

PCC



POLICE AND CRIME COMMISSIONER FOR ESSEX



Police and Crime Plan 2016-2020

Foreword



For me, safe and secure communities are the bedrock on which we build wellbeing and prosperity for all. And that means communities which are well policed; but also where we all play our role in making sure criminals have no scope to thrive, watching out for the vulnerable and helping the police where we can.

This Plan aims to make sure that wherever possible, we prevent crime from happening in the first place; that the police service is so close to the community that people feel confident that the police know what is going on and that serious harm and recurrent issues of concern are being dealt with; and that the police are open to support through volunteering and easy and effective communication so we all know how and where we can help. Living in a society where we do not need to fear crime matters to us all.

With our partners in a series of workshop sessions, and with the public in meetings and an on-line survey, we have put together seven key priorities where the police can work with others to create a safer Essex. Each of the priorities is backed by a series of commitments to action. You will see a real difference over the coming months as we work to double the size of the Special Constabulary; arm all of our front-line officers with smartphones and other improved technologies such as body-worn video, so they can spend more time out on patrol and gather evidence more effectively; and foster community safety hubs in each of the districts and unitaries across the county so we can share intelligence and intervene early to keep people safe. I am pleased that our priorities received the support of over 80% of those who responded to our survey, with 92% endorsing the push for more local, visible and accessible policing.

In many ways the Plan builds on the successes of the past few years. Working with partners in the voluntary sector, social care and Health, Essex Police has become much better at helping victims come forward and seek support. We have seen people become much more willing to report domestic abuse and sexual abuse, both of which are important areas of focus within this Plan and the latter of which is reflected in a number of priorities given that it spans more than one. And when I have been out and about with the police, I have been truly impressed with how they deal so rapidly and effectively with a crisis situation, both in dealing with the

perpetrator and in supporting victims and witnesses. The Plan looks to build on this and find new ways to work with partners to help victims and keep the vulnerable safe from harm.

Of course all of this, plus the growth in new challenges from internet and hate crime, means that policing resources will continue to be stretched. It is part of my role to make sure that Essex Police is fairly funded, both from the council tax and by central government. You can be confident that we will make the most efficient use of the resources we have available. We will push forward with the rationalisation of the police estate, and use the proceeds to make sure we operate out of the most effective facilities and invest in new technologies which will enhance the way we work. At the same time we will look

for new ways to collaborate with other public services such as Fire & Rescue and neighbouring forces, so we can deliver the best possible service to the public.

The next few years will continue to see considerable changes in the way we deliver community safety across our county. I believe we have a Police & Crime Plan here which will guide us through those changes so that you are able to have increasing confidence in your safety and the safety of your family as you go about your lives and business.

Roger Hirst
Police and Crime
Commissioner for Essex





A Message from the Chief Constable

This is an important plan because keeping the people and communities of Essex safe is **the** priority for everyone.

Essex is a big county with new and emerging challenges ahead of us, and we will continue to stretch our resources as best we can to cover issues that local people or businesses are concerned about. But we also must cover the most serious challenges that face the whole county and rise to the challenge posed by the ongoing terrorism threat that we face at a national level. I have limited resources and it is vital I deploy them to the right place and in the right way and find new ways of maintaining the local visibility that is so important. This plan will help us in supporting our work to protect children and vulnerable people, help us to keep our roads safer and put victims of crime at the centre of what we do.

The nature of crime and harm is changing, with comparatively fewer crimes happening on our streets and many more now taking place in our homes. The rise in 'hidden harm' crimes like domestic abuse, child abuse and human trafficking also require a different approach in terms of policing.

Yet we know that the public deserve and expect a local and visible presence as well. Our community policing teams are working across the county with partners to tackle issues that concern you and I want to make sure that their work is at the heart of what you see across the county and help my officers to provide the best possible service.

We also have an increasing and invaluable network of assistance from 'Active Citizens' including neighbourhood watch, volunteer police cadets and, of course, the fantastic men and women who give their time and skills as Special Constables to help. I welcome the PCC's support for those initiatives.

We will work together to prevent crime in our communities, to bring perpetrators to justice and to support victims. With confidence and support from the public Essex Police – our officers, PCSOs, Special Constables and police staff – will continue to adapt to the challenges of today and tomorrow and work tirelessly to keep Essex safe.

Stephen Kavanagh

Chief Constable, Essex Police





Southend Pier - Photography: Ian Reid

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Our Vision for Essex

Safe and secure communities are the bedrock on which we build success and wellbeing for all



The Police and Crime Plan

- The Police and Crime Plan sets out the policing priorities and aims for keeping Essex safe.
- The plan brings together police, partners and the public of Essex to build safe and secure communities, to ensure the public have confidence in their police force and that victims are satisfied with the service and support they receive.
- The commitments set out in the plan build on existing partnerships, developing them in new and ambitious ways, including greater collaboration between police and fire and closer working with local councils, community safety partnerships, the voluntary sector, community sector and Health.

