



Police and Crime Plan

2021-2024

PFCC 

**POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX**



Foreword

We all want to live in safe and secure communities where we can have prosperous, fulfilling lives.

We have made huge strides in recent years. Our commitment to local, visible and accessible policing has led to an extra 500 police officers in Essex with 300 more to come. New Town Centre Teams, a Rural Engagement Team and Business Crime Team are making a difference and our Special Constabulary is now the second largest, and fastest growing in the country with over 500 officers.

Our approach is working and since May 2016 we have seen a 33% reduction in burglary, 15% reduction in anti-social behaviour and 29% reduction in the number of people killed or seriously injured on our roads.

What we are doing is working but we need to do more of it. Drug driven violence, gangs and domestic abuse are all having an impact on life in our county and we need to tackle these.

This Police and Crime Plan is about making a strategic commitment to prevention, a shift in our main effort from rapid response into a model of targeted prevention and early intervention. This is the approach that will help us get crime down across Essex.

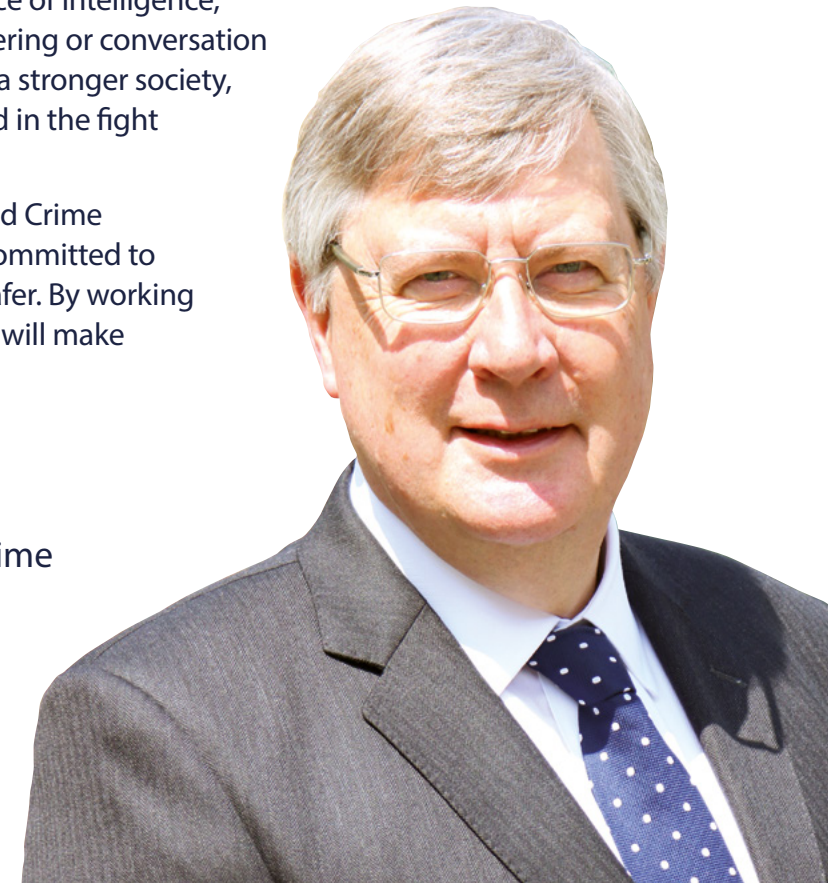
We also need to protect the vulnerable from being preyed on by County Lines gangs, we need to protect people in their homes from domestic abuse and we need to protect women and girls from violence and abuse on our streets. By working together, we can identify where people are most at risk and deliver effective interventions to keep them safe.

Working together, with each other and the police, we can make a big difference in our communities and make Essex an even safer place for everyone.

Whether you live in an isolated rural community or an urban centre you have a part to play in protecting your community. Each piece of intelligence, each hour of volunteering or conversation with our police build a stronger society, connected and united in the fight against crime.

As your Police, Fire and Crime Commissioner I am committed to making our county safer. By working together, we can and will make a difference.

Roger Hirst
Police, Fire and Crime
Commissioner
for Essex



Message from the Chief Constable

Greater Essex is a safe place to live, work, study and visit. Following the steady and ongoing growth of the force, the focus on the Force Plan to deliver statutory and police and crime plan priorities has seen overall levels of crime begin to diminish in the year prior to the pandemic. This trend has continued in many areas even as the world returns to a new normality.

With additional focus on crime prevention with community safety partners and the daily endeavours of our dedicated colleagues to help people, keep them safe and catch criminals and protect people, we will do even more to stop crimes from taking place. Our focus on reducing violence in all its forms, especially domestic abuse and serious violence, means we will tackle the people that cause the greatest harm to our communities whilst looking after and supporting the victims.

