



POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

ANNUAL REPORT

2024-25







Contents



Police and Crime Plan Priorities

Police, Fire and Crime Commissioner's Report

Safe and secure communities are the bedrock on which we build success, prosperity, and well-being for all.



As I reflect on the past year, I am encouraged by the success of our continued focus on prevention of crime across the county. Essex Police has made further progress in creating safe, secure communities. Homicide and burglary rates have more than halved since 2016, while **anti-social behaviour incidents have reduced by two thirds.**

Following my re-election for a third term in May 2024, I remain just as committed to the promises I made when I first took office in 2016: to provide a more visible police presence on the streets of Essex, to prevent crime from happening in the first place and to protect the vulnerable from harm.

This commitment is demonstrated in my Police and Crime Plan 2024-28 which was developed following extensive consultation with more than 3,500 members of the public and our partners.

We have maintained the increase in officer numbers achieved in April 2023, and this investment continues to yield results. We are making significant strides in reducing crime, enhancing police visibility and ensuring that our neighbourhood policing teams are actively engaged and visible within our communities. In the 12 months to March 2025, there were 10,852 fewer 'all crime' offences than the previous year.

Our robust efforts to tackle drug gangs and county lines are proving effective.

We know drugs are inextricably linked with knife crime and gangs and create a cycle of violence that has a devastating impact on communities. During the 12 months to March 2025 there were 82 fewer knife enabled offences and one drug related homicide. By working at a national level with the National Crime Agency, through the Essex Police Serious Violence Unit, and at a preventative level through our Violence and Vulnerability Unit, we are successfully reducing serious violence in our communities.

The plan priorities are ↓

More local, visible and accessible policing

Drive down anti-social behaviour and crime

Improve road safety and reduce road deaths in Essex to zero

Tackle violence against women and girls and domestic abuse

Ensure vulnerable people are protected

Beat knife crime and drug gangs and protect young people



We are cutting the number of Organised Crime Groups operating in the county and driving down knife enabled crime. By leveraging data-driven activities, we are effectively targeting known crime hotspots to reduce anti-social behaviour (ASB) and serious crime. Following the previous government's funding to tackle ASB hotspots across the county, Op Dial was put in place to deliver high visibility patrols, public engagement, targeted youth outreach and early intervention. Of the 13 areas identified as hotspot zones, all have seen a marked reduction in anti-social behaviour, crime and disorder, making a real difference to the day-to-day lives of residents and businesses. ASB has reduced by 7.41% over the last year.

Reducing violence and against women and girls (VAWG) is an area that requires continued focus, as we strive to provide a society where women and girls can go about their lives free from fear and harm. Our investment through the Safer Streets Fund is making a real difference as by working together with Community Safety Partnerships, we are creating spaces where people, especially women and girls, feel and are safer.

Alongside Essex Police and partners, we have been working hard to break the cycle of domestic abuse by supporting victims and taking a preventative approach by tackling aggressive, dysfunctional behaviour early to stop it escalating. Through investment in services and resources and a partnership approach, Essex has seen a reduction of 7.11% in reports of domestic abuse in the 12 months to the end of March 2025. This fall in offences follows a three-year trend which has seen Essex Police and partners put in place significant investment and innovation through better recording and handling of cases, perpetrators programmes and media campaigns.

While Essex Police and partners have made significant progress across many priority areas, we recognise that there is still more to do. Notably, the number of reported rape and serious sexual assault offences remains a concern, with the latest data showing that, despite our best efforts, these crimes have not yet begun to fall.

Operation Soteria has been implemented to improve support for victims and strengthen our response to offenders, and while this has helped slow the rate of increase, we are determined to see a sustained reduction in the future.

Vehicle theft also presented a major challenge this year, peaking at 5,549 crimes. However, our joint approach with car manufacturers and Border Force has enabled Essex Police to turn the tide, with a year-on-year decline in vehicle crime recorded since October 2024. We will continue to build on this partnership, so this downward trend continues.

Shoplifting remains a persistent issue, particularly repeat offending. In response, we have introduced new interventions to target repeat shoplifters and bring them to justice. These measures are beginning to have an impact, but we acknowledge that further work is required to deliver lasting change.

Protecting the vulnerable remains a top priority and with the help of partner agencies we are intervening earlier and focusing on those at risk to help them stay safe. We are partners in the Multi Agency Action Against Fraud (MAAAF) partnership, which works hard to raise awareness of fraud, and in the past 12 months there were 675 fewer cases of fraud (excluding businesses).

In the past 12 months the number of repeat victims of all crime has decreased by 8.59%. For people who unfortunately become victims of crime, we continue to fund Victim Support which delivers the overarching support service for victims of crime throughout Essex. Through them we help victims have a more positive experience of the criminal justice system, enable them to feel equipped and empowered to move on independently of victim services and help them to have a 'voice' to express the way a crime has affected them.

While we are making significant progress in making our communities safer, there is still work to be done.

Nationally, Essex is the second lowest funded force (funding from grants and council tax per head of population and has the second lowest spend per head of population*).

Essex Police has a good track record of delivering cash and efficiency savings to maximise the benefit out of every penny. However, following the funding settlement provided by the government in February 2025, it left a deficit in the Essex Police budget, resulting in some tough choices including:



Reducing staff posts by around sixty-five, subject to the usual HR processes and a formal consultation



Stopping some non-critical building and technology projects



Reducing the Southeast allowance by **£250, to £2,750** and removing the Detective targeted variable payment of **£1,200**.

Despite these tough decisions, I am committed to maintaining Essex Police officer numbers at historically high levels, to reducing crime and ASB and to making our county safe for everyone. We need to do more to improve road safety and realise our ambition of Vision Zero which is to have zero road deaths in Essex by 2040. It is a sad reality that more people are killed and seriously injured on Essex roads than by all other crimes combined.

* Source: HMICFRS 2024 Value for Money Profiles.

NB: The data contained in this annual report was accurate at the time of writing but could change in the future.



I have also set an ambitious goal to reduce crime by 40% from its peak during my term, as outlined in the Police and Crime Plan 2024-2028.

None of this would be possible without the hard work and commitment of Essex Police alongside the many partners who support and help them to deliver so many impactful initiatives across the county. I would also like to thank the Chief Constable and his senior team for their ongoing commitment, openness and transparency. Together with our police officers and staff, they make a real difference to people's lives and make Essex a safe place to live, work and thrive.

Safe and secure communities are the bedrock on which we will build prosperity and wellbeing for all.



Roger Hirst

Police, Fire and Crime Commissioner



POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

Chief Constable's Report

With the support of the Police, Fire, and Crime Commissioner and through the Police Uplift Programme, Essex Police is the biggest it has ever been, ending the year as at 31st March with a strength of

 **3,754 police officer FTE**

 **2,102 police staff FTE**

 **86 Police Community Support Officers FTE**

 **246 Special Constables FTE**

FTE - Full-Time Equivalent



As Chief Constable, I am immensely proud to lead such hardworking people who are dedicated to delivering justice to every victim of crime and who work tirelessly to maintain the trust and confidence of the communities that they serve, help people and keep our county safe.

The past year has been incredibly challenging for Essex Police both operationally and organisationally. Whilst our ongoing success in reducing crime and anti-social behaviour has continued, the resilience and finances of the force have been tested. The national funding formula continues to impact Essex Police unfairly with it being the second lowest funded force per head of population (HMICFRS Value for Money Profiles 2024).

We have been assessed by HMICFRS as part of the national Police Efficiency, Effectiveness and Legitimacy (PEEL) programme. The findings report has been published and we have been assessed as good in two areas, adequate in six areas and to require improvement in one area.

In operational terms we have been contending with several wider challenges. The ongoing backlogs in the courts see justice delayed for many with the pressure on Essex Police to support and maintain victim and witness confidence whilst they await trial. The changes in legislation to tackle dangerous dogs that focused on the XL bully breed have not only brought an operational pressure to deal with unlicensed and dangerous dogs, but also a significant financial cost to categorise and kennel dogs awaiting court cases.

Added to this we have seen the need for ongoing and extensive work to maintain community cohesion following conflicts across the world and the aftermath

of the tragic events in Southport in the summer of 2024. Essex Police has not only successfully mitigated community fears and concerns as seen with the extensive engagement and reassurance, but also played its role in mobilising significant public order trained officers and support staff to support the national response to public disorder.

Although we have seen a significant reduction in homicides, over the last year we have also supported protracted and ongoing major investigations.

Protecting vulnerable people, breaking the cycle of Domestic Abuse (DA), and reducing violence against women and girls (VAWG) remain a high priority. As a force we are building on the activity of the previous year by seeking to embed best practice in this area.

As well as our crime reduction successes we have been running an extensive continuous improvement programme in areas such as public contact and volume crime investigation. In both areas we are starting to see benefits for the public.

There is a need to update and maintain essential infrastructure both to improve facilities and as a result of the legacy of under investment in the force estate. This has resulted in our capital programme increasing and with it an increase in our Capital Financing Requirement (CFR) with the costs needing to be spread over future years.

Acknowledging that the financial challenges are not set to get any easier and we need to operate within a restricted funding envelope we are investing in areas identified in the national Productivity Review to invest to save and support operational delivery. The force is looking at the future benefits afforded to it through projects such as Robotic Process Automation (RPA) and the utilisation of Artificial Intelligence (AI).

We have successfully invested in and deployed Live Facial Recognition with success showing our agility and innovation through technology. The future benefit from this investment is anticipated to be significant and the cost of this required sizable upfront investment. The force also has a new published Data Strategy being delivered by a comprehensive Data Transformation Programme. This will provide better insight, better planning and improved benefit realisation and will, as a strategy, seek to exploit existing technology and capabilities such as those available through the Microsoft 365 group of products and our contract for Digital Asset Management.



Report of the PFCC Chief Financial Officer

The Group Accounts for the Police Fire and Crime Commissioner for Essex and Essex Police explain the Group's financial activity during the financial year 2024-2025, as well as the financial position at 31st March 2025.

The accounts are prepared and presented in accordance with the Code of Practice on Local Authority Accounting In the United Kingdom 2024-25 (the Code). The Code is prepared under International Financial Reporting Standards (IFRS), which have been adopted as the basis for public sector accounting in the UK.

Results for 2024-25

The Group ended the year on a funding basis, with a deficit of £1.658m funded with a transfer of £2.680m from earmarked reserves offset by a transfer of £1.022m to the General Reserve. This deficit excludes adjustments for items required by regulation for the accounting basis, as shown on page 36.

The main adjustments to arrive at the accounting basis are the cost of pensions, the cost of capital, and other minor technical accounting adjustments.