Finchingfield - Photography: Nadia Rogers

The Building Blocks of Success

The Police and Crime Plan and its overall successes are built on:



Prevention

Improving the wellbeing of people across Essex, making sure that crime and anti-social behaviour do not happen in the first place and that children and vulnerable people are kept safe from harm.

Communications and Engagement

Giving the public a voice in local policing so they feel they are heard, feel able to come forward to report crime and anti-social behaviour and have confidence in the way that the police protect them.

Volunteering

We want the police to be part of local communities and local communities to be part of the police by enabling more people to play an active role in keeping us safe.

Victims Are at the Heart of What We Do



We believe victims should be at the heart of the Criminal Justice system and are placing a special emphasis on their needs within each and every policing priority.

Every victim should receive the services they are entitled to under the Victims Code and we will ensure that the criminal justice agencies are held to account for delivery against this code.

Everyone who reports a crime should be kept informed and updated about their case.

People who have experienced harm should receive appropriate support and be directly involved in the design of their services.

We will commission services which are driven by the needs of the victim and we will regularly seek feedback to improve and provide even better support, so victims are able to cope and recover from their experience.

Our Restorative Justice Services, which are focused on the needs of victims, will expand to enable more victims to have access.

Photography: iStock

The Seven Policing Priorities to Protect Essex



● **More local, visible and accessible policing**

● **Crack down on anti-social behaviour**

● **Breaking the cycle of domestic abuse**

● **Reverse the trend in serious violence**

● **Tackle gangs and organised crime**

● **Protecting children and vulnerable people**

● **Improve safety on our roads**

Priority 1 - More Local, Visible and Accessible Policing



“**Our objective** is to ensure that crime prevention is based in the community, that victims come first, and that you know what is happening in your neighbourhood”.



We will:

- A.** Deliver a more visible police presence, in crime hotspots, town centres and around the night time economy and through targeted patrols to address burglary.
- B.** Improve communications and contact between the police and local communities, so the public have access to information and advice on crime and anti-social behaviour in their area.
- C.** Boost community volunteering, encourage the Active Citizen Programme and grow the police family – doubling the Special Constabulary, with a Special Constable in every community.
- D.** Make it easy to contact the police through ‘Do It Online’ and improvements to 101 ensuring that the public get a swift and responsive service from the police.
- E.** Expect every Community Safety Partnership to set local priorities for their local Community Policing Team to ensure community confidence in the police.

So that communities have more confidence in Essex Police

Continued >

Priority 1 - More Local, Visible and Accessible Policing



“**Our objective** is to ensure that crime prevention is based in the community, that victims come first, and that you know what is happening in your neighbourhood”.



We will:

- F.** Working with our partners we will establish Community Safety Hubs in every policing district with police co-located with local community safety partners to deliver joined up responses to tackle locally defined priorities.
- G.** Give every front line police officer a smart phone or tablet, enabling mobile policing, so they can reduce time spent on paperwork and have more time on patrol.
- H.** Help the rural communities by preventing rural crime, including strengthening Farm Watch, working with the Rural Crime Forum and recruiting more Rural Specials.
- I.** Strengthen engagement with local businesses to prevent crime and to help the local economy to thrive.
- J.** Support increased participation in Neighbourhood Watch, Street Pastors, Active Citizens and Volunteer Police Cadets.

So that communities have more confidence in Essex Police

Priority 2 - Crack down on Anti-Social Behaviour



“**Our objective** is to keep our communities safe across the whole of Essex, reducing the disruption and distress anti-social behaviour causes people”

Working with partners we will:

- A. Tackle anti-social behaviour to prevent longer-term and more serious crime.
- B. Target repeat and high harm anti-social behaviour to protect individuals and communities from distress and disruption.
- C. Share intelligence in relation to anti-social behaviour through the development of Community Safety Hubs to include police, Community Safety Officers, licencing, housing and environmental health in every policing district.
- D. Make greater use of Restorative Justice (RJ) to help put right the harm caused by anti-social behaviour, making clear to perpetrators the effect their behaviour has on individuals and communities.
- E. Ensure the public are kept informed about what is being done about anti-social behaviour by local policing teams and community safety partners.
- F. Improve the response of police and partners to anti-social behaviour by listening to local communities and drawing on evidence to increase public confidence.

So that anti-social behaviour is effectively tackled by police and partners



Photography: iStock

Priority 3 – Breaking the Cycle of Domestic Abuse



“Our objective is to help those who suffer in silence and reduce the impact on children and families”



“I'M NOT WALKING ON EGGHELLS ANY MORE.”

