

**Annex A: DRAFT - MASTER**  
**POLICE & CRIME COMMISSIONER FOR**  
**Essex Police**  
**ANNUAL REPORT**  
**2014/15**

TEXT ONLY DRAFT VERSION

PAGE 1 – Front Cover



## WELCOME TO MY THIRD ANNUAL REPORT AS POLICE AND CRIME COMMISSIONER FOR ESSEX.

This Annual Report covers the period between April 2014 and March 2015, during which time we have continued to build the foundations to ensure Essex Police is able both to respond to today's demands and to be fit to face tomorrow's challenges. At the same time we have maintained funding for the many community safety initiatives around the county.

My office developed and delivered a Victims' Gateway, providing a safe channel for victims of crime to learn about specialist support available in their area. IN addition we have further improved the provision of Victims services.

Extensive work was undertaken to survey the Essex Police property estate. This identified that we are spending nearly £3 million a year simply to keep our buildings in their often poor condition. Other parts of the estate are unnecessarily expensive to operate. Given the financial challenges we face, it is essential that Essex Police uses its limited resources to reduce and prevent the most serious harm.

Fundamentally it is not buildings that solve crimes, however much history they may possess. It is our police officers, PCSOs and police staff who keep us all safe.

Major steps were taken to improve police information technology, culminating in the introduction of Athena, designed to provide an innovative and seamless interface between police forces across the east of England and the wider criminal justice.

Essex Police is at the forefront of this essential work.

It is crucial that we continue to develop and build a culture of professionalism and integrity throughout policing. My small but highly professional team worked with me both to support Essex Police and challenge the force to improve performance where appropriate.

Essex remains an overwhelmingly safe county, with a police force that is increasingly professional and led by an outstanding Chief Constable in Stephen Kavanagh. We should all be proud of the tireless work of police officers, PCSOs and police staff on our behalf.

PAGE 4 – Force Overview data

- 121 fewer police officers employed in 2014/15 than in 2013/14, dropping from 3,280 to 3,159
- 119 new police officers recruited during 2014/15
- 27% of all crimes solved in Essex: a 2% drop compared with the previous year
- £41.8m savings between 2010-14 and the force is facing further cuts of £63m by 2019/20
- £1.35m in cash recovered from criminals using POCA in Essex: an increase of nearly 36% compared with previous year
- 82% of 999 calls attended within response times: a decrease of more than 9% compared with previous year.
- 80% of the public are satisfied with the service Essex Police provide
- [NUMBER] public calls received during 2014/15
- 1,596 calls each day to the Essex police control room
- 83 new Special Constables recruited during 2014/15
- 60 fewer Special Constables than the previous year which shows a decrease of 14%

**Since taking office on 22nd November 2012 the PCC has fulfilled his statutory duties in accordance with The Police Reform and Social Responsibility Act (2011) and the Police Act (1996) as amended. All of these responsibilities have the over-arching responsibility of reducing crime and disorder in Essex.**

**The responsibilities are:**

**To secure the maintenance of an efficient and effective police force for the area**

The PCC must hold the Chief Constable to account for the exercise of the Chief Constable's functions and those under his direction and control

To exercise powers in relation to **bringing together** community safety and criminal justice partners, to co-operate with PCCs and formulate and implement crime reduction strategies across the county

**Issue a Police and Crime Plan**

The PCC must hold the police fund and other grants from central or local government. PCCs must set the council tax policing precept for the county

The PCC must obtain the views of local people and victims of crime before the Police and Crime Plan is issued

**The PCC may appoint, suspend or remove the Chief Constable** and must be consulted by the Chief Constable on the appointment of Deputy and Assistant Chief Constables.

The PCC has **direct responsibility for complaints** against the Chief Constable, and indirect oversight of how the Chief Constable deals with force complaints.

The PCC has a general power of competence (e.g. may do anything calculated to facilitate his/her own functions), may enter into contracts, and collaboration agreements, and **must have regard to the views of local people** and the Police and Crime Panel in exercising his/her functions.

### **Holding the chief constable to account**

Since 2012, I have been developing a robust performance and scrutiny programme.