We will continue to listen to victims of crime and diligently record what has happened to them. The force is rated 'Outstanding' in this respect and while public confidence is at a 4-year high, we will never take the trust of the people of Essex for granted. We will do all we can to ensure victims get the service they deserve and that the public can trust Essex Police.

Our pioneering work developed to establish policing 'hotspots' to cut violent crime is being rolled out across the UK. Working alongside community safety partnerships, this is reducing crime. Serious criminals who wrongly believe that they can exploit the vulnerable and escape detection are being brought to justice, both within the UK and overseas. Violent offenders are not only being tracked down and arrested but also remanded in custody due to the professionalism of our investigations. Our detectives are conducting rapid, complex enquiries, arresting suspects, and convicting criminals, wherever they are based. All of them are supported by the police staff that provide the range of essential services without which we could not police.

We continue to invest in the new equipment and capabilities to make us even more effective and our collaboration with others will grow even stronger. We are exploring data science and analytics to focus our resources where they make the most impact and we will make sure our people are skilled, equipped and enabled to do the very best job they can.

We value the things that make people different, whether within our force or in our communities. The force continues to attract people from all backgrounds and with a huge range of abilities to join us. In the coming years, I promise to make Essex Police even more inclusive in order that we are representative of all the communities we serve and ensure we have the very best people to help us do it.

I am proud to be the Chief Constable of Essex and my officers, staff and volunteers are equally proud to protect and serve Essex.

BJ Harrington

Chief Constable, Essex Police





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What does your PFCC do for you?

PFCC POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX



Holds the Chief Constable and Chief Fire Officer to account for delivering effective and efficient services.



After engaging with local people publishes a Police and Crime Plan to identify local priorities and how they plan to meet them.

Appoints the Chief Constable and Chief Fire Officer who run the operational sides of policing and fire and rescue services in Essex.



Elected to represent your views on policing and crime locally. Directly accountable to you, the public.



Sets the police and fire budgets, decides how much you pay towards policing and fire and rescue services from your council tax to add to the funding from central Government and decides how that combined money is spent.



Commissions dedicated local victim support services that you can access to help you cope and recover, if you become a victim of crime.



Works with local authorities, health and education services, plus the voluntary sector and local businesses to create a joined-up response to local problems.



Works with national and local policing and criminal justice partners to reduce crime and help make communities safer.

Funds crime prevention services to address issues such as drug and alcohol misuse, youth crime and anti-social behaviour to keep your communities safe.



Is held to account for their decisions by the Police, Fire and Crime Panel.



Jane Gardner, Deputy PFCC

Roger Hirst, PFCC

The Police and Crime Plan

This Police and Crime Plan builds on what we have achieved so far and sets out the policing priorities and aims for keeping Essex safe.

It brings together the police, partners and the public of Essex to build safe and secure communities, to ensure the public have confidence in their police force and that victims are satisfied with the service and support they receive.

Our vision for Essex

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

The building blocks of success



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

Prevention

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

Communications and engagement

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

Volunteering

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

Partnership

To improve the safety of our communities we must work closely in partnership with other services across Essex. Only by working together with the fire and rescue service, local councils, community safety partnerships, the voluntary sector, community sector and health can we help our communities stay safe, prevent crime and protect the vulnerable.

The 12 policing priorities to get crime down



• Further investment in crime prevention

• Reducing drug driven violence

• Protecting vulnerable people and breaking the cycle of domestic abuse

• Reducing violence against women and girls

• Improving support for victims of crime

• Protecting rural and isolated areas

• Preventing dog theft

• Preventing business crime, fraud and cyber crime

• Improving safety on our roads

• Encouraging volunteers and community support

• Supporting our officers and staff

• Increasing collaboration

Current landscape

Between 2016/17 and 2020/21



Our achievements so far



500 extra police officers with a further 300 on the way

Second largest Special Constabulary in the country with 523 officers and 214,503 hours volunteered during 2020 - 21

150% increase in annual funding to support victims of sexual violence since 2016-17. Total of £8.5 m between 2016-17 and 2021-22

48% increase in annual funding to support victims and prevent domestic abuse since 2016-17. Total of £6.3 m between 2016-17 and 2021-22



£2 million invested in reducing serious violence in Essex in 2020-21 thanks to the work of the Violence and Vulnerability Partnership

Further investment in crime prevention



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

We will:

- ✓ Deliver over 300 more officers on top of the 500 additional officers already delivered since 2016.
- ✓ Invest in neighbourhood policing to get crime down.
- ✓ Work with Safer Essex and in line with the Crime Prevention Strategy to invest more in preventing crime in Essex
- ✓ Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and anti-social behaviour (ASB).
- ✓ Improve the effective allocation of planned police resources by monitoring All Crime Harm (crime severity) scores and ensuring Essex Police and partners bring down the level of harm in our communities.
- ✓ Invest further in intelligence led Local Policing Teams, as we have in Town Centre Teams and Disruptor Teams, to adopt a problem-solving response to local issues
- ✓ Use technology more to help Essex Police be visible in their communities including developing mobile applications and enabling better connectivity.
- ✓ Invest in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims.