Where the Money Comes From

In 2024-25 the PFCC increased the precept by 5.55% (£12.96 per year on a Band D property) enabling us to deliver against the ambitions set out in the Police and Crime Plan 2024 to 2028, the Government's Beating Crime Plan, meeting our legal responsibilities, and our national obligations to the Strategic Policing Requirement and helped to make a significant difference to our ability to positively affect the communities we serve.

The chart overleaf shows an analysis of the PFCC's sources of funding in 2024-25 of £385.538m. The Home Office core grant paid to the PFCC accounted for 53% of the total funding. These grants and the income raised by council tax were used to fund the net revenue expenditure for 2024-25 of £387.196m, with the balance of £1.658m funded by a transfer of £2.680m from earmarked reserves offset by a £1.022m contribution to the General Reserve.



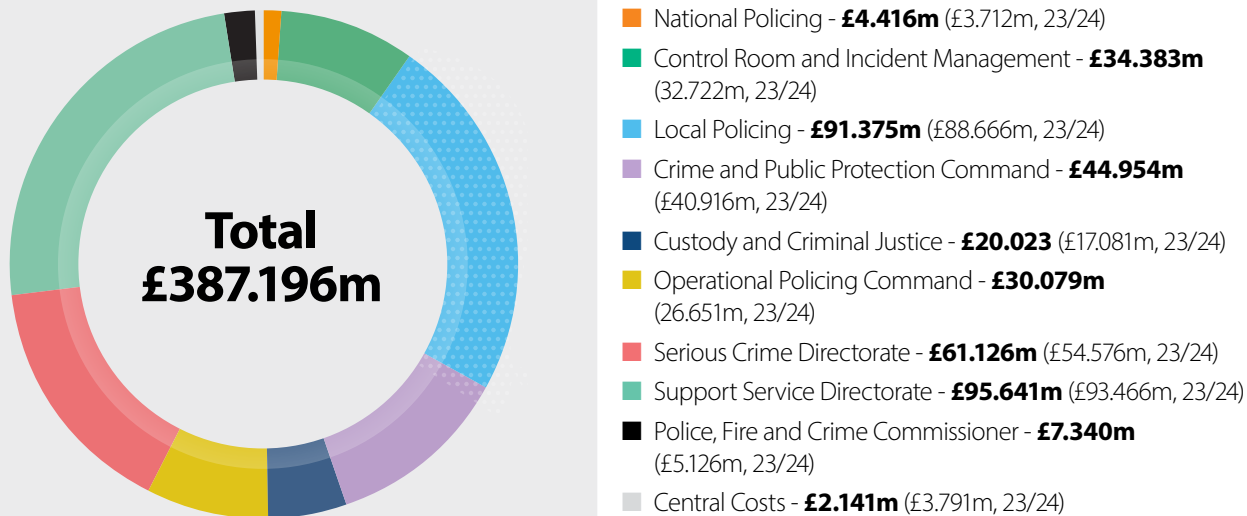
■ Home Office Grant £205.7518m ■ Specific Grants £13.1253m ■ Council Tax £166.6607m

One of the challenges we face is, that nationally, Essex is the second lowest funded force (funding from grants and council tax) per head of population and has the second lowest spend per head of population (Source: HMICFRS 2024 Value for Money Profiles).

Essex Police has a good track record of delivering cash and efficiency savings to maximise the benefit out of every pound we spend. In 2024-25 £15.050m of cashable savings were delivered with £12.795m of these recurring annually, and we continue with an ambitious savings programme into 2025/26 with £10.004m programmed to be delivered.

What the Money is Spent on

The graph below shows an analysis of the Group's net revenue expenditure.



Financial Performance

In recognising the respective responsibilities of the PFCC and Chief Constable all assets, liabilities and contracts are in the name and ownership of the PFCC, whereas most police staff along with all police officers and PCSO's are employed by the Chief Constable. The Chief Constable in turn has operational control of police officers, PCSOs and police staff (excluding the PFCC staff). Whilst the PFCC has strategic control of all assets, income, PFCC staff and liabilities and is responsible for establishing most reserves and controlling all cashflow.

The table overleaf shows budgeted and actual net expenditure.

The net expenditure excludes depreciation, pensions liabilities, accumulated absences and other items which do not impact on the transfer to or from the General Reserve. These charges are included and accounted for in the Comprehensive Income and Expenditure Statement (CIES) within the Core Financial Statements in accordance with proper accounting practice. The Expenditure and Funding Analysis shows how the funding has been used and provides a link to the figures reported in the CIES.

The net expenditure budget of £383.391m, as presented at the Police and Crime Panel in February 2024, was funded by £385.538m from budgeted general grants and council tax, with a planned contribution of £2.147m to reserves (£0.850m to the General Reserve and £1.297m to earmarked reserves). The actual position for the year was a deficit of £1.658m. The total contribution to the General Reserve for the year was £1.022m, and there was a £2.680m withdrawal from earmarked reserves.

The group ended the year with a £0.310m underspend compared to the updated budget (less than 1% of the Net Expenditure budget). Employee costs, including Police Officers, Staff and Police, Community Support Offices, were overspent by £3.402m and these overspends were offset by net underspends within Other Service Expenditure areas of £1.127m and an overachievement on Income of £1.975m to reach a position of a £0.301m overspend on the Net Cost of Services. A further underspend of £0.610m for Other Expenditure and Income, which includes the costs of borrowing and interest payable and receivable from investment activities, resulted in the £0.310m underspend against the Net Expenditure budget.

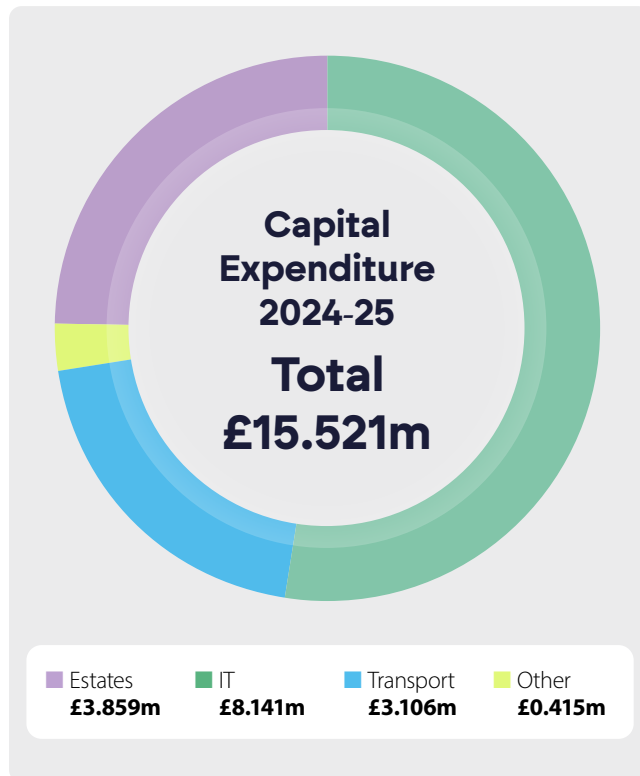
	Original Budget	Virements	Current Budget	Actual	Variance over / (under)
Employees					
Police Officer pay and allowances	253,256	4,991	258,247	260,723	2,476
PCSO pay and allowances	3,567	3	3,570	3,690	120
Police staff pay and allowances	103,072	2,529	105,602	105,330	(272)
Ill-health/medical pensions	4,770	1,558	6,328	6,340	12
Training	1,611	235	1,846	1,871	25
Other employee expenses	392	976	1,368	2,409	1,041
	336,668	10,293	376,961	380,363	3,402
Other Service Expenditure					
Premises	11,650	375	12,024	11,888	(137)
Transport	6,433	59	6,492	6,564	72
Supplies & services	46,826	5,042	51,868	50,532	(1,336)
Third party payments	7,466	(9)	7,457	7,731	274
	72,375	5,467	77,842	76,715	(1,127)
Gross Operating Expenditure	439,043	15,760	454,803	457,078	2,275
Income					
Government grants and contributions	(38,723)	(10,859)	(49,582)	(50,596)	(1,014)
Fees Charges and Other Service Income	(18,045)	(1,981)	(20,026)	(20,987)	(961)
	(56,767)	(12,841)	(69,608)	(71,583)	(1,975)
Net Cost of Services	382,275	2,919	385,194	385,495	301

	Original Budget	Virements	Current Budget	Actual	Variance over / (under)
Other Expenditure / (Income)					
Other Expenditure / (Income)	(168)	158	(10)	(898)	(889)
Capital & other adjustments	1,284	1,037	2,321	2,599	278
	1,116	1,196	2,312	1,701	(610)
Net Expenditure	383,391	4,115	387,506	387,196	(310)
Sources of funding					
Police grant	(138,765)	(1,613)	(137,151)	(137,151)	-
Formula funding grant	(66,987)	(1,613)	(68,600)	(68,600)	-
Council tax precept	(165,319)	-	(165,319)	(165,319)	-
Council tax support grant	(10,992)	-	(10,992)	(10,992)	-
Council tax freeze grant	(2,133)	-	(2,133)	(2,133)	-
Collection fund surplus	(1,341)	-	(1,341)	(1,341)	-
	(385,538)	-	(385,538)	(385,538)	-
(Surplus)/ Deficit before Transfer to Earmarked Reserves	(2,147)	4,115	1,968	1,658	(310)
Transfer to/(from) Earmarked Reserves	1,297	(4,286)	(2,990)	(2,680)	310
Transfer to/(from) the General Reserve	850	172	1,022	1,022	-

Capital Expenditure

A capital investment programme of £22.711m for 2024-25 was presented to the Police, Fire and Crime Panel in February 2024, to maintain the infrastructure needed to support an effective and efficient police service. By March 2025 capital approvals had been reduced to £22.523m.

The actual capital investment for the period totalled £15.521m, which meant we underspent by £7.001m, which included underspends of £3.228m, a movement of £4.630m into 2026/27, reflecting updated delivery plans, and this was offset by overspends of £0.520m and additions to the capital programme of £0.338m.



The estates capital expenditure of £3.859m, includes £2.647m on delivering the estates strategy, of this:

- £1.494m has been on the redevelopment and refurbishment of Durham House facilitating the relocation of the Fingerprint Hub from the headquarters building and thereby enabling progress with the headquarters development programme;
- £0.564m has been on initial costs for the design and build of a police station at Dovercourt; and
- £0.420m on refurbishment works at Harlow police station.

In addition to our estate strategy programme £1.212m of expenditure has been spent on our estates maintenance programme.

The capital expenditure on information technology of £8.141m includes expenditure of:

- £3.731m for the annual refresh programme including replacement of servers, docking stations, desktop and laptop computers along with the wider IT infrastructure and telephony network;
- £3.683m on our airwave device refresh programme;
- £0.429m on a digital forensics platform; and
- £0.291m on costs associated with the new Live Facial Recognition capability.