Topics covered over 2014/15 include:

Domestic Abuse, Stop and Search, Sickness, Youth offending and all types of re-offending, Improving road safety' Responding to the public and FCR call handling, Use of force, Specials and PCSOs, Child protection, Review of seaside towns' seasonal performance, 'Honour' based violence, Rape and Sexual Violence, Victims of crime, Trafficking and modern slavery, Information Commissioner's Report into Essex Police, Hate Crime, Drugs Fraud and Cyber Crime, IT, Procurement, Spend for 14/15 by operational area, Medium Term Financial Strategy, Essex Police Transport, Capital Programme, Revenue Monitoring, and Estates

I have ensured that all areas of Essex Police performance in delivering the Police and Crime Plan have been scrutinised and appropriately challenged. I hold regular scrutiny meetings with the Chief and his senior Officers.

I have published the outcomes of investigations by the Professional Standards Department of Essex Police, as part of my recognition that openness and transparency are crucial to trust and confidence in policing.

I have responded to all reports of investigations carried out by Her Majesty's Inspectorate of Constabulary (HMIC); and tracked progress made against recommendations.

### **The national HMIC reports from 2014/15 covered:**

Policing in Austerity – Meeting the Challenge  
Crime Data Integrity  
Core Business  
Firearms  
Rape Monitoring

### **Engaging with the people of Essex**

This year my programme of public engagement has evolved, and proven more important than ever in understanding the needs and concerns of communities across Essex as we embark on an ambitious programme of change and modernisation for Essex police.

As well as continuing my commitment to hold at least one public meeting in every district and borough in Essex alongside local police and community safety partners, I have increased the opportunities available for dialogue with local people. This has included a range of new methods led by public needs, including providing one-to-one surgery appointments for individuals or small groups to meet with me and discuss more specific or personal matters, and a 'female voices forum' to better understand the experiences of vulnerable women in Essex, who are often victims of some of the worst hidden harms. I have also enjoyed continuing to deliver my quarterly business and rural crime forums, bringing Essex Police together with these often under-represented communities. Every one of these conversations has been valuable in helping me understand the myriad challenges faced by our communities, and ensuring I continue to hold Essex Police to account on behalf of the people of Essex.

I was delighted to host my first PCC Youth Conference in July, which was attended by many young people from a wide range of backgrounds, and have delivered a localised youth forum each quarter since, ensuring the experiences and needs of young people in Essex continue to play an important part in our problem-solving and decision making.

I am pleased that my office has remained instrumental in driving important partnership work in numerous areas, as well as ensuring that all of our engagement with the public and partners continues to inform the future shape of Essex Police and our response to areas of greatest need. In order to recognise the extraordinary contribution made by professionals and volunteers across Essex I was delighted to launch my inaugural award for outstanding contribution to community Safety in Essex in January 2015, which saw some remarkable work recognised.

**The PCC continues to work with local partners to deliver against community safety priorities.**

The PCC's Community Safety Fund (CSF) provides core funding in the form of community safety grants to statutory organisations for activities that meet locally identified priorities aligned to the Police and Crime Plan. The PCC continues to make the same level of funding available through this fund, recognising the importance of the involvement of local groups to the effective delivery of the areas of focus within the Police and Crime Plan.

**The PCC allocated almost £400,000 to local community groups through the 2014-15 New Initiatives Fund (NIF)**

The PCC continued to make small grants available to local organisations, including community and voluntary groups. Projects funded this year range from diversionary activity using theatre, dance and sport to a mental health partnership hub in Tendring. From 2015-16 the NIF will be re-branded as the Community Safety Development Fund (CSDF), reflecting a recognition that activity does not need to be 'new' to be considered innovative and worthy of support. The 2015-16 CSDF will allocate £500k worth of grant-funding to local groups.

**The PCC takes-on responsibility for the commissioning of local victims' services**

Since October 2014 the PCC has been responsible for the majority of local victims' support services commissioning. The Ministry of Justice made £600,000 available to the PCC for the commissioning of services from October '14. This funding was used to deliver enhanced domestic abuse services, including Independent Domestic Violence Advocates (IDVA) provision, and for the piloting of local mental health triage services. In addition, the PCC allocated £600,000 of capacity-building funding, which supported the development of the Essex Victims' Gateway support website, 6 victims' pathfinder projects and research into the needs of local victims. The OPCC was also successful in applying for an additional £275,000 of Ministry of Justice funding to support the delivery of support for local victims of rape and sexual abuse.