Further investment in crime prevention

- ✓ Invest in Body Worn Video and Tasers to help keep the public, officers and staff safe and be effective in their roles.
- ✓ Recognise and welcome the increased diversity of Essex and invest in ways to work together with all communities to prevent crime by encouraging reporting, identifying problem areas and targeting prevention activity.
- ✓ Build on the success of our Joint Education Teams by investing in work with schools and young people to develop a comprehensive education focused prevention programme delivering relevant messages, including about healthy relationships and child sexual exploitation, at the right time throughout a student's journey through education.
- ✓ Work with partners to design out crime.
- ✓ Make clear how the safety and security of new roads and developments can be improved.
- ✓ Work with government to ensure Police and Fire and Rescue Services have a strong, statutory voice in the planning of new developments and roads; and work with developers, including through Essex Design Guide, to improve the safety and security of new developments.
- ✓ Work nationally to review the funding formula and get a fairer deal for Essex.

So that we get crime down and wherever possible prevent it from happening.

OUR CULTURAL BACKGROUND
GENDER SEXUAL ORIENTATION
EDUCATION AGE FAITH ETHNICITY
LANGUAGE PERSONALITY

We value difference.
Join Essex Police

ESSEX POLICE
Protecting and serving Essex

#FITTHEBILL

Reducing drug driven violence



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

With partners we will:

- ✓ Work with the National Crime Agency to tackle and reduce the number of gangs and criminals operating nationally.
- ✓ Provide further investment in the Essex Police Serious Violence Unit to dismantle more County Lines drug gangs.
- ✓ Support the use of Serious Violence Reduction Orders and the implementation of Offensive Weapon Homicide Reviews.
- ✓ Through our Violence and Vulnerability Partnership we will:
 - Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them.
 - Take a public health approach to crime, investing in activity proven to work and focusing on keeping young people free from crime and intervening early to help steer them towards a successful life course.
 - Encourage and facilitate cooperation between public bodies in line with the government's proposed public sector duty to reduce serious violence.

Reducing drug driven violence

- Secure government funding and commission projects through the Partnership to work with people vulnerable to being groomed by gangs and County Lines and to target gang members to help them step away from a criminal lifestyle, so as to reduce serious violence in Essex.
- Strengthen the involvement of Housing and Mental Health Services so we can provide a stronger, more coordinated response.
- ✓ Improve addiction treatment
 - Work with the government and local partners to deliver a new, more effective, addiction strategy, so more people enter treatment and recover.
 - Improve the quality and accessibility of addiction and substance misuse services and ensure we match services to local demand.
 - Improve the criminal justice journey of addicted offenders including those given drug-treatment by courts and those who receive prison-based treatment.
 - Work together with partners, charities, and providers to spot the early signs of addiction or vulnerability and intervene early and consistently.

So that we help Essex Police and partners crack down further on violence and drug gangs.



**Who's
controlling
your
child?**



Creating a better
Southend
www.southend.gov.uk



#SeeTheSigns

Protecting vulnerable people and breaking the cycle of domestic abuse



Southend Against Modern Slavery Partnership supported by the PFCC

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

We will:

- ✓ Drive consistency and better performance in the response to domestic abuse across all agencies to bring more perpetrators to justice and reduce repeat offending.
- ✓ Have an even sharper focus on promoting awareness of domestic abuse, protecting, and supporting victims and survivors, and their dependents, investing further to strengthen the support available to them.
- ✓ Building on the work already started to further develop our understanding of the specific nature and impact of domestic abuse in rural communities and invest in initiatives to prevent and tackle it.
- ✓ Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.
- ✓ Work with the Criminal Justice System to monitor the use and effectiveness of legislation in managing offenders, such as Domestic Violence Protection Orders, Domestic Abuse Protection Orders and Stalking Protection Orders.