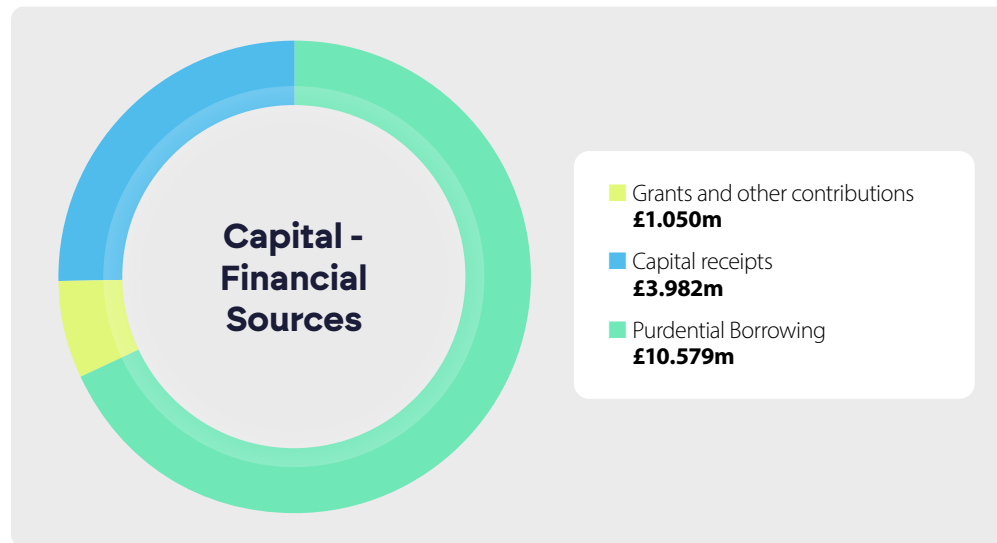
The capital expenditure for transport of £3.106m, was predominantly spent on the fleet replacement programme.

Other capital expenditure of £0.415m included investment in body armour of £0.152m and various smaller value assets required for operational policing.

Capital Financing

Capital resources available to fund capital investment come from capital receipts, revenue contributions and government grants and contributions. Where capital investment exceeds these available resources the PFCC can borrow to finance the capital investment providing we can demonstrate we are complying with the Prudential Code of Practice which requires any borrowing to be affordable, prudent and sustainable. There was a need to finance 2024-25 capital investment with £10.579m of prudential borrowing (in this instance this was internally financed using cash resources and did not lead to external long-term borrowing). However, this borrowing has increased the Capital Financing Requirement (CFR) which was £35.571m as at 31st March 2025 compared to £26.554m as at 31st March 2024. Charges are made against future years' revenue budgets to reduce the CFR in the form of a Minimum Revenue Provision (MRP). As cash resources are reducing it is expected that there will be a need to externally borrow in 2025/26 with total capital financing costs (MRP plus interest payment on external borrowing) forecast to increase over the coming years as forecast within the PFCC's Treasury Management Strategy.

Capital financing resources applied in 2024-25 are shown below.



The £1.050m of grants and other contributions included £1.037m that was applied from the Future Capital Funding Reserve which is a revenue earmarked reserve to hold funds for this purpose.

Reserves

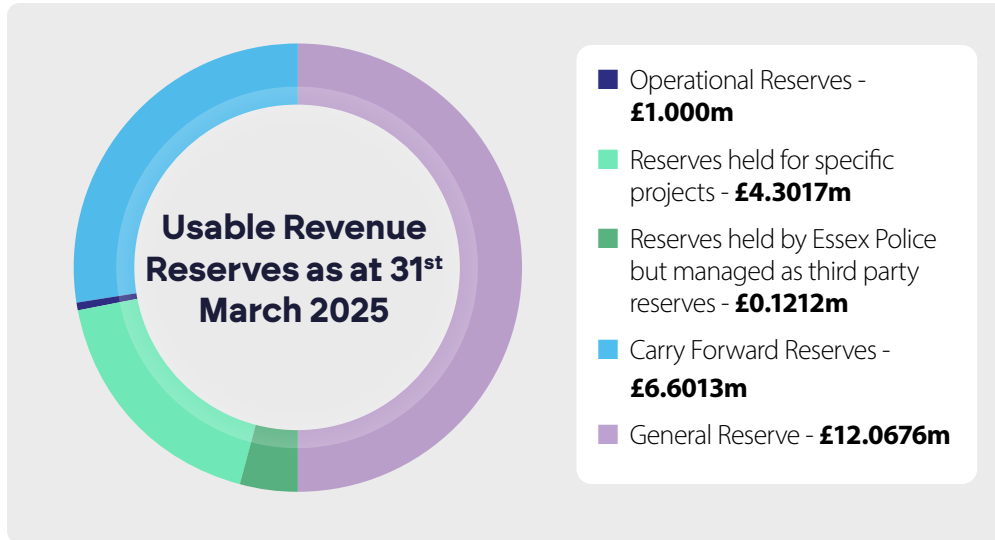
The revenue reserves are key to our financial strategy, ensuring that there is some resilience to cope with unpredictable financial pressures and long-term financial commitments, whilst at the same time ensuring we spend today's money on today's residents. Specific earmarked reserves are held to manage known financial liabilities and possible risks.

The main elements of the PFCC's reserve strategy are:

- To establish a General Reserve position of 3% of net revenue expenditure by the end of 2024-25 and to then maintain the General Reserve at 3% by each year end, in the three following years of the Medium Term Financial Strategy, for unknown and/or unforeseeable events;
- Earmarked reserves will be created to cover for possible known significant risks and future commitments;
- The PFCC will apply a prudent approach to reserves and risk management although this will be balanced with ensuring the public of today benefit from today's funding;
- The PFCC will take a long-term approach to protecting, maintaining and investing in all its assets supporting policing for the long term as well as short term;
- Reserves not required for the above purposes will be clearly identified as available for other discretionary opportunities; and
- The PFCC will where possible build up and maintain a level of reserves for investment, borrowing only where the life of the asset and economic environment make it the most efficient way of financing investment.

The General Reserve is held to provide a working balance to protect against unexpected cost pressures. The balance on the General Reserve as at 1st April 2024 was £11.046m. The 2024-25 net contribution to the General Reserve of £1.022m increased the balance to £12.068m, 2.9% of net revenue expenditure budget for 2025/26.

Earmarked revenue reserves total £12.025m at 31st March 2025 (a reduction of £2.679m since 31st March 2024). Included within these reserves is £0.121m of monies held by Essex Police which is managed as a third-party reserve. The levels of usable reserves at 31st March 2025, are shown in the chart below.



Future Pension Payments and Liabilities

We are required under accounting standards to include the total liability of future pension payments in the Balance Sheet. There are statutory and contractual arrangements in place for funding these pensions. Accounting standards require that the total future assets and liabilities in respect of pension payments to past and present police officers and police staff are fully reflected in the Balance Sheet. Accordingly, the Balance Sheet figures within the accounts (see note 44) include a net liability of £3.142m (2023/24 net liability of £3.248m) for police staff and £2,113.144m net liabilities (2023/24 £2,306.487m net liability) for police officers.

The PFCC group has an agreed position with the pension administrator regarding the future liability provision. The statutory arrangements for funding the police officer pension liability and the PFCC group arrangements for funding any police staff pension deficit, therefore, mean that the financial position of the PFCC group remains sound.

Medium Term Financial Strategy

The force faced a significant financial challenge in being able to set a balance budget for 2025/26 with unavoidable increases in costs associated with a workforce growing in experience but without an equal increase in funding and this has therefore necessitated reductions in staff numbers for 2025/26. One-off costs associated with delivery of these staff reductions are included within the Exit Packages and Termination Benefits Notes (Note 14) where these costs are chargeable to the Comprehensive Income and Expenditure Statement within 2024-25.

We will continue to consider the various impacts of our costs in the Medium-Term Financial Strategy (MTFS) as we develop the budget for 2026/27. The MTFS reflects the impact of investment, cost pressures and efficiencies over five years, starting with the first year of the budget being developed. The MTFS we are currently developing considers the period 2026/27 to 2030/31. We are modelling various scenarios in order that we are able to act promptly to the pressures we might face. Whilst we do have a challenging financial outlook to navigate, we are developing plans for balancing future years' budgets and therefore do not anticipate the need to issue a Section 114 Notice in the near future (Section 114 of the Local Government Act 1988 requires Chief Financial Officers to issue a report when it is anticipated that expenditure will exceed resources within a financial year i.e. an inability to balance the budget).

Acknowledgements

I do hope that the readers of these accounts will find the information valuable and of interest and I would like to acknowledge and thank the Chief Constable's Corporate Finance Department for all the hard work that has gone into producing such a comprehensive set of accounts. I am also very grateful for all their hard work and support throughout the year, with the production of the budget, monitoring statements and updates to the MTFS.





PFCC
POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX

MORE LOCAL, VISIBLE ACCESSIBLE POLICING



Our public consistently tell us they want to see more police officers out and about in their communities, they want police to be there when they need them and they want them to deliver an effective and efficient response.



We listened and in the 2024-2028 Police and Crime Plan, we committed to help officers be more visible in communities and increase the quality of investigations by equipping them with the appropriate technology, training and supervision to carry out their roles to the best of their abilities.

We continued to invest in town centre policing, neighbourhood policing, rural policing and increased efforts to reduce crimes against businesses. Police officers were out on patrol, actively working to reduce crime and anti-social behaviour through problem-solving and crime prevention strategies with a particular focus on burglary, car theft, drug dealing and shoplifting.

Throughout the 12 months to March 2025, Essex Police maintained 3,754 full-time equivalent police officer number. This is in line with the commitment to increase police officer numbers in the county in 2019, with the focus on increasing investment and preventing crime from happening in the first place.

At the core of our crime prevention approach is the investment in community policing, where our officers are local and visible, and where they work with partner agencies, including Safer Essex and the Essex Council for Voluntary Service, to address the root causes of issues that are inflicting the most harm on communities. Our extra officers are starting to make a difference with focused visible patrols, targeted prevention work and intelligence led proactive problem-solving work.

Successful examples of this intelligence led prevention activity include Operation Grip which aims to tackle violent crime hotspots in Essex by ensuring officers patrol these areas on foot for at least 15 minutes daily, engaging with residents and Operation Dial which focuses on high visibility patrols within ASB hotspots, further details of which are included under driving down ASB and Crime.

Meanwhile, Project Servator is a policing tactic aimed at disrupting criminal activities and providing public reassurance through collaboration between police, the community, businesses and partners. In the 12 months leading up to January 2025, there were 475 deployments in Essex, achieving a 72% positive stop search rate from October to December 2024, compared to the Force average of 32.9%. Since April 2024, 36 new officers and PCSOs have been trained in specialised skills, with nine individuals receiving enhanced training to manage operations. Ongoing efforts focus on training Neighbourhood Policing Teams and investing in this tactic to reduce crime and antisocial behaviour and to improve visibility.