**New Initiatives Fund 2014-15**

**Reducing Youth Offending and all types of Re-offending - Total £142,717**

**Case Study example – U do it dance (Thurrock)**

The project involves working with pupils, including those who have disengaged from mainstream education, offering structured street dance classes to increase their confidence and re-engage them in formal education

**Tackling the Consequences of Drugs, Alcohol and Mental Health - Total £54,176**

**Case Study example – CAB Mental Health Hub (Tendring)**

Establish a Mental Health Hub to carry out holistic assessment and act as a single point of referral for both individual service users and statutory and voluntary sector partners such as GPs and the Police

**Supporting Victims of Crime - Total £46,961**

**Case Study example – Victim Awareness Courses**

Piloting a Victim Awareness Course with offenders who are subject to community resolutions

**Reducing Domestic Abuse - Total £20,134**

**Case Study example – Ministry of Parenting Adolescent Violence Against Parents**

Early intervention initiative working with parents/carers and adolescents who are engaged in, or affected by, adolescent to parent violence (APV)

**Improving Crime Prevention - Total £96,421**

**Case Study example – Wilderness Foundation 'Turnaround' project**

Delivery of a structured intervention aimed at dealing with complex issues that lead to challenging behaviours amongst vulnerable and at-risk young people



#### **Improving Road Safety - Total £2,000**

##### **Case Study example – Kwik-Fit road safety campaign**

Essex Police, in partnership with Kwik Fit promote a secured by design day involving Car number plate security. Catalytic Converter security locks as well as general vehicle security

#### **Ensuring Local Solutions Meet Local Problems - Total £27,785**

##### **Case Study example – Southend Utd Community Trust – football diversion**

Delivery of 5 weekly 1-hour workshops aimed at reducing non-domestic assaults in Milton, Victoria and Kursaal wards of Southend

**Total spend: £390,194**

PAGE 9 – The Budget

### **The Budget**

The PCC set a net revenue budget of £266.955m for 2014/15 to fund police operations on a day to basis and ensure that the Force is well equipped and supported.

This budget will continue to reduce over the coming years. Actual spending was £269.058m, requiring a £2.103m contribution from the general reserve. The general reserve for Essex now sits at £15.2m.

#### **Revenue Expenditure**

Essex Police is focussing its budget on the part of the force that makes the most difference - the frontline

Employee costs	83.4%
Supplies and services	8%
Premises	3.7%
Transport	1.7%

#### **Savings**

By April 2014 £41.8m savings had been delivered and during 2014/15 further savings of £8.9m had been achieved resulting in on-going annual saving of just over £50m since 2010.

#### **Reduction in Numbers**

Over the course of the financial year the total number of police officer reduced by 121 from 3183 to 3062 full time equivalents. At the 31<sup>st</sup> March 2015 there were 1812 police staff and 162 PCSOs.

#### **Income**

The main sources of income are:

Government grants	70%
Council tax	30%

#### **Precept**

When compared with the other 35 shire forces in England Essex has 2nd lowest council tax precept Council tax precept a £147.15 per year for a Band D

Capital is the money spent on assets such as land, buildings and equipment. Capital expenditure during 2014/15 amounted to £7.0m.

**This represents investment in IT, Estate and Transport.**

Two major reviews were on-going from last year.

These reviews are designed to ensure that the IT support and estate portfolio will be fit for purpose over many years ahead with the flexibility to respond to continued changes and challenges in policing.

Investment during 2014/15 concentrated on essential replacement of vehicles (£2.5m) and IT equipment and software (£2.0m), along with purchases of operational equipment (£0.7m) repairs to police properties (£1.8m).

**Capital**

- £2.0m on I.T.
- Including 600 Airwave handheld radios;
- desktop equipment (PC's & monitors),
- upgrade to network
- infrastructure and Athena,
- a crime, intelligence, custody system.

**£2.5m on Transport**

The Essex Police fleet travelled 13.9 million miles last year.

**£1.8m on Properties**

Including major building works at the Force Command Room and creation of a Forensic Services Laboratory.

The Police and Crime Commissioner remains committed to ensuring that Essex Police and partner organisations continue to work together to ensure that local solutions are found to help tackle local problems.

Through the New Initiatives Fund the PCC makes money available to community safety partners, including community and voluntary groups, to develop new ways to prevent and tackle crime and anti-social behavior problems in their area. Since he was elected to office in 2012, Police and Crime Commissioner for Essex Nick Alston has allocated over £650,000 to more than 60 local voluntary, community and statutory sector partners via the New Initiatives Fund (NIF).

Examples of some of these local solutions include:

**Galleywood Youth Club** - £7,000 provided to the club to train volunteers and continue to operate providing activities for teenagers to prevent crime and anti-social behavior.

**Elmstead Parish Council Community Speedwatch** - £2,178 provided to the Speedwatch scheme to support them in targeting speeding motorists in their area.