Protecting vulnerable people and breaking the cycle of domestic abuse

- ✓ Seek the early introduction of electronic tags for perpetrators of Domestic Abuse and related offences, such as stalking, harassment, physical abuse, and coercive control, upon release from prison to better protect victims and address the behaviours of offenders.
- ✓ Work with other agencies to jointly invest in behavioural change programmes for perpetrators to break the cycle of domestic abuse.
- ✓ Invest resources into activity essential in preventing the harm caused by high-risk sexual offenders.
- ✓ Support victims of human trafficking and modern slavery, including sexual exploitation, and continue to promote close working with the UK Border Agency, National Crime Agency, and national and regional partners to support victims and bring perpetrators to justice.
- ✓ Ensure that Essex Police work with all communities across Essex to hold the confidence of those communities and work together to effectively challenge discrimination and tackle crime.

So that we protect those who are most at risk of harm.



Reducing violence against women and girls



We will not tolerate male violence and abuse against women and girls in any form.

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

We will:

- ✓ Encourage victims to report crime and support them through the criminal justice system.
- ✓ Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.
- ✓ Work with communities and listen to women and girls directly affected by violence and harassment to discuss and understand what we can do differently and use this feedback to inform our future work.
- ✓ Increase investment in specialist support services such as counselling, advocacy, therapeutic support and Independent Sexual Violence Advisors so victims get the support and help that they need to move on.
- ✓ Engage with schools to educate our children on healthy relationships and create a culture where male violence against women and girls is unacceptable.
- ✓ Work with police and partners to look for ways to reduce the fear women feel in their communities.
- ✓ Encourage measures to make public space free from abuse and harassment.
- ✓ Continue to support initiatives such as the SOS bus, Ask for Angela, Purple Flag and Best Bar None to help women be safer in the night-time economy.
- ✓ Apply to the government's Safer Streets fund to improve lighting, CCTV and safety in town centres and key hotspots.

So that no woman or girl feels unsafe in her community or in public.

Improving support for victims of crime

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

We will:

- ✓ Continue to champion the rights of victims and encourage reporting.
- ✓ Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.
- ✓ Monitor and work with partners to drive compliance with the Victim's Code.
- ✓ Ensure victims are referred to support services tailored to their needs.
- ✓ Promote and expand the use of Restorative Justice across the county as a proven method to aid recovery for victims and reduce reoffending.
- ✓ Improve the sharing of data to help identify those most vulnerable to becoming victims.
- ✓ Deliver tailored, multi-agency interventions to reduce the number of people becoming victims.
- ✓ Proactively work with criminal justice partners to ensure that victims receive timely and appropriate justice
- ✓ Push for more powers to commission criminal justice services and bring together agencies to improve offender management.
- ✓ Provide extra support and early intervention for people with additional needs or who are at increased risk.

So that victims and vulnerable people are encouraged to come forward and can get the help and support they are entitled to.



Protecting rural and isolated areas



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

We will:

- ✓ Make further investment in fighting rural crimes, such as hare coursing, wildlife crime, heritage crime, fuel theft, unauthorised encampments, and fly-tipping as well as the theft of major plant machinery and equipment.
- ✓ Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.
- ✓ Encourage the reporting of rural crime by working with partners to promote ways to report crime and the positive impact this has on targeting offenders and crime hot spots.
- ✓ Support the government's proposed legislation to make aggravated trespass a criminal offence.
- ✓ Support the development of a transit site for temporary accommodation for travellers.
- ✓ Ensure Police and Fire and Rescue work closely together to protect people in rural and isolated settings through joint advice and support.
- ✓ Develop the new Tri-Service Rural Community Officer pilot.

So that we prevent crime and reduce vulnerability in rural communities.

Preventing dog theft

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

We will:

- ✓ Engage with the public and animal charities to understand the extent of dog theft in the county and how we can prevent it.
- ✓ Build on the success of the Dog Watch Scheme.
- ✓ Understand the complexities of how this crime is recorded and how we can get a more accurate picture of dog theft in our county.
- ✓ Encourage the public to share intelligence to inform targeted enforcement activity by raising awareness of how to report crime.
- ✓ Support the victims of dog theft by recognising the misery caused to families by this crime, reuniting them with their animals wherever possible and reducing their risk of becoming victims of further criminal activity, such as fraud.
- ✓ Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and promote prevention activity so people know how to keep their dog safe.
- ✓ Work with the Home Secretary to contribute to the national review of dog thefts, improving how dog theft is recorded, explore initiatives such as a national dog database and work to strengthen the law to introduce tougher sentences.

So that we prevent dog theft.