Domestic abuse survivor

Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

- A. Improve our response to domestic abuse as set out in the Southend, Essex and Thurrock Domestic Abuse Joint Commissioning Strategy.
- B. Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services.
- C. Ensure children and young people affected by domestic abuse are informed about healthy relationships, and work with schools in the delivery of education and prevention programmes.
- D. Train and develop front line professionals to recognise the signs and indicators of domestic abuse and to know how and where to go to for help.
- E. Provide more safe ways for victims to report domestic abuse and access support.
- F. Focus on prevention through the delivery of high impact awareness raising campaigns.
- G. Support victims of domestic abuse who have also experienced sexual abuse, ensuring they receive the specialist help and advice they need.
- H. Bring more perpetrators to justice by the further roll out of body worn video cameras for frontline police officers.
- I. Tackle offending behaviour through robust behaviour change programmes to break the cycle of domestic abuse.

So that domestic abuse victims are and feel safer and perpetrators are brought to justice

Priority 4 - Reverse the Trend in Serious Violence



“**Our objective** is to catch criminals and support early intervention to improve public safety”



OPERATION
SCEPTRE
CRACKING DOWN ON
KNIFE CRIME IN ESSEX

Working with partners we will:

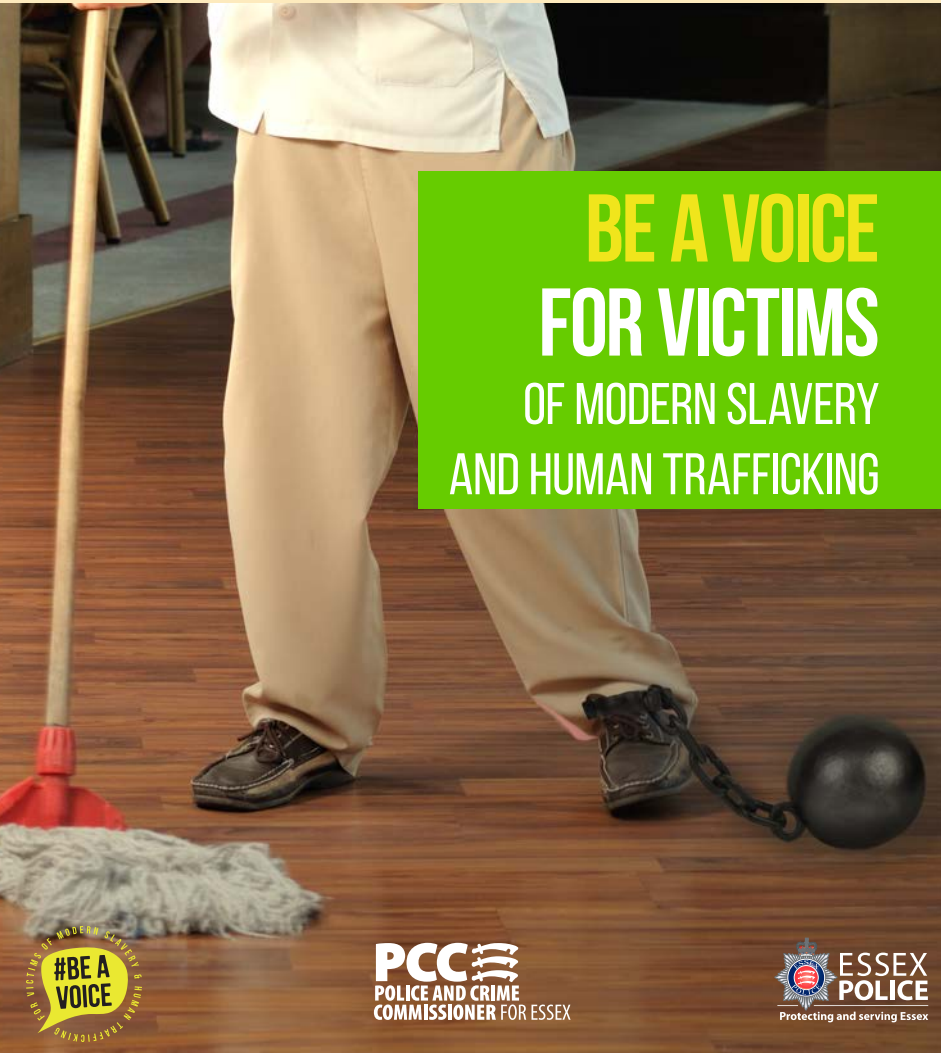
- A. Develop a Violence Prevention Strategy across Essex and support partners to reduce the level of violence.
- B. Jointly commission effective prevention and diversionary activity for those at risk of involvement in violent crime, in particular children and young people.
- C. Deliver education and community programmes to help prevent knife crime.
- D. Bring violent offenders to justice through targeted police enforcement, working closely with neighbouring forces such as the Metropolitan Police.
- E. Deliver co-ordinated responses to tackle drug and alcohol misuse – getting more people away from dependency into treatment.
- F. Improve management of dangerous offenders in the community by closer collaboration with probation and criminal justice partners.
- G. Ensure victims of rape and sexual violence receive the help and support they need, and work with criminal justice partners to ensure that perpetrators are convicted.