**Only Cowards Carry** - £5,000 provided to the weapons awareness charity to help support the continued education of young people in Essex around the dangers of carrying knives.

**Rainbow Services** - £2,765 provided to the Woodwork Workshop in Harlow which works with offenders who have been ordered to carry out unpaid work by the courts. The project trains offenders in how to make items from recycled wood and aims to help them turn their lives around by learning new skills.

Work by the Office of the Police & Crime Commissioner for Essex in finding local solutions to meet local problems also continues through the development of the Essex Restorative Justice hub. This process gives victims the opportunity to meet or communicate with those who have offended against them in a safe way. They can ask questions or seek an apology, enabling victims to move on from their experience whilst also giving offenders the opportunity to meaningfully reflect on their actions.

Essex Police receives around 81 domestic abuse related calls every day. Between April 1<sup>st</sup> 2014 and March 31<sup>st</sup> 2014 more than three quarters of all domestic abuse offences involved violence against the person. There were 8,580 such offences during that period. That equates to over 23 crimes of domestic violence every single day in Essex.

Domestic abuse remains a key area of focus for the Police and Crime Commissioner for Essex and similarly remains a priority for Essex Police. However the PCC is clear that Essex Police cannot solve the problem of Domestic Abuse alone and must work with local partners to continue to raise awareness of the issue and agree a partnership approach to tackling it. The PCC continues to chair the pan-Essex Domestic Abuse Strategy Board which brings together partners from Essex Police, social care, the health and voluntary sectors, and reducing reoffending partners to take a co-ordinated approach to the issue.

Since October 2014 the PCC became responsible for commissioning victim support services across Essex. From that date until March 2015 £600,000 came to the Essex OPCC to help fund support services for victims and in 2015/16 that will increase to £1.8million which includes additional money for victims' referral and assessment.

The PCC's office recently led a joint commissioning exercise to deliver a new Independent Domestic Violence Advocate (IDVA) service for high risk victims, contributing £450,000 a year to the new contract. The IDVAs will provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder by: creating safety plans and carrying out risk assessments; accompanying them to court; supporting them as they give evidence and write statements; and requesting special measures in court (such as screens) so they don't have to face their abuser.

The workers will also help victims access refuge accommodation, increase security in their properties so they can live safely at home, provide emotional support and help get referrals to counselling or mental health services and liaise with social workers around child protection issues.

The PCC has also provided funding for a Domestic Violence Protection Order (DVPO) Co-Ordinator, money to research the needs of older victims of domestic abuse and funding to develop domestic abuse perpetrator programmes to help stop violent behaviours.

Reducing Hidden Harm is a new area of focus within the Police and Crime Plan for Essex. It builds upon the PCC's desire to tackle Domestic Abuse, expanding that area to include other forms of harm that are typically less visible within society. Victims of these hidden harms are less likely to report their experiences and may miss-out on available advice and support.

Hidden harms include a wide range of offences, including rape and sexual violence, child sexual exploitation, human trafficking, fraud, hate crime and elder abuse. Victims of these harms may not recognise themselves as such, or may be too afraid to report what has happened to them. The PCC is keen to promote greater awareness of these hidden harms and promote the availability of support services; equipping professionals to recognise the signs of hidden harm and prevent an escalation of risk.

To coincide with the inclusion of hidden harms within the Police & Crime Plan the PCC has made a hidden harm fund of £100,000 available to local partners to develop ways in which to tackle these issues.

The PCC has also commissioned a hidden harm pathfinder in the West of Essex to pilot a partnership approach to identifying and addressing hidden harm amongst key statutory and voluntary sector partners.

## PAGE 15 – AREA OF FOCUS - Supporting Victims of Crime

**2014-15 has seen the PCC take-on the responsibility for commissioning support services for local victims of crime to meet the requirements set out in the national Victims' Code of Practice.**

In order to prepare for these new responsibilities the PCC commissioned a range of activity to help develop capability and capacity within the local victims' services sector, including funding 6 victims pathfinder projects aimed at piloting new activity, and initiating two research projects to determine what victims require in order to cope and recover from their experiences.

This year the PCC commissioned the development of a new Victims' Gateway website, aimed at improving the consistency and clarity for victims on where they can go for advice and support. The site includes details of locally available and relevant support services, and provides case studies, frequently asked questions and signposting information for a range of needs. The site is available to anyone, regardless of the type of incident they have been affected by or whether they have reported their experiences to the Police. The site received over 1,200 visitors between its launch in February, and the end of March 2015.