Community Engagement and Volunteering

We have continued in our aim to grow all forms of volunteering and community engagement, from cadet programmes to becoming a Special Constable. Special Constables numbers have remained fairly consistent over the past year, with 246 active Special Constables at the year-end (March 2025). Over the next year, Specials will be focused on increasing visibility in communities.

Essex Police increased the number of police cadet leaders from 69 to 93, which will enable the expansion of the police cadet programme. There was also an additional cadet unit opened with nine units operating throughout the county and active recruitment was being undertaken for cadets at Colchester, Chelmsford and Thurrock. Looking ahead, plans are underway to reopen the Basildon unit and Castle Point unit in 2025-26.

Rural Crime Prevention

The Essex Police Rural Engagement Team (RET) has continued its proactive engagement with rural communities to prevent and address various forms of rural crime, including hare coursing, unauthorised encampments, equipment theft and fly-tipping

The number of rural crime offences has decreased over the past five years, with a reduction of 929 offences in the 12 months to March 2025, representing a 4.37% decrease.

- **Hare Coursing reports** have remained stable at 179 in the 12 months to end March 2025, compared to 172 the previous year, and down from 409 in 2018.
- **Unauthorised Encampments:** Incidents have decreased to 64 for the year, compared to 228 in 2018.
- **Rural Plant and Machinery Theft:** Decreased by 11.3% to 188 offences, down from 212 the previous year.



Essex experienced a statistically significant decrease of 4.37% (929 fewer offences) in recorded rural crime for the 12 months to March 2025 compared to the previous year. Conversely, there was a statistically significant increase of 10.38% (227 more offences) in the number of rural crimes solved.

The overall decrease in rural crime is attributed to the proactive efforts of the RET and their educational initiatives, which help communities safeguard their belongings. Initiatives over the past year include:

- **Personal Visits and Forensic Marking:** This initiative has reached 70 farms, enhancing the security of rural equipment.
- **Trail Cameras:** Launched in April 2025, this initiative deployed trail cameras at crime victims' locations, with measurable feedback metrics to assess their impact on public confidence.
- **Hare Coursing Response:** Improved response to hare coursing reports by local policing area resources, supported by media outreach.
- **Media Promotion:** Ongoing efforts to promote RET's work through external media to boost public confidence.
- **Social Media:** The RET has enhanced its use of the Orlo social media platform across all district media pages.

The force solved 11.89% of all rural crime offences, an improvement from 10.35% in the previous 12 months.

Business Community Collaboration

We have partnered with the business community to address and prevent crimes such as shoplifting and violence against shop workers, with a particular focus on repeat offenders.

Shoplifting remains the most prevalent business crime, with incidents nearly doubling from 7,341 in 2021 to 14,327 in 2025. The Business Crime Team's collaboration with the Essex Chamber of Commerce has bolstered trust among shopkeepers, leading to increased crime reporting to Essex Police. Despite rising demand, Essex Police has successfully doubled the number of solved shoplifting cases from 1,651 in the 12 months to January 2022 to 3,472 in the same period to January 2025, achieving a 24% solved rate, surpassing the Most Similar Group (MSG) average of 22%.

The Rapid Video Response (RVR) initiative has been expanded to include shoplifting suspects, enhancing service speed and efficiency. This initiative is a victim-focused, real-time virtual service that allows victims of crime to report incidents via a secure video link instead of requiring a police station visit or officer attendance. Additionally, Operation Retail has provided an alternative method for prosecuting retail offenders without requiring interviews, further improving time efficiencies for police officers. The Business Crime Team will oversee and evaluate this scheme.

Community policing is essential for understanding our communities and gathering intelligence. We aim to ensure that local residents and businesses feel safe and confident in communicating with the police. Through these initiatives, we strive to create a safer environment and foster trust between the police and the community.



101 Service

In the 12 months to March 2025, calls to the 101 service saw a marked increase of 7.27% (12,744 extra) and the average wait time increased by 37.5%. To support the public in reporting crime, over £1m of investment was made in the contact control centre to improve the 101 non-emergency call line. More was also done to encourage the use of online reporting options.

Emergency calls (999) decreased by 7.96% (31,897 fewer) in the year to January 2025 compared to the previous year. This reduction can be partly attributed to the Right Care Right Person (RCRP) initiative, which was put in place so Essex Police can focus on their own responsibilities and avoid taking on those of other agencies. In addition, there has been a great deal of work to ensure matters are reported in the correct way (channel shift) and also to focus on preventative work for repeat callers.

Maintaining the high standards of crime recording has also been monitored through the performance and resource board on a monthly basis. The following statistics are for call handling times in the 12 months up to June 2025.

	YTD	YTD Last Year**
Call Handling (Public 999 - Q19)		
GOS*	84.1%	84.6%
Abandoned Rates	0.94%	1.13%
Average Answered Wait Time	00:00:08	00:00:10

Call Handling (All 999 - Q19, Q21 & Q23)		
GOS*	83.3%	84.2%
Abandoned Rates	1.56%	2.1%
Average Answered Wait Time	00:00:09	00:00:10

Non Emergency (101) - CCC		
GOS*	40.9%	47.6%
Abandoned Rates	26.5%	27.7%
Average Answered Wait Time	00:08:57	00:06:30

* Grade of Service measures the percentage of calls answered within a specific timeframe.



PFCC
POLICE, FIRE AND CRIME
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DRIVE DOWN ANTI-SOCIAL BEHAVIOUR AND CRIME



Significant decrease of

7.41%↓

of the number of recorded
Anti-Social Behaviour (ASB)
incidents*

* for the 12 months to March 2025 compared to the 12 months to March 2024.



Recorded crime continues to fall. 10,852 fewer offences recorded in the 12 months to March 2025 compared to March 2024 (decrease of 7.09%). The number of repeat victims has also reduced by 8.59%.



10,852

fewer offences recorded*

* in the 12 months to March 2025

We increased hotspot policing and monitored known offenders to prevent crime in all our communities. By using targeted, data-driven activities with a clear evidence base, we were able to drive down crime through prevention and early intervention. We ensured that anti-social behaviour and serious violence were dealt with more swiftly by increasing targeted hotspot policing.

ASB has seen significant reduction in incidents over the past few years, with Home Office funded Hotspot initiative Op Dial launched in July 2023 and which now covers 11 Community Safety Partnership areas and 15 hotspots, it is expected this reduction will be maintained. ASB recording in hotspots remains low and has reduced at a faster rate than across Essex.

Essex experienced a statistically significant decrease of 7.41 % (1,146 fewer) in the number of recorded ASB incidents for the 12 months to March 2025 compared to the 12 months to March 2024.

Following implementation of the Problem-Solving Hub and a new force procedure standardising their problem-solving approach to policing, work is underway to make effective use of the OSARA model (well recognised policing model for problem solving in communities), seeking long-term solutions to local issues.

There was also a continued focus on targeting anti-social behaviour and serious violence which were dealt with more swiftly by increasing targeted hotspot policing through Operation Grip, which alongside work to tackle ASB, focused on reducing serious violence in 15 hotspot areas.

Over 19,000 hours of high-visibility patrols were carried out, leading to a 5% reduction in all violence with injury offences. A key example of this work was 'Op Fortina', which focused on tackling harm linked to the night-time economy in Colchester and Chelmsford. Officers used a mix of uniformed and plain-clothes patrols to speak with the public, spot unsafe behaviour, and offer help to those at risk. Working closely with local support services, teams went out 19 times, involving 133 officers. This led to 14 arrests and 28 people receiving specialist support.



Tackling Anti-Social Behaviour

Building on the success of the previous year, Op Dial intervention led to a 19% decrease in ASB related offences in the targeted Hotspots during 2024-2025. NB: this figure is for hotspot areas. Overall ASB reduction across Greater Essex is 7.41%.

Over 18,500 hours of high visibility patrols and dedicated days and nights of action took place, along with more than 1,500 hours of face-to-face engagement with young people in areas where youth ASB was high.

Community Safety Partnerships also held regular 'Nights and Days of Action' to increase visibility and reassure residents. These events helped reduce ASB and improve community safety. For example, a team of 12 officers from local councils and police worked together in Debden High Street, speaking to residents, visiting businesses, and issuing penalty notices where needed.

Multi-agency teams conducted nights of action to tackle car cruising, street racing, dangerous and anti-social driving in the Thurrock, Lakeside hotspot. In one operation, police and council officers removed uninsured vehicles, gave out fines and issued warnings for anti-social driving.

Youth outreach work played a key role throughout the programme. They were based in parks, streets, and outside shops—places where young people spend time. Youth workers offered support and advice, and spoke about important issues like violence, drugs, relationships, and making better choices. Thanks to this work, over 2,000 young people were reached and youth workers delivered over 1,500 hours of support.

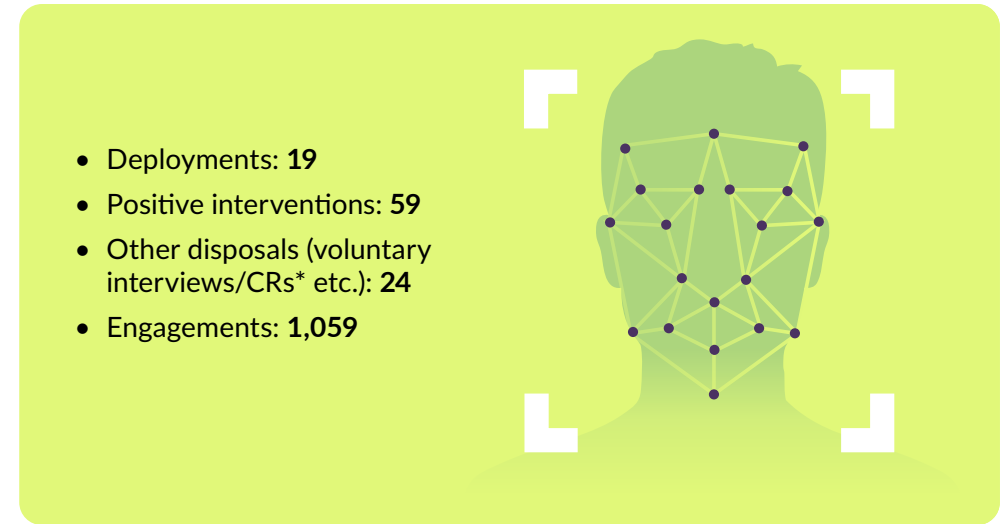
This approach helped young people feel more confident reporting problems and asking for help. It also improved information sharing between services, helping keep communities safer.