So that the number of people killed and seriously injured as a result of serious violence across Essex is significantly reduced

Priority 5 – Tackle Gangs and Organised Crime



“**Our objective** is to make sure crime does not pay, tackle gangs and organised criminal groups and prevent the exploitation of vulnerable people”



Working with partners we will:

- A. Develop and deliver on a Gangs Strategy as part of the wider Violence Prevention Strategy.
- B. Prevent the exploitation of children and vulnerable people by gangs through early intervention initiatives and jointly commissioning diversionary activities.
- C. Support victims of human trafficking and modern slavery including sexual exploitation working closely with UK Border Agency (UKBA), National Crime Agency (NCA) and national and regional partners to bring perpetrators to justice.
- D. Support rural communities and businesses to counter organised crime through improved communication and information sharing.
- E. Channel funds seized from criminal groups back into policing priorities for local communities.
- F. Disrupt and prevent organised drug distribution through improved intelligence shared between the police, partners and local communities to limit the harm drugs cause.
- G. Encourage local authorities and employers to work with landlords and private sector partners, ensuring immigrant identification checks and controls by landlords are implemented in the right way, in order to limit the ability of illegal gangs to operate.
- H. Use roads policing to target people and vehicles who cause harm to our communities, especially those who are involved in serious and organised crime, through automatic number plate recognition (ANPR), other intelligence gathering and disruption activities.

So that gangs and organised crime are disrupted and the exploitation of vulnerable people is prevented

Priority 6 – Protecting Children and Vulnerable People from Harm



“**Our objective** is to ensure children and vulnerable people are appropriately safeguarded and that they receive the help and support they need”



Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

- A. Promote prevention and early intervention to keep children safe from all forms of abuse including child sexual abuse, emotional abuse, physical abuse and neglect and Child Sexual Exploitation (CSE).
- B. Promote and encourage partnerships to challenge and support Essex Police to deliver and sustain improvements to outcomes in child protection interventions.
- C. Work with frontline professionals including doctors, nurses, teachers and social workers to identify signs of abuse and understand how best to refer victims for support.
- D. Bring more perpetrators of rape and sexual abuse to justice.
- E. Improve reporting rates of sexual abuse and ensure victims have access to appropriate support.

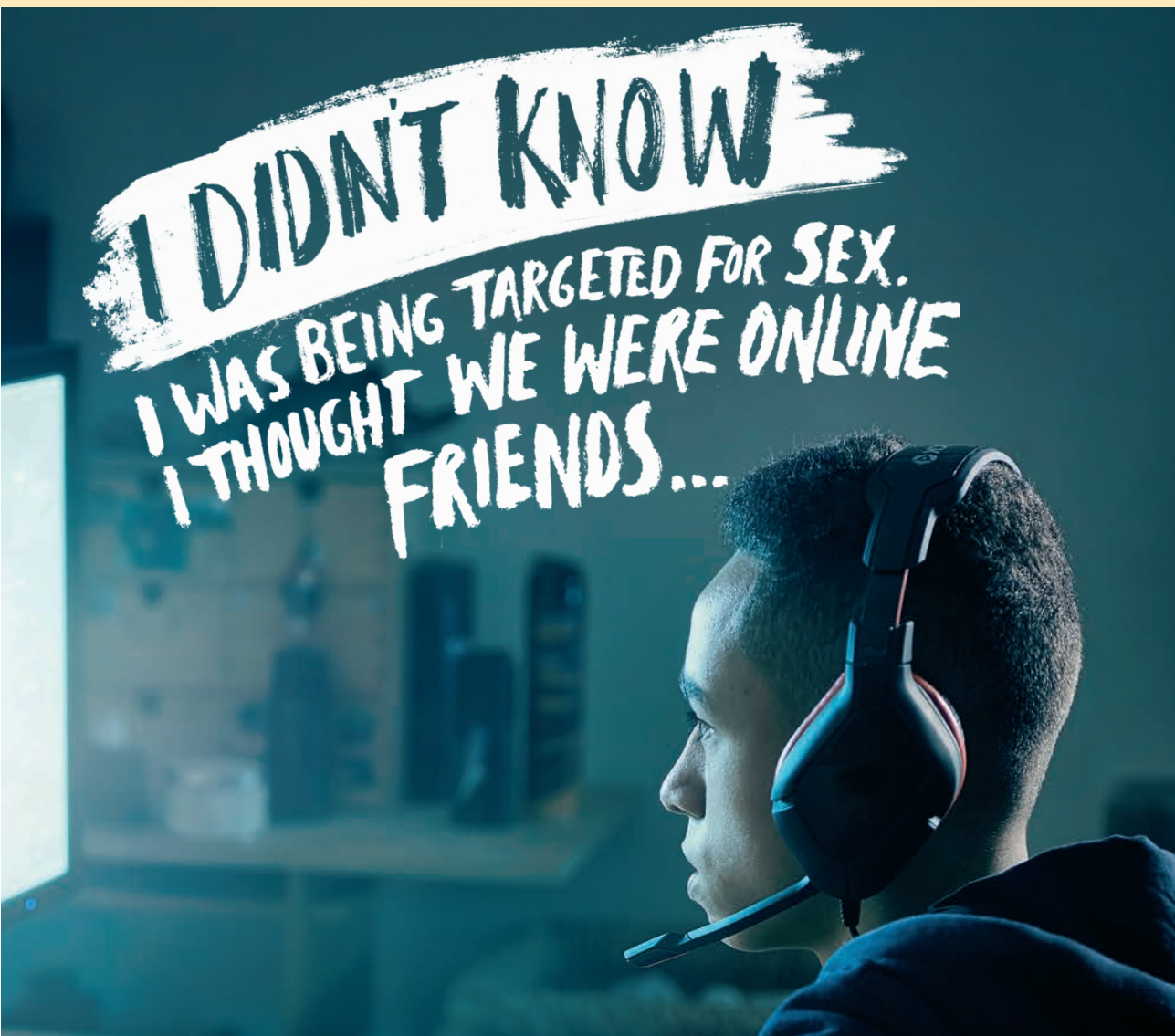
So that children and vulnerable people are kept safe from harm