Reducing business crime, fraud and cyber crime



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

We will:

- ✓ Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and off line.
- ✓ Encourage businesses and individuals to report incidents of fraud, online crime and cyber crime and provide the support to recover.
- ✓ Seek tighter legislation around online platforms and publishers and invest in cutting edge technology to track and eradicate online and cyber crime.
- ✓ Work with regional and national partners to improve the ways to report fraud, receive updates and feedback and promote public confidence.
- ✓ Support a national cyber crime force and utilise appropriate new technology including the safe and ethical use of artificial intelligence and biometrics in pursuit of justice.
- ✓ Ensure Essex Police work with the planned National Crime Laboratory to develop the evidence base for effective interventions.
- ✓ Work with businesses and partners to keep shop workers safe and reduce violence against them.

Reducing business crime, fraud and cyber crime

- ✓ Alongside the business community, support initiatives to tackle other forms of crime that affects businesses and their staff such as Human Trafficking, Hate Crime and Domestic Abuse.
- ✓ Support Essex Police's Business Crime Strategy and promote awareness of the Business Crime Team, including:
 - working closely with businesses to prevent crime, identifying and prioritising resources to tackle it.
 - working with businesses to ensure that they are aware of best practice and are empowered to reduce the risk of crime to their business.
 - working with businesses to encourage reporting of crime to gain an accurate picture of business crime in our county.
 - tackling those who commit crimes against businesses.
 - giving confidence to those who fear crime and support to businesses who have been the victim of crime.

So that crime against individuals and businesses is reduced, our local economy can operate safely and together we can build back better as we come out of the pandemic.



Criminals are experts at impersonating people, organisations and the police. They spend hours researching you for their scams, hoping you'll let your guard down for just a moment.

Stop and think. It could protect you and your money.



TO STOP FRAUD™
takefive-stopfraud.org.uk

Improving safety on our roads



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

Together with the Safer Essex Roads Partnership (SERP) we will:

- ✓ Correct the misconception that death and injury on our roads is inevitable by working through SERP to deliver Vision Zero.
- ✓ Invest in Roads Policing enforcement and prevention activity
 - Collaborate with local councils and developers to advocate for new road networks to be safe and have safety technology built in when they are developed.
 - Invest in better speed cameras and upgraded Automatic Number Plate Recognition tracking.
 - Co-locate Safer Essex Roads Partnership agencies to ensure a better service to the public.
- ✓ Lobby vehicle manufacturers and insurers to roll out active safety technology to reduce driver error, keep pedestrians safe and improve public safety.

SAFERESSEX
roads partnership

**VISION
ZERO**
NO ROAD DEATHS

Improving safety on our roads

- ✓ Work with the community and voluntary sector providers to deliver behaviour change and support programmes for drivers caught drug driving and, through better use of intelligence, identify and educate those who are at risk of offending.
- ✓ Work with the Fire and Rescue Service and other agencies to educate and protect all road users, by activities such as expanding the Fire Bike Scheme and continued road safety awareness for children and young people through the Joint Education Team.
- ✓ Reduce the risk around key areas in our local communities and educate drivers by continuing to support Community Speed Watch.
- ✓ Work with rural communities and businesses to understand and improve rural road safety.
- ✓ Identify drivers who need remedial education by investing in technology to enable the police to process the increasing volume of video evidence supplied from dash-cams through programmes such as Extra Eyes.
- ✓ Support the victims of road crimes and their families.
- ✓ Advocate for the harm caused by road crimes to be appropriately recognised including supporting an increase in the maximum sentence for death by dangerous driving to life imprisonment set out in the Police, Crime, Sentencing and Courts Bill.

So that we reduce the number of people killed or seriously injured on our roads.

VISION
ZERO
NO ROAD DEATHS

Encouraging volunteers and community support



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

We will:

- ✓ Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Special programme, and one supported by every major business through the Employer Supported Policing Scheme.
- ✓ Continue to support and collaborate with Neighbourhood Watch and further develop other watch schemes such as Farm and Rural Watch, and Pub Watch as well as supporting Crimestoppers.
- ✓ Invest in those who volunteer for the roles embedded in the PFCC's Office including Restorative Justice Volunteers, Independent Custody Visitors and Dog Welfare Visitors to ensure they feel skilled, valued and appreciated.
- ✓ Give young people a voice and work with them to understand the particular risks and challenges they face and use this insight to develop how Essex Police and Partners work with them to prevent and tackle crime.
- ✓ In collaboration with partners provide more opportunities for young people to make a positive contribution to their communities through engaging in positive activity such as the Firebreak Scheme and Police and Fire Cadets.
- ✓ Work with the government to make sure the pledged £500m investment in youth services delivers for young people in Essex.

So that more members of our communities come forward as volunteers and work together to get crime down.