In the Canvey Island Hotspot, youth workers engaged a group of young people who had previously been seen climbing on a library roof. They used calm, non-judgemental conversation to talk about the risks and damage caused. The young people listened, said thank you, and the library staff were so impressed they now want to do more local youth outreach work in the area.

We encouraged local leadership of community-led solutions by investing in our Community Safety Partnerships and bringing them together through Safer Essex to share best practices, identify what works, and invest in stronger intelligence-led activities. We also encouraged Community Safety Partnerships to work with charities and other partners to identify and implement best practices.

We supported the Force in rolling out live and retrospective facial recognition equipment to take known offenders off our streets and prevent crime.

Live Facial Recognition has had outstanding results with positive feedback from the community and the internal police analysis unit in Essex has been commissioned to undertake an evaluation.



* A voluntary interview, also known as an interview under caution (CR), is a formal police process where you are invited to a police station to discuss a criminal allegation without being arrested.

To support effective resource allocation, we encouraged the Force to allocate resources most effectively and to increase the use of crime harm scores to look at concentrations and prevalence of crime, thereby reducing the total level of harm in the county. We worked with local authority partners and other community partners to ensure economic vibrancy on the back of safe communities.

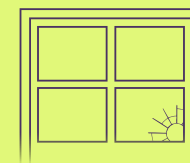


Burglary

Essex experienced a statistically significant decrease of 17.46% (1,242 fewer) in the number of Burglary offences for the 12 months to March 2025 compared to the 12 months to March 2024. This includes residential, business and other burglaries.

There was also an increase of 54 more Burglary offences solved for the 12 months to March 2025 compared to the 12 months to March 2024.

The solved rate for Burglaries increased by 11.51% for the 12 months to March 2025 compared to the 12 months to March 2024.



↓ 17.46 %

**Decrease in the
number of Burglary
offences***

*12 months to March 2025 compared to the 12 months to March 2024. This includes Residential, Business and other burglaries.

Vehicle Thefts

In the 12 months leading up to March 2025, vehicle thefts have experienced a significant reduction for the first time in five years. The number of vehicle thefts decreased by 7.5%, with 453 fewer reports compared to the previous year. Additionally, the number of solved car thefts has increased by 125 offences, showcasing the effective efforts of Essex Police in tackling this issue.

Vehicle theft is a national issue, and new laws will ban electronic devices used in 40% of vehicle thefts in England and Wales. Possessing or distributing these devices, including 'signal jammers', will carry a maximum sentence of five years.



↓ 453

**Decreased
number of reported
vehicle thefts**

These measures, part of the Crime and Policing Bill, shift the burden of proof to the owner to demonstrate legitimate use. Previously, prosecution required proof of a specific crime.

IMPROVE ROAD SAFETY AND REDUCE ROAD DEATH TO ZERO IN ESSEX

1 of 3



Fatal road traffic collisions recorded
in Essex, indicates the presence of
cocaine or cannabis in blood samples,



More people are killed and seriously injured on Essex roads than by all other crime put together. This is why Vision Zero - zero deaths or serious injuries on Essex roads by 2040 - remains the focus.



While data clearly indicates a significant reduction in fatal and serious casualties over the past 20 years, current casualty data indicates a return to pre covid levels with no recognised downward trajectory. In the past year road fatalities were up from 38 to 57, an increase of 50%.

By working with our partners in the Safer Essex Road Partnership (SERP) we are taking a combined approach to help build a safer road network, tackle speeding and drink and drug driving through better technology, better education and better enforcement. But we know this will take more than just enforcement. We need new, innovative ways to tackle the issue by viewing road deaths and injuries as a preventable public health issue.

Through focusing on identifying risk factors across the population, implementing interventions at multiple levels and promoting behaviour change through education and awareness campaigns, we can help to reduce the incidence of crashes and associated injuries. This requires a strong emphasis on data collection, analysis and evaluation to monitor progress and adapt strategies accordingly.

Over the past twenty years, there has been a notable decline in fatal casualties on the roads, but there is still more to do. Collaborative efforts encompassing advancements in post-incident medical care, vehicle safety systems, education, enforcement, and infrastructure improvements must continue. In Essex, upgrades to primary routes such as the A130 and A120 have played a crucial role in making journeys safer.

The implementation of a 50mph speed limit, monitored by average speed systems on the A127, has also contributed significantly to reducing casualties. Before these upgrades, both routes were notorious for high levels of serious and fatal injury collisions at known hotspots.

Drink Drive Offences

Despite enforcement efforts, the force has struggled to reduce drink driving offences effectively. Areas such as Maldon, Tendring, Braintree and Colchester report the highest levels of injury collisions linked to drink driving.

Data indicates that the most at-risk time for drink-related collisions is between 9pm and 1am. However, arrest levels remain low for this offence, reflecting the demands on other areas of policing and negatively impacting proactive operations aimed at reducing risk.

A performance review identified opportunities for increased roadside testing following traffic collisions. Additional performance information has been provided to road policing and local policing teams to enhance governance and compliance.

During the summer period policing had access to new roadside devices, which incorporated the latest technology for automated data updates. This advancement enhanced the force's ability to track the effectiveness of roadside enforcement and deploy officers to areas with high levels of positive tests. The number of drink and drug driving offences over the year increased by 11- from 2,106 to 2,117.

Extra Eyes

The Extra Eyes project, a collaboration between Essex Police and the Safer Essex Roads Partnership, encourages road users to report incidents of poor or dangerous behaviour captured on journey cameras or CCTV. This initiative mirrors Operation SNAP in other force areas.

Digital footage plays a crucial role in influencing road user behaviour and reducing risks, particularly for vulnerable groups such as cyclists, horse riders, and motorcyclists. Cyclists represent a significant portion of digital submissions, and our improved relationship with cycling communities has fostered more submissions and stronger collaboration.

To enhance the effectiveness of the investigative process, Extra Eyes expanded the types of offences that the public can report. Additionally, the newly established National Highways Traffic Officer service, based at Chigwell Roads Policing (M11), pushed through Journey Cam evidence to Extra Eyes. This is invaluable for improving road safety, as some of the most serious incidents processed by the Extra Eyes investigation team occur on the M11.

To make significant behavioural change, enforcement of key traffic offences must embrace technology, such as AI, recognising how the use of existing AI within road safety enforcement, detects high levels of offending, far greater than the presence of a police officer at the roadside.

This type of approach to enforcement, provides efficiencies to front line resourcing, and the importance to ensuring the same level of investment with technology utilised for back-office processing of traffic offences.

Community Speed Watch

Under the day-to-day management of Essex County Fire and Rescue Service, the scheme continues to contribute towards efforts in reducing road casualties. Across 106 communities, a total of 1,200 volunteers support the scheme with regular monitoring activity. Over 15,000 warning letters are sent to offenders annually. Monthly newsletters, produced by the scheme co-ordinator, update members of wider road safety policing activity and project updates.

Fire Bike

Essex Police supports a collaborative approach in delivering motorcycle safety initiatives, such as Fire Bike, delivered by Essex County Fire and Rescue Service and forming part of the Safer Essex Roads Partnership annual road safety delivery plan.

Over selected weekends, Roads Policing Motorcyclists work alongside Fire Bike instructors delivering Better Biking courses, complementing additional courses offered by Essex Fire & Rescue, such as an Advanced Machine Skills Course and Fire Bike First Aid Courses.

Recognising 26% of all fatal and serious injury casualties are motorcyclists, this area of casualty reduction requires renewed focus, especially upon young riders and the gig economy.

Looking ahead, we now face new risks across emerging road user groups, such as E scooters illegal use and in trial areas. Whilst legislation has yet to be formally adopted around the use of E scooters, the partnership continues to shape future regulations and safety systems, through participation on various national working groups.

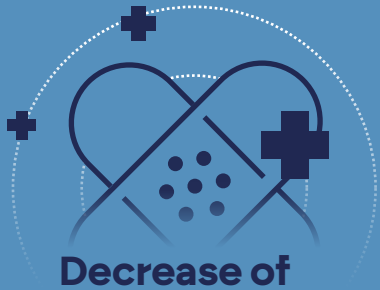
Young drivers, their passengers, and motorcyclists remain the most at-risk road user groups.





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BEAT KNIFE CRIME AND DRUG GANGS AND PROTECT YOUNG PEOPLE



Decrease of

733 ↓

fewer in the number of
recorded Violence with
Injury offences

POLICE LINE DO NOT CROSS

Essex was proud to be one of the first in the country to establish a Violence and Vulnerability Unit to deliver a public health approach to tackling drug driven violence.



↓ 733

Fewer Violence with Injury (VWI) offences*

* for the 12 months to March 2025

We knew for this to work it was at minimum a 10-year commitment and after six years we can see that the approach is working. Through sustained, consistent and relentless focus we are making our county safer and reducing the risk that our young and vulnerable people are drawn into a life of crime.

The Violence and Vulnerability Unit (VUU), based on the latest evidence, works to prevent serious violence.

In 2023 the Serious Violence Duty came into effect. This enshrines the principles of multi-agency working into law and ensures that every local area in England and Wales work together to prevent, tackle and reduce serious violence. Essex VUU was established in 2019 and has a track record of delivering positive outcomes, to reduce serious violence, for the residents of Essex.

The Serious Violence Duty is built on the work of Essex and other areas, which have been pioneering a prevention evidenced based approach to preventing serious violence.

In 2024, the VUU's knife harm campaign, which encourages parents to talk to their children about knife crime, was run for a third time. The campaign was adapted based on earlier evaluations, to ensure pinpoint targeting of those people and areas where it could have the most impact, to stimulate conversation and amplify key messages of the campaign.

Through the VUU grants programme, targeted funding was able to foster a strong and robust network of organisations to provide a wide range of interventions in local communities, responding directly to the issues of local young people raised in the Essex VUU Listening Project 2023-2024. These projects were across the county, from youth clubs, boxing sessions to after school sport activities for at risk children. Across 2024, these VUU grants reached over 3,500 children and young people.



In 2024 the VVU continued to invest in the ReRoute programme, a voluntary programme that reaches out to 17-25-year-olds who are suspected of having committed offences linked to violence (including weapons) and / or drugs. ReRoute recognises the importance of engaging with young adults at the earliest opportunity following arrest to prevent any further offending and protect communities. ReRoute outcomes include young people returning to education / training; finding employment and less re-arrests and sentencing which takes into account the work they have already undertaken to address identified issues.



The Essex VVU capture the views of children, young people and young adults who take part in their programmes to ensure approaches are responsive. In 2024, using the voices of Essex young people and their real life experience, the VVU created a series of films to reach out to communities, encouraging conversations with young people. This included highlighting the work by 'trusted adults', youth workers, through positive activities for young people, supporting young people to feel connected and stay active in their communities.