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Priority 6 – Protecting Children and Vulnerable People from Harm



“**Our objective** is to ensure children and vulnerable people are appropriately safeguarded and that they receive the help and support they need”



Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

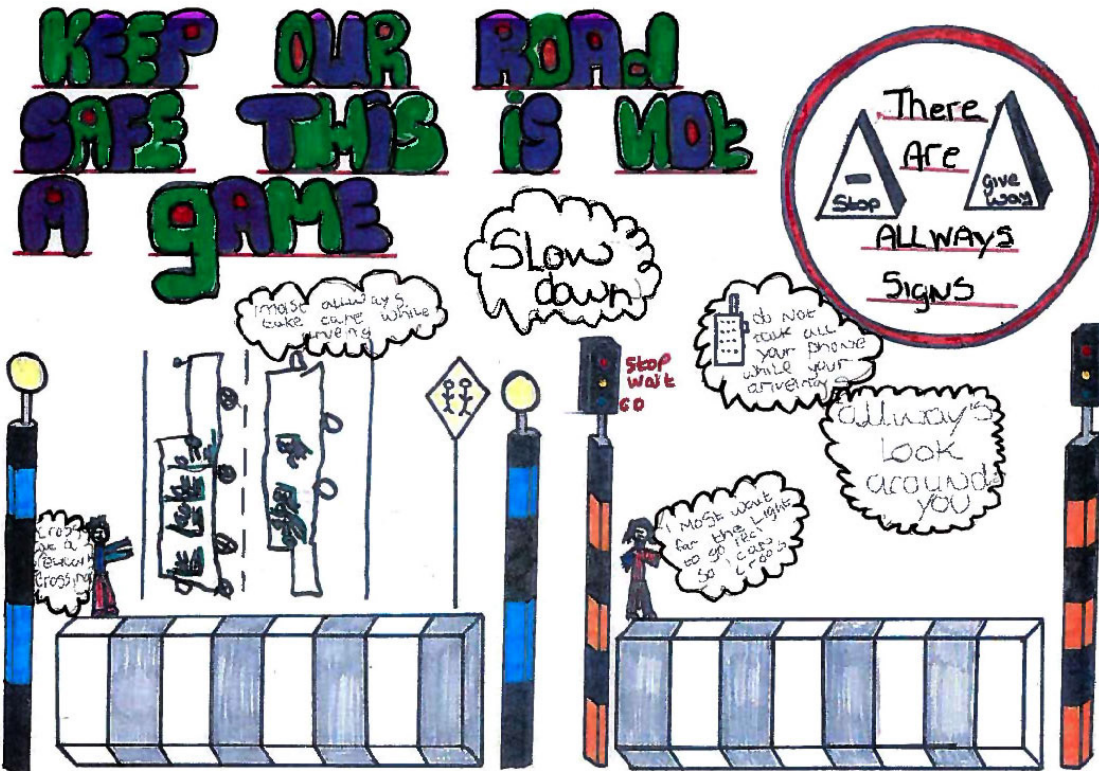
- F. Support those with mental health, alcohol and drug misuse issues, intervening early to prevent harm and divert away from the Criminal Justice System wherever appropriate, through initiatives such as street triage. Deliver awareness campaigns for children and young people to improve understanding of healthy relationships through schools and public health information.
- G. Tackle perpetrators who groom individuals or groups, with a particular focus on victims who are targeted online.
- H. Respond to the needs of individuals and local communities who are vulnerable to specific crime types such as hate crime, elder abuse, harassment, human trafficking, female genital mutilation (FGM), forced marriage and honour based abuse (HBA).
- I. Improve reporting of hate incidents through improved community engagement and greater use of Hate Crime Reporting Centres.