Supporting our officers and staff

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

We will:

- ✓ Support the proposed Police Covenant and ensure this works for our officers, staff and volunteers in Essex.
- ✓ Push for the doubling of sentences for assaults on Emergency Service Workers.
- ✓ Ensure effective support and investment in health and wellbeing services, acknowledging the difficult and challenging situations that officers and staff may experience in the course of their duties.
- ✓ Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner's office with an increase in diversity and an inclusive recruitment and development strategy so that people from all segments of our community can aspire to serve the public through these services.
- ✓ Invest in those who volunteer for the roles within the PFCC's office including Restorative Justice, Independent Custody Visitors and Dog Welfare Visitors to ensure they feel skilled, valued and appreciated.

So that staff, volunteers and officers are supported and recognised for the contribution they make to preventing crime and keeping our county safe.



Increasing collaboration



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

We will:

- ✓ Build on the success of our Joint Education Team and deliver more joined up prevention and community safety work.
- ✓ Utilise the substantial estate of both policing and the fire and rescue service to help deliver a better, more accessible service to the public and improve operational effectiveness.
- ✓ Continue to expand the use of fire stations as drop-in centres for policing colleagues and invest in the co-location of a new build police station alongside the existing fire station in Harwich and Dovercourt.
- ✓ Pool capital budgets and deliver a shared long-term capital investment strategy to help the services embrace demographic, environmental and technological changes and improve public safety.
- ✓ Deliver on our commitment to see a joint fleet workshop to bring together skills and experience and ensure that our people have fit for purpose facilities.
- ✓ Pursue a shared control facility to maximise capacity, capability, and resilience.

Increasing collaboration

- ✓ Develop the Tri-Service Rural Community Officer model to prevent harm and reduce vulnerability in our rural communities.
- ✓ Build on the success of collaboration during the response to the COVID-19 pandemic, including:
 - looking at what more we can do, including with the East of England Ambulance Service, around joint strategic planning, management of strategic risks and improved operational efficiency.
 - share data, safely and effectively, to identify and support the vulnerable
 - work together to support staff, officers and fire fighters
- ✓ Continue to maximise the benefits of collaboration between Essex and Kent Police.
- ✓ Explore opportunities for a shared service model across the East of England, including Kent, with other willing partners in police and fire and rescue and possibly other agencies.

So that crime is reduced, communities are kept safe and the public get the best possible service.

Fizz the fire collaboration dog



Beating Crime Plan - National Crime and Policing Measures

In the Beating Crime Plan, the government has set out its strategy for protecting the law-abiding majority, swiftly bringing criminals to justice and managing offenders with rigour and discipline. This whole of government strategy includes a focus on three key areas:

- Cutting homicide, serious violence and neighbourhood crime
- Exposing and ending hidden harms and prosecuting perpetrators
- Building capability and capacity to deal with fraud and online crime

To support the Beating Crime Plan and help the public see what progress is being made by their Police and Crime Commissioner and Chief Constable the government has introduced National Crime and Policing Measures. These include:



The Police, Fire and Crime Commissioner will hold the Chief Constable to account for Essex Police's delivery against these measures and publish a quarterly statement on the force's progress. This will be available at www.essex.pfcc.police.uk

Strategic Policing Requirement

While the priorities in this Police and Crime Plan set out the focus for tackling crime and antisocial behaviour in Essex, the Police, Fire and Crime Commissioner and Chief Constable are also responsible for ensuring Essex Police can respond to national and international threats. As part of the Strategic Policing Requirement 2012, they must be aware, and plan for threats from:

- Terrorism
- Serious and organised crime
- A national cyber security incident
- Threats to public order or public safety that cannot be managed by a single police force acting alone
- Civil emergencies that require an aggregated response across police force boundaries
- Child sexual abuse and exploitation.



The Police, Fire and Crime Commissioner and the Chief Constable will address these national threats by preparing a clear and robust plan to ensure there is a readiness and ability to provide an adequate response when necessary. This will involve a co-ordinated response across the National Crime Agency and partner forces.

Essex Police already has strong collaboration with Kent Police through the shared Serious Crime Directorate, and with police forces across the Eastern region through the Regional Organised Crime Unit (Eastern Region Special Operations Unit), to tackle serious organised crime and we will continue to build on this capability.

Commissioned Services

The Police, Fire and Crime Commissioner commissions a number of services to help deliver the Police and Crime Plan and other statutory duties.

The funds are held in a crime and disorder reduction grant which can be allocated to secure crime and disorder reduction in the PFCC's area. Specifically, the PFCC is able to utilise the budget to:

- Commission local victim support services
- Fund crime prevention services
- Work with partners to create a joined-up response to local problems
- Work with national and local policing and criminal justice partners to reduce crime and help make communities safer

In Essex the crime and disorder reduction grant is allocated in the following ways:

- £300k for local voluntary and community safety groups to prevent crime and anti-social behaviour.
- £2.3m to support Community Safety Partnerships, Youth Offending Teams, the Domestic Abuse Partnership and Drug and Alcohol Teams.