In 2014, the PCC hosted his second **Victims' Conference**, bringing together local partners and service providers to hear about developments over the past year and information about future commissioning.

The OPCC successfully bid for additional government funding for the expansion and extension of funding for local rape crisis centres to support victims of rape and sexual abuse across Essex, including West Essex where previously no specialist support existed. From 2015-16 the PCC is seeking to formally commission these support services to ensure a consistent, sustainable, value-for-money service is available to all victims across Essex.

The PCC has worked with other partners to deliver maximum value for the public purse. This year the PCC jointly commissioned a new Independent Domestic Violence Advocate (IDVA) service which provides all high-risk victims of domestic abuse an IDVA. This service was jointly commissioned by the OPCC, Essex Police and Essex, Southend-on-Sea and Thurrock Councils.

### Restorative Justice

Restorative Justice (RJ) gives victims of crime a voice, and allows them to ask questions and explain the impact of a crime or conflict on them to the person who has caused them harm. It also encourages those who have caused harm to take responsibility for their actions, and can offer the opportunity to apologise and offer some meaningful reparation. The Essex RJ Hub will work closely with other agencies to ensure an efficient and beneficial service for both victims and offenders. We are piloting the Restorative Justice Hub in the west of the county to test and develop this service, with a view to rolling out to the rest of Essex in October 2015.

The Essex Restorative Justice Hub will use local volunteers to deliver the restorative interventions to victims and offenders. These volunteer facilitators will make contact with those who have been victims and perpetrators of harm to carry out risk assessments, and will facilitate communication between them in a safe environment. The RJ Hub will offer rolling recruitment for volunteers, depending on demand and levels of referrals, and will offer full Restorative Justice Practitioner training before commencement of the role.

## **PAGE 16 - AREA OF FOCUS – Reducing youth offending and all types of re-offending**

The most recent Essex figures show youth re-offending rates between April and December 2014 have remained stable. The youth re-offending rate in December 2014 was 31.10% compared with 31.3% the previous year. Adult re-offending rates during the same period have also remained stable remaining at between 25% and 26% during the period.

The PCC continues to support the Firebreak intervention pilot programme, which aims to teach youngsters life and practical skills through firefighting training. The project, which was introduced in the previous year, has proven to be successful this is now used more widely across the county.

Much of the funding granted from the PCC's Community Safety Development Fund has been focussed on activities to divert young people away from crime and away from the damaging effects of drugs and alcohol, which are amongst the major causes of crime. This is having a positive effect on the underlying offending rate.

The PCC has worked closely with other agencies to ensure the smooth and successful introduction of the transforming rehabilitation programme throughout Essex which has led to the formation of the new Essex Community Rehabilitation Company. These new rehabilitation arrangements deliver longer and more focussed supervision of offenders in the community following release from custody.

The PCC commissioned an independent review of the Integrated Offender Management scheme. The number of prolific offenders has reduced and the amount of crime committed by this cohort has also reduced.

The Office of the PCC now chairs the Essex Reducing Re-Offending Board and has further developed working practices with the National Offender Management Service. Other PCC's have asked for more details of the Essex scheme with a view to replicating it in their areas.

Work has commenced with HMP & YOI Chelmsford to fund an intervention in the prison around anger management and violent behaviour that will better prepare male prisoners for release into the community with a view to further reducing offending behaviour.

The OPCC has funded an innovative project with Chelsea FC and HMP & YOI Holloway delivered to female prisoners to improve their employability prospects on release into the community and as a consequence equip them with skills so that they are more likely to avoid offending behaviour.

**PAGE 17 - AREA OF FOCUS – Tackling the consequences of drugs alcohol, abuse and mental health issues (Drug testing on arrest)**

**Tackling the consequences of drugs, alcohol abuse and mental health issues**

During 2014-15, Essex Drug & Alcohol Action Team and Westminster Drug Project ran a pilot project in police custody suites to test arrested suspects for the use of Class A drugs. A positive test for a banned substance triggers early intervention with drug users to address their use of illegal substances and any links to their offending behaviour. This project then received Home Office Police Innovation funding of £718,000 to expand its geographical reach across Essex.

Tendring Citizens' Advice Bureau successfully applied for a £20,000 New Initiatives Fund grant to establish a local Mental Health Hub to carry out holistic assessment and act as a single point of referral for both individual service users and statutory and voluntary sector partners such as GPs and the Police. The holistic triage assessment provides an effective opportunity for early intervention to prevent homelessness, escalation of unmanageable debt, loss of benefits and benefit sanctions, dismissal from employment, crime and the breakdown of relationships. This project received £80,000 match-funded from Essex County Council and Tendring District Council.