So that children and vulnerable people are kept safe from harm

Priority 7 – Improve Safety on Our Roads



“Our objective is to reduce harm on the roads and promote safer driving”



Winning poster of schools competition – Calum Bryant-Price, Freshwaters Primary Academy, Harlow

Working with Safer Essex Roads Partnership we will:

- A. Reduce the numbers of people killed or seriously injured on our roads through the work of the multi-agency Safer Essex Roads Partnership on enforcement, engagement and education.
- B. Improve take-up of safe driving programmes, working with drivers to prevent harm and help change behaviours so they understand their responsibilities for safe driving, with a particular focus on use of mobile phones, speeding and drug and drink driving.
- C. Encourage people to report poor driving and engage with the police and partners to reduce driver-related crime on the roads.
- D. Maximise the use of police technology such as drug wipes, speed detection devices and automatic number plate recognition (ANPR) to prevent harm, identify and change the behaviours of those who break the law, whilst also using Dashcam footage from the public in an effective and proportionate way.
- E. Work with partners to ensure appropriate road traffic regulations are in place, such as speed limits, cameras and safe road design.
- F. Encourage and develop volunteer action to improve road safety, such as Community Speed Watch.

So that fewer people are killed or seriously injured



National Policing Requirements

The Police and Crime Commissioner and Essex Police will have full regard to the Government's Strategic Policing Requirement

The Police and Crime Commissioner is committed to Essex Police playing a full and active role in tackling national threats such as terrorism, civil emergencies, threats to public order, national cyber or digital crime and child sexual abuse.

The Police and Crime Commissioner and Chief Constable will address these national threats by preparing a clear and robust plan to ensure there is a readiness and ability to respond when necessary.

These national threats will also involve a co-ordinated response across the National Crime Agency and partner forces.

Essex Police will continue to build on strong collaboration with Kent Police through the shared Serious Crime Directorate, and with police forces across the Eastern region, to tackle serious organised crime.



Essex Police and Essex County Fire and Rescue Service

- Deliver joined up emergency services to the public of Essex.
- Deliver efficiencies by sharing HQ site and back office functions.
- Improve prevention and public safety outcomes by collaborating across services.

Other Police Forces

- Work across the Eastern Region forces through the 'Seven Force Strategic Alliance'.
- Closer working with the Metropolitan Police Service, sharing intelligence and expertise.
- Continue to build on and develop our strong collaboration with Kent Police.

Strategic Partnerships

- Commitment to invest in key strategic partnerships such as Essex Partnership Board, Essex Criminal Justice Board, Safer Essex, Children's Strategic Partnership Board, Reducing Reoffending Board, Health and Wellbeing Boards, Safeguarding Boards and Community Safety Partnerships.

Wider Partnerships

- The PCC continues to be committed to working with a wide range of partners including local councils, local businesses, the voluntary sector, community sector and Health.

Delivering the Police and Crime Plan

Partnership working

- Closer working with local partners including Health, Local Authorities (Housing, Adult and Children Social Care, Licencing and other Local Authority Services) voluntary organisations, Community Safety Partnerships, Criminal Justice Agencies and business and rural crime forums to help make our communities safer.
- Champion and support local volunteering, including Special Constables, Neighbourhood and Speed Watch, Farm Watch, Volunteer Police Cadets and Independent Custody Visitors.
- Build on the 'Whole Essex Information Sharing Framework' to enable proactive sharing of data and information to help prevent crime at both an aggregate and individual case level.
- Work with partners to develop a Pan-Essex Multi-Agency Data Hub, bringing agencies and analysts together to share information and use joint intelligence to reduce risk.
- Reducing the risk of reoffending by getting offenders out of crime and into employment and training, accommodation and healthy relationships.
- Develop and invest in multiagency crime prevention programmes.
- Combine our efforts to tackle system wide challenges such as mental health and alcohol/substance misuse.