The Police, Fire and Crime Commissioner also receives £2.1m per year to support victims of crime, such as Restorative Justice, Victim Support and Independent Sexual Abuse Advisors. The Commissioner has also been successful in securing additional national funding for specific priorities such as reducing drug driven violence and tackling violence against women and girls and will continue to advocate for extra funding for Essex.

Public Sector Equality Duty

The PFCC's vision is to create safe and secure communities which are the bedrock on which we build success and wellbeing for all.

Embedded in this vision is a commitment to work with, alongside and for all local communities within Essex. At its heart this relies on the successful implementation of the three general aims of the Public Sector Equality Duty:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

Through the Commissioner's Equality, Diversity and Inclusion Strategy they have committed to a series of Equality and Diversity Objectives covering four key areas of work:

- Scrutiny of Essex Police and Essex County Fire and Rescue Service
- Engagement with communities across Essex
- Effective and transparent decision making
- Service Delivery.

For more information about this strategy and the progress that is being made in delivering it, please visit [Publications](#) - Essex Police, Fire & Crime Commissioner (pfcc.police.uk)

Performance indicators and measures

	So that...	Performance indicators
Further investment in Crime Prevention	We get crime down and wherever possible prevent it from happening	<ol style="list-style-type: none">1. All Crime Harm Score2. All Crime3. Independent Public Confidence Survey
Reducing drug driven violence	We help Essex Police and partners crack down further on violence and drug gangs	<ol style="list-style-type: none">1. Drug-related Homicide2. Independent Public Confidence Survey
Protecting vulnerable people and breaking the cycle of domestic abuse	We protect those who are most at risk of harm	<ol style="list-style-type: none">1. All Domestic Abuse Offences2. All Child Abuse Offences3. Domestic Abuse Solved Numbers4. Child Abuse Solved Numbers5. Independent Public Confidence Survey
Reducing violence against women and girls	No woman or girl feels unsafe in their community or in public	<ol style="list-style-type: none">1. Sexual Offences2. Violence Against the Person (Split by gender)3. Sexual Offences Solved Numbers4. Independent Public Confidence Survey

Performance indicators and measures

	So that...	Performance indicators
Improving support for victims of crime	Victims and vulnerable people are encouraged to come forward and can get the help and support they are entitled to	<ol style="list-style-type: none">1. Number of repeat victims2. Independent Public Confidence Survey
Protecting rural and isolated areas	We prevent crime and reduce vulnerability in rural communities	<ol style="list-style-type: none">1. Rural Crime Harm Score2. Rural Crime3. Independent Public Confidence Survey
Preventing dog theft	We prevent dog theft	<ol style="list-style-type: none">1. Number of thefts involving dogs2. Independent Public Confidence Survey
Preventing business crime, fraud and cyber crime	Crime against individuals and businesses is reduced, our local economy can operate safely and together we can build back better as we come out of the pandemic	<ol style="list-style-type: none">1. Business Crime Offences2. Business Crime Offences Solved3. Independent Public Confidence Survey

Performance indicators and measures

	So that...	Performance indicators
Improving safety on our roads	We reduce the number of people killed or seriously injured on our roads	<ol style="list-style-type: none">1. People Killed or Seriously Injured2. Number of drink/drug drive detections3. Number of using a phone while driving offences4. Independent Public Confidence Survey
Encouraging volunteers and community support	More members of our communities come forward as volunteers and work together to get crime down	<ol style="list-style-type: none">1. Independent Public Confidence Survey
Supporting our officers and staff	Staff, volunteers and officers are supported and recognised for the contribution they make to preventing crime and keeping our county safe	<ol style="list-style-type: none">1. Number of Ethnic minority officers and staff to be more reflective of the population in Essex
Increasing collaboration	Crime is reduced, communities are kept safe and the public get the best possible service	<ol style="list-style-type: none">1. Emergency Services Collaboration Financial Savings

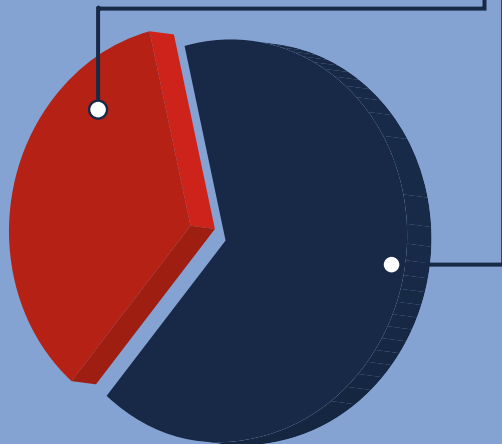
Delivering the Police and Crime Plan

Finance and Resources

The total overall budget to fund policing and crime reduction work in Essex amounts to £330.3 million for the financial year 2021-2022. The PFCC's overall approach is to ensure that budgeted resources are closely aligned with policing priorities and maximise the impact of crime reduction initiatives.

