our behalf. We had 2 extra, very active, OCGs and went from 42 to 44 live. <p>Impact</p> <ul style="list-style-type: none"> • The implementation of the APMIS upgrade will continue to increase the level of protect disruptions. We are also in the process of benchmarking against Forces who are successful in recording accurate P&P disruptions. There will be a drive with local SOC boards to have more tangible focus on P&P disruptions. The evidence will be the continued increase of recordings and ensuring they are accurate and reflective. • Assessment and review of PEEL AFI will form part of the next specialist PEEL SOC Inspection, dates to be confirmed. |

| Area | RAG / DoT | Update |
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| <p>Vetting and Counter-Corruption – DCC Prophet – Integrity & Counter-Corruption Board</p> <p>Remains Green following AFI / Recs Star Chamber 17.05.24. SUBJECT TO FIELD TESTING A SPART OF NEXT PEEL VETTING/CCU INSPECTION</p> | <p>=</p> | <p>AFI 14 The force should improve how it collects, assesses, develops, and investigates counter-corruption intelligence by ensuring that its counter-corruption unit has sufficient and suitably trained resources to meet demand and allow for proactive intelligence collection (SUBJECT TO FIELD TESTING A SPART OF NEXT PEEL VETTING/CCU INSPECTION)</p> <p>Intent and Implementation</p> <ul style="list-style-type: none"> • The force has a Counter Corruption Unit (with a total establishment of 23 Officers including the Chief Inspector lead and the new Prevention and Engagement team (7 officers) introduced in the 2022/2023 financial year. • The force chose to increase the size of the CCU and extend its capability to prevention and engagement. This growth (7 officers) is complete with the DI, DS, Analyst and Engagement Officers now in post. • Dedicated team to identify prevention and engagement opportunities with the workforce and external partners. Growth in researcher and analyst capability will manage the lower risk elements of counter corruption themes, creating capacity for the investigation and intelligence team to focus on higher risk corruption threat including opportunities for greater proactive reach. <p>Impact</p> <ul style="list-style-type: none"> • Dedicated Systems Auditor will focus exclusively on proactively identifying signs of corruption and wrongdoing through system use. This will likely lead to an increase in demand, which will be manageable because of the prevention and engagement growth. Clear Terms of Reference and programme of work to be developed and delivered against. • Assessment and review of PEEL AFI will form part of the next specialist PEEL Vetting, Counter-Corruption and Professional Standards Inspection, dates to be confirmed. |