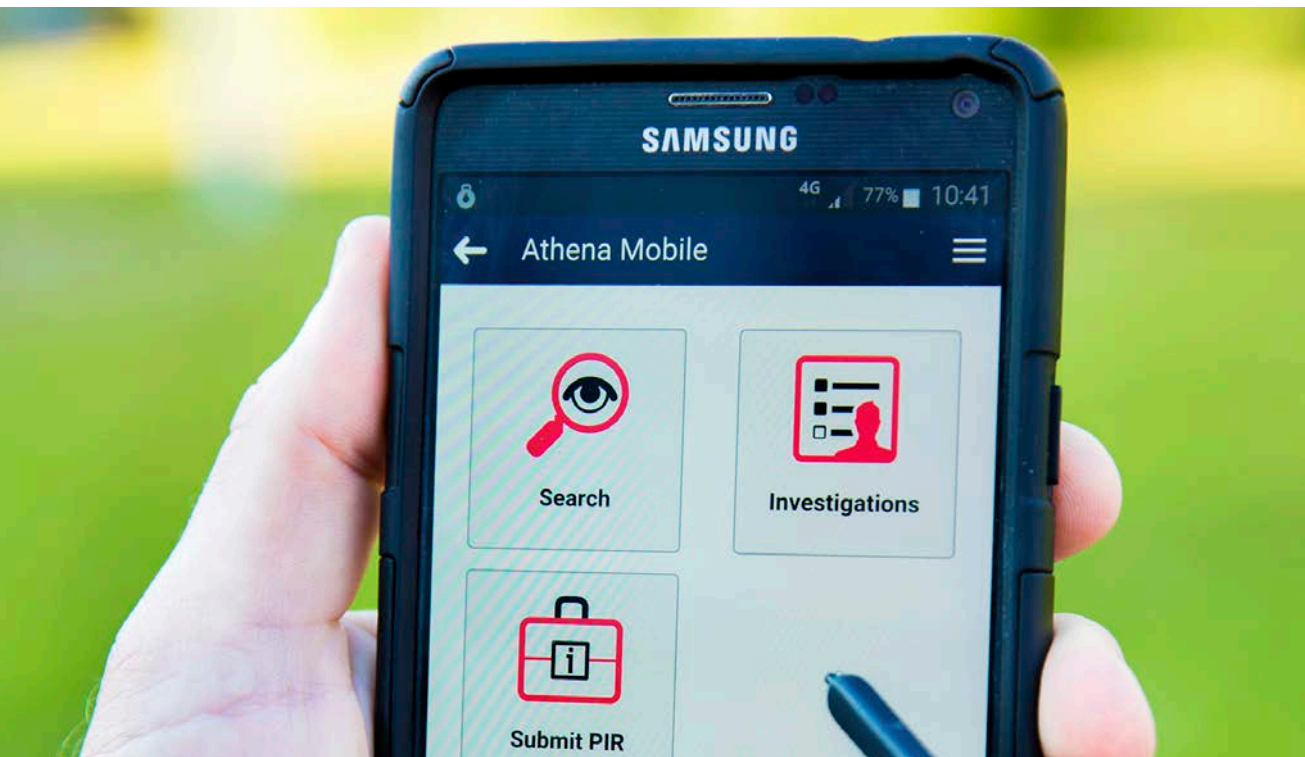


Roger Hirst Police and Crime Commissioner and Jane Gardner Deputy Police and Crime Commissioner

Delivering the Police and Crime Plan

Effective Use of Technology

- Deliver mobile policing to all frontline officers.
- Strengthen our ability to share data and intelligence across agencies to prevent crime, support victims and target offenders.
- Improve police contact and engagement with the public through digital channels.
- Ensure effective delivery of the Athena Police IT system, achieving a step change in the use of police technology.



Delivering the Police and Crime Plan

Finance and Resources



- Ensure the efficiency and effectiveness of the police force, ensuring it is adequately resourced.
- Drive forward the police modernisation programme with a focus on mobile policing.
- Make effective and efficient use of resources through a zero based budgeting approach, identifying efficiencies and reinvesting back into areas of priority and high demand.
- Strengthen the police funding base working closely with national and local government and benchmark Essex performance and resource requirements against national peers.
- Rationalise the police estate, making it fit for purpose for 21st century policing and drive out savings to reinvest back into local policing.
- Work to integrate the Police and Fire HQs, delivering better value for money for the people of Essex.
- Create new public access areas within shared public buildings, where the public can meet with local policing teams.

Delivering the Police and Crime Plan

Finance and Resources



The total overall budget to fund policing and crime reduction work in Essex amounts to just under £290m for the financial year 2016/17.