Essex Police Serious Violence Unit (SVU) has contributed to developing national best practice in response to Project Housebuilder, which is led by the National Crime Agency to coordinate the law enforcement and public health response to the increased threat posed by nitazenes. The SVU focus on county lines and gangs posing the greatest risk of harm has increased arrests and evaluation of this has been shared with National County Lines Coordination Centre.

The SVU Prevent, Protect and Prepare Team (PPP Team) continues to develop new opportunities to prevent offending including the implementation of the Knife Crime Violence Model (KCVM) pilot in Southend, using Essex Police data to identify offenders that may commit offences and provide diversion opportunities through partnership engagement.

Essex experienced a decrease of 5% (733 fewer) in the number of recorded Violence with Injury (VWI) offences for the 12 months to March 2025 compared to the 12 months to March 2024.

There was also a statistically significant increase of 16.48 % (294 more) in the number of recorded Drug Trafficking offences for the 12 months to March 2025 compared to the 12 months to March 2024.

The SVU works closely with the Serious Crime Directorate (SCD) and the Eastern Region Special Operations Unit (ERSOU) who pursue national drugs networks and Organised Crime Groups (OCGs), and the Local Policing Areas (LPAs) to ensure that all levels of drug driven violence associated with drug supply is managed across the force.

The SVU works closely with the Home Office and the National County Lines Coordination Centre (NCLCC) to seek funding to support operations and intervention to reduce drug driven violence.

Serious Violence Unit

The work conducted by the Serious Violence Unit (SVU) supports the Government's ten-year drug strategy From Harm to Hope, with data showing that levels of activity linked to drug-driven violence are now reduced or stable.

Essex Police has strengthened its response through proactive stop and search activity and the continued dismantling of county lines networks.

Project Servator, deployed 475 times in the 12 months to January 2025, achieved a 72% positive stop-search rate—more than double the Force average—helping to disrupt criminal activity linked to drugs and violence.

County lines-related homicides are at their lowest level for several years, knife crime and community violence continue to reduce, and the risk associated with county lines is being effectively managed.

Alongside this, the SVU and the Serious Crime Directorate intensified their enforcement activity, delivering increased arrests and a 16.48% rise in drug-trafficking offences identified. Their sustained pressure on organised drug networks—supported by regional and national partners—has ensured there have been no county lines-linked homicides since 2021.

Together, these efforts have played a vital role in reducing drug-driven violence and safeguarding vulnerable people across Essex.





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TACKLE VAWG AND DOMESTIC ABUSE



2402↓
fewer victims

The last 12 months
has seen a continued
reduction in repeat
victims of abuse



Through the government's Safer Streets Fund and our own locally funded scheme we have invested in our local communities to help create safer public spaces.

VAWG

Reducing violence and against women and girls (VAWG) is an area that requires continued focus and Essex is using a range of initiatives to help women and girls feel safer in their communities.

Working together with Community Safety Partnerships, this is making a difference by creating spaces where people, especially women and girls, feel and are safer. Partnership engagement has been essential in tackling VAWG, with collaborative working leading to the development of several projects such as Project Minerva and the Essex County Council VAWG Mapping Programme.

Domestic Abuse

In 2024-2025, the PFCC collaborated with the three upper-tier local authorities in Essex to form The Pan Essex Domestic Abuse Commissioning Collaborative (PEDACC); a consortia of commissioners that have come together to pool budgets and jointly commission a whole-system response to Domestic Abuse. This innovative model of joint commissioning improves alignment of support pathways, placing victims and survivors at the centre of the system, and helps to drive efficiencies in the provision of interventions. Following extensive consultation and procurement activity, four new contracts went live on 1st April 2025 including, for the first time in Essex, a multi-year domestic abuse perpetrator contract that aims to change the behaviour of those causing abuse, ultimately reducing harm experienced by victims and survivors.

In 2024-2025, the PFCC continued its support for the Southend, Essex & Thurrock Domestic Abuse (SETDAB) Partnership. The PFCC provided funding to continue to deliver the nationally recognised REFLECT DA perpetrator comms campaign; driving referrals to our perpetrator behaviour change programme. The PFCC also invested in the Essex Chambers of Commerce Domestic Abuse At Work Now (DAAWN) programme and Alpha Vesta's J9 programme, both of which raise awareness of domestic abuse and give confidence to break the taboo of abuse and signpost people into appropriate support.

Essex Police leads the way nationally in some areas, including the perpetrator focus and prevention activity, supported by strong collaborations with commissioned services through the Southend, Essex and Thurrock Domestic Abuse Board (SETDAB).

The last 12 months has seen a continued reduction in repeat victims of abuse alongside continued reductions in overall DA offences.

The overall domestic abuse solved rate has increased to 11.6% (up from 11.2% compared to the previous year). The high risk solved rate is 31%.



However, there are areas where performance needs to improve. These include the timeliness and quality of investigations, particularly in 'standard' risk cases managed by Local Policing Teams, and the force is currently examining how Domestic Abuse rapes are managed.

The standard risk solved rate is currently 6.7%, down from 6.8%. The high risk solved rate, managed by the Domestic Abuse Investigation Team (DAIT), has increased to 31.0% which would indicate despite the pressures brought on by the volume increase in medium risk cases, they remain focused towards the greatest risk.

While the impact is more noticeable in standard risk cases, some of the challenges in investigations are also being seen in our Domestic Abuse Investigation Teams. DAIT workloads are increasing, as are completion times for investigations. Whilst some of this is down to resource and capacity; including with key partners such as the Crown Prosecution Service (CPS), in returning advice or charging decisions, current processes are also hindering progress. For example, challenges in Digital Forensic Units are leading to significant delays in downloading mobile phones required in many investigations.

The DA team are exploring the feasibility of training some DAIT staff to use the specialist mobile downloading and screening equipment within Crime and Public Protection, to decrease the pressures on DFU and improve the turnaround time for digital downloads.

When considering the national workstreams in this area, such as the Joint Justice Plan (Police and CPS plan to improve DA investigations) and Op Soteria (plan to improve rape and serious sexual offences (RASSO) investigations), the strong focus for the next period will be quality and timeliness of investigations, and ensuring these investigations are victim focused. These drivers have come about because the evidence base demonstrates speedy, and thorough investigations lead to increased rates of engaged victims, and increase trust and confidence in the Criminal Justice System.

Essex Police is alive to the issues and has commenced work to address them.

A force wide investigation improvement plan has been commenced, headed by a Chief Superintendent.

Op Soteria has a dedicated Detective Superintendent lead, and the review into DA and Rape and Serious Sexual Offences (RASSO) structures, processes and resources has been commissioned to Strategic Change and is headed by an Assistant Chief Constable.



Commitment to DA cases

Arrest rate for high risk DA remains high due to the support of specific operations such as Op Nightshade (OPC operation to arrest high harm offenders.)

There has been a steady increase in the number days taken to investigate domestic abuse since 2020, despite an overall reduction in DA cases. This is due to increasing complexity of cases, capacity, forensics submissions and time for CPS to take decisions. Increasing complexity of cases, capacity issues, delays due to digital media/ forensic submissions, increasing time taken for CPS decisions and advice.

As the digital footprint continues to increase within investigations, this increases the pressure on the Digital Forensic Unit (DFU and the subsequent delays to receive the product. A significant number of DA investigations require victim and/or suspect phones to be downloaded. In non-urgent i.e. outside of remand cases, the Service Level Agreement to download and return mobile phones is increasing. Considerations are being given around training DAIT staff to utilise 'phone download' equipment in C&PP to reduce the pressure on DFU and improve investigation times, in line with the wider strategic objectives of the 'Joint Justice Plan'.

Arrest rates in standard risk DA cases are poor and continue to reduce. This has a knock-on effect because we know an early arrest increases the evidential opportunities, enhances safeguarding, increases victim trust and confidence, and ultimately improves the chances of a successful outcome. Local Policing Teams (LPTs) are being focused on earlier arrests in standard risk cases, which is being monitored by the LPA command teams and the Domestic Abuse Tactical Board.

Solved Outcomes

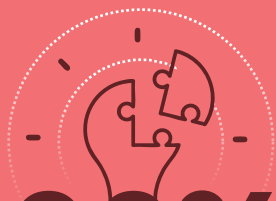
Solved outcomes in the first half of 2024 were the highest since 2020, but resource challenges within the CPS has meant significant file backlogs, with 79 rape and serious sexual assault (RASSO) files awaiting CPS charging decisions, 42 of which are for rape, which are impacting on the force's solved outcomes.* The CPS has been challenged at force and regional level, and they have been asked to consider drafting in additional lawyer support from outside the eastern region to work on file backlogs.

* Since these figures were reported, the position has improved. Joint work between Essex Police and the CPS has reduced the file backlog and sped up charging decisions, especially for complex RASSO cases. Fewer rape and serious sexual assault files are now waiting for CPS review, helping to ease delays and support continued improvements in solved outcomes.



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ENSURE VULNERABLE PEOPLE ARE PROTECTED



100%
Solved Rate

Online Child Activist Group
(OCAG) solved rate remains
100%, despite a 32.1%
increase in incidents



Essex is a safe county and by targeting our resources at the most at risk in our communities, we can make it even safer for everyone.

We are working with partners and agencies to prevent crime, support victims, and ensure that criminals have no place to operate.



↑ 2.5%

Officer workloads are up by 2.5% which contributes to the fall in overall POLIT solved rate from previous years (86% in Sept 2023 down to 77% in Sept 2024)

Collaboration with partners is key in identifying individuals at risk or vulnerable, helping them stay safe and away from a life of crime. We strengthened the focus on prevention in both Police and Fire and Rescue Services, working with local authorities to invest in more roles and resources supporting community safety to identify risks. We have also worked with Community Safety Partnerships to better understand and identify vulnerable individuals at risk.

No-one should feel afraid in their communities. The PFCC is committed to tackling crime, and ensuring victims receive high quality, accessible support to help them recover from the impact of crime. In 2024-5, the PFCC invested more than £5.4m on interventions that support victims of crime, including commissioning specialist support for victims of sexual abuse and domestic abuse. This funding provided support for more than 42,000 individuals, from emotional and practical support through to counselling and therapeutic support. Almost 50% of those victims experienced domestic abuse, sexual abuse or stalking/harassment. For those victims of sexual abuse supported by Synergy (our consortium of local rape crisis charities), we know that 96% reported feeling more in control of their lives after the intervention.

Essex Police and our commissioned services adhered to the Code of Practice for Victims of Crime in England and Wales (Victims Code), ensuring victims received the minimum level of services expected from criminal justice agencies.



Ministry of Justice (MoJ) Victims' Code Metrics Pilot

Essex Police participated in the Ministry of Justice (MoJ) Victims' Code metrics pilot throughout 2024. The data compilation period spanned 12 weeks from April to June 2024 and the results were submitted to the MoJ in July 2024.