Funded by (£000) 2021/22

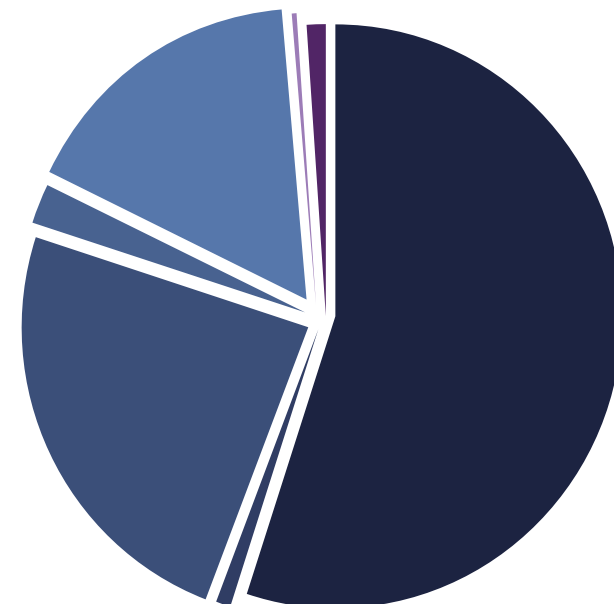
Government Core Grant	195,700
Council Tax Precept	134,600
Sources of Finance	330,300



Essex Police Expenditure Budget (£000) 2021/22



Police officer pay & allowances	196,956
PCSO pay & allowances	3,574
Police staff pay & allowances	86,435
Other employee expenses	7,900
Premises, transport, supplies & services	58,535
PFCC's office	1,322
Commissioning grants	3,377
Gross Police & Crime Expenditure	358,099
<i>Income</i>	<i>(27,387)</i>
<i>Contribution from reserves</i>	<i>(402)</i>
Net-cost of service	330,310



Working together to make Essex safer

More than 1000 people came together to produce this Police and Crime Plan. Thank you for helping us and giving your views either by completing our survey or taking part in one of our workshops held during the summer. We know that by working together we can make huge improvements in our communities so collating views and feedback from representatives of all groups and backgrounds who live, work and travel in Essex is vital.

Thank you to:

African Families in the UK
Age Concern
and Conservation
Anglia Ruskin University
Basildon Community Diversity
Council
Basildon Side-by-Side
British Association for Shooting
Brook.org.uk
Cara Essex
Catch 22
Children's Services ECC
Citizens Advice Bureau
Clacton Coastal Academy
Colchester Life in the UK CIC
Colchester Pride
Council Leaders & Chief Executives
of Greater Essex
Country Land and Business
Association
Crimestoppers

District Councils from across Greater
Essex
East Light Homes
East of England Ambulance Service
Environment Agency
Essex Association of Local Councils
Essex Chambers of Commerce
Essex Citizens
Essex Council of Voluntary Youth
Services
Essex County Council
Essex County Fire and Rescue
Service
Essex Criminal Justice Board
Essex Highways
Essex Independent Advisory Group
Essex Integration
Essex Police Federation
Essex Rural Partnership
Essex's farming community
Gerald McDonald Food Co

Global Impact Consultancy
Harlow Ethnic Minority Group
Local Town and Parish Councils
Mind
Ministry of Defence
National Farmers Union
National Federation of Retailers
National Health Service
Neighbourhood Watch
Officers, staff and volunteers from
Essex Police
Open Road
Phoenix Futures
Residents Associations
Rotary Clubs
Rural Community Council of Essex
Safer Essex
Safer Essex Roads Partnership
Southend Foodbank
Southend-on-Sea Borough Council
Springfield Youth Group

Street Pastors
TeenTalk Harwich
The Community Safety Partnerships
from across Greater Essex
The Essex Police, Fire and Crime
Panel
The staff and volunteers from the
Police, Fire and Crime Commissioner
Office for Essex
Thurrock Borough Council
Thurrock Coalition
Thurrock Disability Board
Thurrock Independent Advisory
Group
Thurrock Safeguarding Children's
Board
Unison
Vanessa Baxter Consultation Services
Victim Support
Viewpoint Marketing
Women's Institute
Youth Offending Service



POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

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