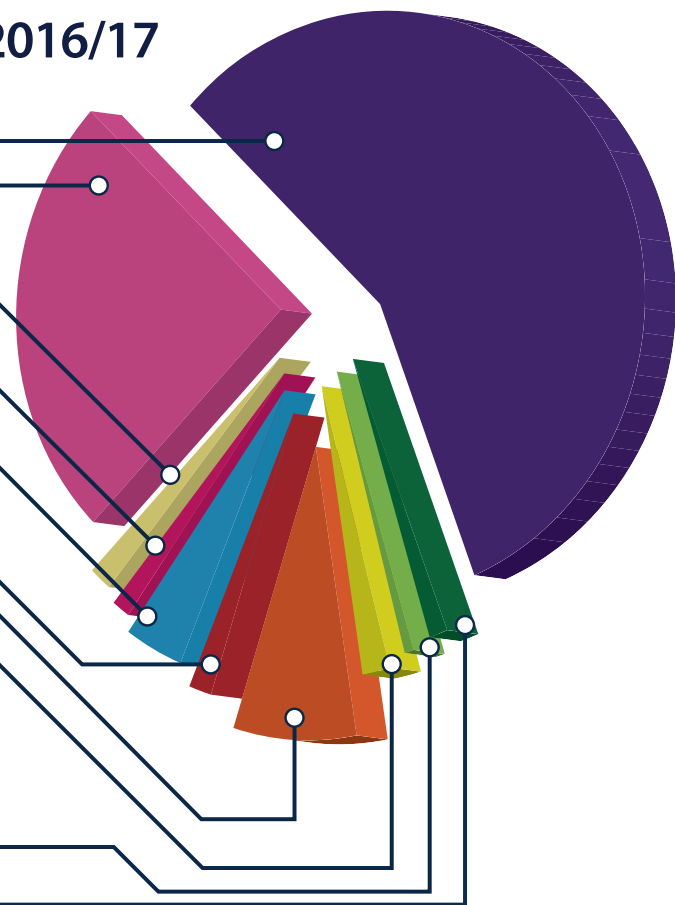
The PCC's overall approach is to ensure that budgeted resources are closely aligned with policing priorities and maximise the impact of crime reduction initiatives.

Essex Police Expenditure Budget (£m) 2016/17

Police Officer Pay and Allowances	163.7
Police Staff Pay and Allowances	70.9
Police Pension (Injury and Ill health award)	4.6
Other Employee Expenses	2.8
Premises	10.1
Transport	4.6
Suppliers and Services	21.1
Other e.g. Third Party Payments	5.4
Gross Police Expenditure	283.2

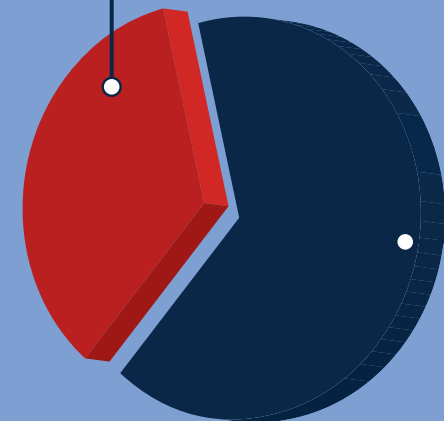
Office of the Police and Crime Commissioner (PCC)	1.3
PCC Commissioning and Grant Funding: Victims and Community Safety Services	2.7
Gross Police and Community Safety Expenditure	287.1

Income generated and received by Essex Police	-23.2
Net Cost of Service	263.9



Funded by (£m) 2016/17

Government Core Grant	173.6
Council Tax Precept	92.6
Sources of Finance	266.2



Capital and Other Adjustments	2.3
Budget Requirement	266.2



**Priority 1:
More local, visible and
accessible policing**

**Communities have more
confidence in Essex Police**

1. Increased confidence in policing (survey).
2. Reduction in total crime (actual and % change) - Crime Survey England and Wales (CSEW).

**Priority 2:
Crack down on
anti-social behaviour**

**Anti-social behaviour is effectively
tackled by police and partners**

1. Reduction in number of all Anti-social behaviour incidents (actual and %).
2. Increase in public confidence that the policing response to anti-social behaviour is improving (survey).

**Priority 3:
Breaking the cycle of
domestic abuse**

**Domestic abuse victims are and feel
safer and more perpetrators
are brought to justice**

1. Incidents of domestic abuse (actual and % change).
2. Repeat incidents of domestic abuse (actual and % change).
3. Domestic abuse solved rate (%).

**Priority 4:
Reverse the trend in
serious violence**

**Significantly reduce the number of
people killed and seriously injured as a
result of serious violence across Essex**

1. Reduction in homicides.
2. Reduction in incidents of violence with injury.

Continued >



Priority 5: Tackle gangs and organised crime

**Gangs and organised crime are
disrupted and exploitation of
vulnerable people is prevented**

1. Reduction in crime related to Organised Crime Groups (OCGs) and gangs.

Priority 6: Protecting children and vulnerable people from harm

**Children and vulnerable people
are kept safe from harm**

1. Victims and witness satisfaction with the services they receive (survey).
2. Increase in the number of outcomes for child abuse.

Priority 7: Improve safety on our roads

**Harm on Essex roads is reduced
and safe driving is promoted**

1. Reduction in driving related crime on Essex roads, including mobile phone use / speeding and driving under the influence of drink and / or drugs (actual and % change).

Supporting Documents

References and Links

- **Essex Police Performance -**
<http://www.essex.pcc.police.uk/scrutiny/essex-police-performance/>
- **Action Against Hate – the UK Governments Plan for Tackling Hate Crime -**
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/543679/Action_Against_Hate_-_UK_Government_s_Plan_to_Tackle_Hate_Crime_2016.pdf
- **Violence Against Women and Girls Strategy -**
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/522166/VAWG_Strategy_FINAL_PUBLICATION_MASTER_vRB.PDF





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