By taking part in this pilot, Essex Police has stayed informed about key national plans for implementing the Victims and Prisoners Act 2024. This participation has enabled the force to identify areas of good practice and pinpoint areas of underperformance compared to other participating forces. The MoJ is currently in the process of compiling compliance figures.

During 2024, the SMSR Public Confidence Survey was recommissioned to deliver the Public Confidence and Satisfaction Survey for up to four years starting in October 2024. In preparation for this, the survey content was redesigned to better understand the details behind victim responses, aiding in identifying necessary actions.

Additionally, there was an option to conduct a 'deep dive' focus on victims in one quarter, allowing for the inclusion of specific additional questions. There is also the flexibility to commission a separate victims survey at any time.

Essex Restorative and Mediation Services has continued to deliver across the county for all offences, including domestic abuse and sexual abuse incidents, referred by Essex Police and other criminal justice partners as a proven method to aid recovery for victims and reduce reoffending. Essex Police continue to be the biggest referrer to the restorative mediation service, with approximately 70% of all referrals being made by police. Work in this area has focused on improving offence types referred. It is recognised that using restorative mediation on more serious and complex offences has the greatest impact on trauma reduction and reducing reoffending. This year we have seen improvement in this area with the service used for burglary, domestic abuse and assaults on officers.

We also committed to work across the criminal justice system to advocate for a reduction in court delays and push for more powers to commission criminal justice services, bringing together agencies to improve offender management. Initiatives implemented over the year include:

Magistrates' courts

- HMCTS have now completed the recruitment/initial training of 5 new legal advisors who from September 2024 are now able to hear an increased range of cases and deal with a greater caseload.
- The October court listing for the second half of 2024-25 included 20 more sitting days across the four Magistrates' court sites, significantly increasing capacity.
- Cases from Saffron Walden and surrounding area within Essex were heard at Cambridgeshire Magistrates' Courts from October 2024 onwards.
- Increased use of Single Justice Procedure to manage more traffic cases administratively, helped reduce the need to allocate court sitting time.

Crown courts

- The Barbican in London has been operating as a Nightingale Court since 2020. From 16th September 2024 until the end of March 2025, Essex had 151 sitting days dedicated to Essex Cases. The PFCC was continuing to advocate for maintaining the Barbican beyond this time period.
- This was a genuine increase in Crown Court sitting capacity for Essex as the court staff and judiciary were not being extracted from existing Essex resources.

We supported victims of human trafficking and modern slavery, including those subject to sexual exploitation, and continued to promote close working with the UK Border Agency, the National Crime Agency, and national and regional partners who support victims and bring perpetrators to justice.

Child Abuse/Child Sexual Exploitation: Online Child Activist Group (OCAG) solved rate remains 100%, despite 32.1% increase in incidents. Arrests by POLIT are up by 25.3%.

POLIT has had an increase in referrals, with 77% solved rate. Officer workloads are up by 2.5% which contributes to the fall in overall solved rate from previous years (86% in Sept 2023 down to 71% in Sept 2024).

STRATEGIC POLICING REQUIREMENT

P(F)CCs are required under the Police Reform and Social Responsibility Act 2011 to provide an annual assurance statement within their Annual Reports on how they have had regard to the SPR and how it has influenced their setting of the strategic direction and objectives for their force.

The priorities in the Police and Crime Plan 2024/28 set out the focus for keeping Essex safe and for ensuring Essex Police can respond to national and international threats. This involved preparing a clear, robust plan to ensure there is readiness and ability to provide an adequate response when needed.

Essex Police provides the PFCC with an annual assessment of capability and capacity to meet the needs of the Strategic Policing Requirement along with the actions they are taking against each threat area. It also identifies risks and gaps to be addressed.

The Strategic Policing Requirement areas of focus are:

- VAWG
- Terrorism
- Serious and organised crime
- National Cyber Security
- Child sexual abuse
- Public disorder
- Civil emergencies

2024-25 Essex Police SPR Highlights by Threat Area:

- **VAWG:** There has been strong progress in this area including recruitment of a VAWG coordinator, increased use of the Domestic Violence Disclosure Scheme and a focus on targeting repeat offenders. Engagement with education partners is a focus area. A proactive initiative has been launched to target predatory behaviour in the nighttime economy using covert specially trained officers.
- **Terrorism:** Essex Police implemented effective collaboration with ERSOU and the Prevent programme including working closely with schools to have better vigilance around concerning behaviours. 170 Prevent Ambassadors trained. Regional threats identified include right-wing extremism, self-identified extremism and prison radicalisation.
- **Serious and Organised Crime:** Improved intelligence and disruption activity throughout the year (1347 disruptions in 2024 vs. 839 in 2023). Clear, Hold, Build method successfully delivered in Harlow and being replicated in Southend. Workforce challenges remain due to vacancies.
- **National Cyber Security:** Fully resourced Cyber Crime Unit enabling the force to investigate local cyber related crime with national protocols in place. Focus on maintaining skills through training. Cyber Security Incident Plan is in place with key roles allocated in the force.

- **Child Sexual Abuse:** Rising demand and future risks from AI technology. Improvements in solved rates and preventative orders, but capacity remains a concern.
- **Public Disorder:** The force supported a number of public order and public safety events in 2024. Risk identified in low numbers of Level 2 trained inspectors. Plans in place to increase PSU capacity. Well established protocols in place to review public order events in conjunction with local authority safety advisory groups.
- **Civil Emergencies:** Overhaul of emergency planning and business continuity systems has improved efficiency and preparedness. Delivered high number of training exercises through the year. 24/7 on call software established providing a single number for ease and speed if mobilisation required.

Strategic Alignment

All SPR threat areas align with Police and Crime Plan priorities, including tackling VAWG, protecting vulnerable people and addressing organised crime and cyber threats.

Forward Look

Essex Police continues to develop its response capabilities, with planned improvements in training, technology, intelligence and multi-agency collaboration across all threat areas.

PERFORMANCE FRAMEWORK

The PFCC chairs a Performance and Resources Scrutiny Board that holds the Chief Constable and the force to account for the performance of the force officers and staff against the delivery of the Police and Crime Plan. On a monthly basis, the current performance data of the papers and minutes of the Board are published on the PFCC website at:

[Policing & Crime Performance](#)

The Police, Fire and Crime Panel receive a 6 monthly report on the progress against the six priorities in the Police and Crime Plan. As at March 2025 one has a recommended grade of good (Drive down anti-social behaviour and crime), four were adequate (More local, visible and accessible policing. Beat knife crime and drug gangs and protect young people. Tackle violence against women and girls and domestic abuse. Improve road safety and reduce road death in Essex to zero.) and one graded was requiring improvement (Ensure vulnerable people are protected).

Current Structure

The Police & Crime Commissioner (PCC) was established by the Police Reform and Social Responsibility Act 2011 (PRSRA) as a corporation sole with a separate body of Chief Constable, also as a corporation sole. Mr Roger Hirst was elected Police and Crime Commissioner on 5th May 2016 and re-elected again in May 2021 and May 2024. Jane Gardner is the Deputy Police and Crime Commissioner.

The governance arrangements of the PFCC and Chief Constable are included in the joint Annual Governance Statement.

The Role of the PFCC

The PFCC is directly elected by the public and has a statutory duty to hold the police to account on their behalf for the delivery and performance of the police service in Essex. The PFCC provides the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action.

The PFCC is responsible for appointing and if required, dismissing the Chief Constable, setting the strategic direction and objectives of the force through the Police and Crime Plan, setting an annual budget and the Council Tax Precept, monitoring financial outcomes and approving a medium-term financial plan and capital programme in consultation with the Chief Constable.

The PFCC is also responsible for the scrutiny, support and challenge of overall performance of the force including against the policing priorities to protect Essex and holds the Chief Constable to account for the performance of the force's officers and staff. The PFCC publishes an annual report for the public and stakeholders, which the Police, Fire and Crime Panel also scrutinises on performance against the objectives set within the Plan. The PFCC has wider responsibilities than those relating solely to the police force, namely:

- Delivery of community safety and crime reduction
- Ability to bring together Community Safety Partnerships at the force level
- Allocate crime reduction grants within Essex
- Duty to ensure that all collaboration agreements with other local policing bodies and forces deliver better value for money or enhance the effectiveness of policing capabilities and resilience
- Enhancement of the delivery of criminal justice in their area

Independent Custody Visiting Scheme

The PFCC operates an Independent Custody Visiting (ICV) Scheme, appointing volunteers from the public to visit police custody suites. Their role is to check on detainees' treatment, ensure conditions are appropriate, and confirm that rights and entitlements are observed in compliance with the Police and Criminal Evidence (PACE) Act 1984 Code C and Detention and Custody Authorised Professional Practice (APP). This provides protection and confidentiality for both detainees and police, and reassurance to the wider community.

The scheme was introduced in 2012 and is based on the Home Office Code of Practice on Independent Custody Visiting, published under Section 51(6) of the Police Reform Act 2002. It was last significantly updated in 2013 following the revised Code of Practice issued by the Home Office.

ICVs can visit custody suites at any time. Each visitor commits to a minimum of three visits per month and submits a standard report after each visit. In 2024-25, volunteers completed 209 visits - an average of 17.4 visits per month - and saw 1,390 detainees, speaking directly to 526 of them.

During this period, ICVs raised 189 issues relating to custody environments (compared to 262 in 2023/24). The majority concerned estate maintenance (71%), followed by IT issues (26%) and custody provision (2%).

Our Workforce

The chart below shows the FTE make-up of the workforce for the group as at 31st March 2025.



■ Police Staff - **2,102** ■ Specials - **246**
 ■ Police Officers - **3,754** ■ PCSOs - **86**

FTE - Full-Time Equivalent

The Role of the Chief Constable

The Chief Constable is responsible for and accountable to the PFCC for the delivery of efficient and effective policing and the management of resources and expenditure by the police force. He remains operationally independent in the service of the communities of Essex. The Chief Constable is responsible to the public and accountable to the PFCC for leading the force in a way that is consistent with the attestation made by all constables on appointment and ensuring that it acts with impartiality. He has day to day responsibility for the financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PFCC.

The Chief Constable supports the PFCC in the delivery of the strategy and objectives set out in the Plan, and in planning the force's budget. In agreement with the PFCC the Chief Constable enters collaboration agreements with other Chief Constables, other policing bodies and partners that improve the efficiency or effectiveness of policing.

The respective responsibilities of the PFCC and Chief Constable as corporations sole are brought together in legal and accounting terms to form the 'PFCC Group'.

Essex Police is the biggest it has ever been enabling the force to be more effective and efficient.

Nationally, policing struggles to attract people who are black, Asian, minority ethnic, LGBTQ, female or who declare other protected characteristics. We support and encourage individuals with protected characteristics to pursue fulfilling careers with Essex Police as attracting, recruiting and retaining a more diverse workforce provides a better reflection of our communities and improves confidence in Essex Police.

Police Officer application numbers remain strong with a total of 2,673 during 2024-25, which is higher than the previous three financial years. The proportion of applications from ethnic minority candidates was 18.7%, which is significantly higher than the previous five financial years and whilst the number of applications from female candidates reduced this year the total numbers remain high.

In addition to making the most of our own workforce, partnership working and collaboration permeates throughout the force and is fully embedded within both force business planning and delivering services. The force uses a wide variety of different models and approaches to maximise the benefits working in partnership brings. The force collaborates with other forces at a national level, regional and local level and has joint operational and support directorates with Kent Police to maximise efficiency and effectiveness.

Future Trends and Risks

Trends in Crime and the Force's Long-Term Vision

Despite there being a high demand for policing services, due to both the volume of crime and incidents, and their severity and increasing complexity, in the year to 31st March 2025 there has been a decrease of 10,852 all crime offences. 142,262 offences were recorded in March 2025, compared to 153,114 in the previous 12-month period to 31st March 2024.

Prevention remains a key focus of the force to strengthen activity to tackle the issues causing the most harm. The force will continue working with partners to deliver against a Crime Prevention Strategy and whole system approach. The Force Management Strategy (FMS) aligns existing resources (both financial and people) to unlock additional capacity, capabilities and potential to prevent crime.



Current and emerging risks and mitigation

The three-year comprehensive spending review provided some certainty over Home Office funding up to 2024-25 which made it easier to consider demand pressures compared to funding levels. One of the challenges the force faces is that it remains the second lowest funded force nationally (funding from grants and council tax). It also has the second lowest spend per head of population. These funding challenges led the force to take some tough decisions including a reduction in staff posts and reducing the South East Allowance by £250, to £2,750 for all officers.

Looking forward into 2026-27, there remains uncertainty regarding the level of central funding allocated to policing. The Government's Spending Review 2025 sets departmental budgets through to 2028-29 and confirms that, although the overall policing budget will increase in cash terms, the Home Office's day-to-day budget is projected to decrease by an average of 1.7% per year in real terms.

For Essex Police, this indicates that any additional funding is unlikely to resolve longstanding structural funding inequalities. Mitigation continues to focus on a review of services to identify efficiencies and deliver cashable savings. The ambitious savings programme for 2025-26, totalling £10.004 m, remains a key element of the force's financial strategy

In addition to the risk around future funding and the increasing costs of services having the potential to impact on the force's ability to meet its priorities, deliver services and outcomes for victims, the following are strategic risks that the force and the PFCC is currently facing which are likely or almost certain to have a major impact →

- **Mitigating the negative impact on victims and witnesses due to the timescales involved in bringing offenders to justice at court** – delayed justice puts increased pressure and stress on victims and witnesses who are increasingly reluctant to remain engaged in the Criminal Justice process through to conclusion of trials due to an 18-month to 2-year wait. This is impacting upon public confidence in the justice system.
- **Integrated Command and Control System (ICCS) Instability** – instability of this system impacts on the ability of the force's Command and Control Centre to deliver a stable and consistent 999 service to the public.
- **The priorities for local, visible and accessible policing and ensuring that vulnerable people are protected are not achieved** – due to conflicting priorities, police budgets and internal priorities not being sufficiently aligned with the Police and Crime Plan, increase in demand and high harm / complexity of crimes drawing resources away from crime prevention.
- **The priorities to tackle violence against woman and girls and domestic abuse - if not achieved public confidence will reduce, increasing harm to victims including the potential for more homicides or serious sexual assaults and victims and families becoming disillusioned with police and the wider criminal justice system.**

Strategic risks and associated mitigating actions are reviewed regularly by the force, the PFCC and Joint Audit Committee.

Equality Act 2010

Under the Public Sector Equality Duty, the Service and PFCC must have due regard to eliminate discrimination, advance equality of opportunity and foster good relations between people of different protected characteristic groups.

The Police, Fire and Crime Commissioner's objectives, published in-line with The Public Sector Equality Duty (PSED) of the Equality Act 2010, are:

- Scrutinise the work of Essex Police against their obligations in the Equality Act 2010 and their own equality objectives. This will include a focus on Stop and Search activity.
- Scrutinise the work of Essex County Fire and Rescue Service (ECFRS) against its obligations in the Equality Act 2010 and its own equality objectives. This will also include benchmarking against best practice.
- Improve our understanding and connection with communities so everyone has the opportunity to express their views on policing and fire and rescue services in Essex.
- Ensure that key strategic decisions consider the three aims of the Public Sector Equality Duty and provide clear evidence of what has been considered and contributed to the final decision. Where necessary undertake a full Equality Impact Assessment.
- Monitor the effectiveness of our commissioned services in reaching all protected groups and how they are proactively supporting the three objectives within the Equality Act 2010.



Team development

Support and empower our staff to better understand EDI issues and make better informed decisions to support the Commissioner and Chief Constable in delivering against the Public Sector Equality Duty.

Essex Police has a separate Equality and Diversity Strategy which was launched in 2020. Their objectives, published in-line with The Public Sector Equality Duty (PSED) of the Equality Act 2010, are:

- Attract, recruit, progress and retain a more diverse workforce that better reflects our communities to improve confidence in Essex Police.
- Narrow the disparity in respect of the use of police powers such as stops, searches and the use of force. Improve the experience of policing services without

reducing the legitimate use of police powers to protect communities.

- Increase satisfaction and confidence amongst victims of crime and wider communities. Tackle hate crime and address any complaints and concerns raised.
- Adopt and advance the NPCC Diversity, Equality and Inclusion Strategy alongside the Police Race Action Plan 2022.
- Improve inclusive culture and increase awareness and understanding of diversity and equality by nurturing an equitable and inclusive workplace culture which tackles violence against women and girls and promotes dignity for all.







ANNUAL GOVERNANCE STATEMENT SUMMARY

The PFCC and Chief Constable produce an Annual Governance Statement which is published in full at www.essex.pfcc.police.uk. Below is a summary of the governance arrangements in place and the current governance issues being addressed.

Governance Framework

The governance framework comprises the systems and processes, and culture and values by which the work of the PFCC is directed and controlled and the activities through which the Commissioner accounts to and engages with the community. It enables the PFCC to monitor the achievement of their Police and Crime Plan and to consider whether these objectives have led to the delivery of appropriate, cost effective services, including achieving value for money.

Seven core principles of good governance:

-  Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.
-  Ensuring openness and comprehensive stakeholder engagement.
-  Defining outcomes in terms of sustainable economic, social and environmental benefits.
-  Determining the interventions necessary to optimise the achievement of the intended outcomes.
-  Developing the entity's capacity, including the capability of its leadership and the individuals within it.
-  Managing risks and performance through robust internal control and strong public financial management.
-  Implementing good practices in transparency, reporting and audit to deliver effective accountability.

GOVERNANCE STRUCTURE

Police, Fire and Crime Panel

- Scrutinise the Police and Crime Plan and Annual Report
- Scrutinise senior appointments
- Review the Council Tax precept
- Hear certain complaints against the PFCC and Deputy PFCC
- Confirm the appointment of a new Chief Constable or Chief Fire Officer



PFCC



Roger Hirst

- Maintain and fund Essex Police
- Set the budget and the Council Tax Precept for Essex Police
- Ensure it is effective and efficient
- Public money is safeguarded
- Secure continuous improvement



Chief Constable



Ben-Julian Harrington

- Maintains the King's Peace
- Direction and control of the force's officers and staff
- Responsible for supporting the PFCC in the delivery of the Police and Crime Plan

HMICFRS

- His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) is responsible for carrying out inspections of police forces in England and Wales.

National Roles

Roger Hirst
APPC Board

Ben-Julian Harrington
NPCC Chair of the Operations Coordination Committee

John Gili Ross - Chair of Police, Fire and Crime Panel and Chair of National Association of Police, Fire and Crime Panels

Performance and Resource Board

- Financial and performance monitoring

Strategic Board

- Strategic governance, oversight of Essex Police's strategic transformation programme, Medium Term Financial Strategy and capital programme.
- Primary adviser to the PFCC and Chief Constable in respect of strategic decisions

Joint Audit Committee

- Advise the PFCC and the Chief Constable according to good governance principles
- Adopt appropriate risk management arrangements

Significant governance issues 2024-25

Within the Annual Governance Statement significant issues are addressed and progress against last years significant issues are reported on. For the reported year the following significant issues have been identified.



Demand Management



Review of Police Funding Formula



Public confidence and victim satisfaction



Blue light collaboration



Devolution

Acronyms

AI	Artificial Intelligence
APCC	Association of Police and Crime Commissioners
ASB	Anti-Social Behaviour
CFO	Chief Financial Officer
CPS	Crown Prosecution Service
CSP	Community Safety Partnership
EDI	Equality, Diversity and Inclusion
ERSOU	Eastern Region Special Operations Unit
FTE	Full-Time Equivalent
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
IFRS	International Financial Reporting Standards
MAAAF	Multi-Agency Action Against Fraud
MSG	Most Similar Group
MTFS	Medium Term Financial Strategy
NCA	National Crime Agency
NPCC	National Police Chiefs' Council
OCG	Organised Crime Group
PEEL	Police Efficiency, Effectiveness and Legitimacy
PFCC	Police, Fire and Crime Commissioner
PPP Team	Prevent, Protect & Prepare Team
PRSRA	Police Reform and Social Responsibility Act (2011)
PSU	Police Support Unit
PSED	Public Sector Equality Duty
RCRP	Right Care, Right Person
RVR	Rapid Video Response
SERP	Safer Essex Roads Partnership
SPR	Strategic Policing Requirement
SVU	Serious Violence Unit
VAWG	Violence Against Women and Girls
VVU	Violence and Vulnerability Unit

Data sources used

This report draws upon a range of operational, financial and governance data to provide a comprehensive overview of policing, fire and crime performance in Essex during 2024 - 2025.

HMICFRS Value for Money Profiles (2024)

PFCC Performance and Resources Scrutiny Board

Essex Police Operational Performance Data

Essex Police Crime Tree

Strategic and Governance Frameworks:

- Police and Crime Plan 2024–2028
- Police Reform and Social Responsibility Act (PRSRA) 2011
- Strategic Policing Requirement (SPR)

Financial and Treasury Sources:

- CIPFA Code of Practice on Local Authority Accounting (2024–25)
- International Financial Reporting Standards (IFRS)
- PFCC Treasury Management and Capital Strategy (2024/25)
- Medium Term Financial Strategy (MTFS) 2024–2028

National and Regional Partner Agencies

Programme, Prevention and Evaluation Data



RURAL
ENGAGEMENT
TEAM

POLICE

TEAM

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