**Targeting Class A drug suppliers:** Between April 2013 and March 2014, the Essex and Kent Serious Crime Directorate has brought 196 Class A (primarily heroin, cocaine and crack cocaine) suppliers to justice: an increase of 42 per cent on the previous year. The PCC and the Chief Constable are clear that whilst the objective is to reduce all crime in Essex, a continued focus on targeting Class A drug dealers and working with CPS to secure charges is welcomed because it demonstrates proactive policing to prevent overall crime and reduce harm. Essex Police will continue to act robustly to seize the funds and assets of those involved in such criminality.

**Police custody suites:** The PCC and his office closely monitor cases where Essex Police exercises the power (under section 136 of the Mental Health Act) to take to a place of safety anyone suspected of suffering from a mental health illness. There were 150 applications of the Section 136 powers during 2013/14: a 42.5 per cent decrease on the previous year.



## **PAGE 18 - AREA OF FOCUS – Road Safety**

### **Killed or seriously injured (KSI) casualties**

Sadly the number of people killed or seriously injured in road collisions on Essex roads has increased by 3.4%. There were 739 people killed or seriously injured in Essex between April 2014 to March 2015 compared with 715 the previous year. Of the 739 this year, 42 people sadly lost their lives and the remaining 697 were seriously injured. In total there were 668 road traffic collisions in our county during the period.

The number of KSIs involving young car drivers aged between 17 and 25 reduced this year by more than 20% with 107 incidents involving this age group compared with 134 the year before.

KSI collisions involving pedestrians, cyclists, children aged between 0 and 17 and drink drivers all also saw a reduction during the period.

Essex Police's Casualty Reduction Team continues to work hard to reduce collisions, educate drivers and improve road safety. The force, alongside the PCC, also continues to work closely with the Casualty Reduction Board and the Safer Essex Roads Partnership to reduce casualties on the road network.

Throughout 2014/15 Essex Police has continued to carry out "Surround a Town" operations. These are multi-agency operations which focus on improving road safety and on disrupting criminals using the road networks.

The Essex Police Casualty Reduction Team continues to carry out a robust programme of mobile roadside enforcement. In the Spring this year the team supported the European Traffic Police Network Crackdown, which sees forces across the continent work together in a co-ordinated week of action to help reduce KSIs and improve road safety. During two days alone the Casualty Reduction Team dealt with 383 speeding motorists.

In support of work carried out by Essex Police, Community Speed Watch volunteers continue to promote road safety in their local areas and they enjoy the full support of the PCC who recognises the contribution to safety each team makes to their local area.

**Business crime:**

The PCC has continued to lead a business crime forum every quarter in the last year, with each meeting hosted by a different business crime partner able to share experience of crime and good practice around crime prevention with members of the community and Essex Police. There has been a particular emphasis on increasing resilience to cyber and online crime for businesses in Essex, and this forum, led by the PCC has driven significant improvements in the quality of crime prevention data available to support businesses to better protect themselves.

**Rural crime:**

The PCC rural crime forum has gone from strength to strength over the last year, welcoming many new representatives from the rural community, including the RSPCA, the Braxted Park estate, and Badger watch groups. Each meeting is held in a different location within rural Essex, focusing on both persistent and emerging areas of crime affecting the rural community. The PCC has continued to support the expansion and development of the rural specials team, which now boasts 11 officers led by a Special Superintendent and Inspector. The Rural specials team have enjoyed well deserved praise for their specialist knowledge and approach, and aim to grow to 20 officers within the next year. The PCC is also supporting the introduction of a Heritage watch scheme to protect Essex's historic buildings and landmarks, and Essex Watch liaison teams are also planning to create a Dog Watch scheme maximising the opportunities for intelligence gathering from within the dog walking community.

**Older or vulnerable people:**

The OPCC provided funding to the 'Safe as Houses' project in Southend that uses home visits to support elderly and vulnerable people in areas affected by higher rates of crime and anti-social behaviour. The project provides residents with community safety advice and practical support to improve awareness of safety initiatives, and empowers residents to become more confident, informed and resilient.

February 2015 saw the launch of the Essex Elder Abuse reporting line, run by Crimestoppers. This is a pilot initiative that gives people the opportunity to report any concerns they have that elderly residents may be the victim of emotional, financial or physical abuse or neglect.

Police officer cost per head of population (2014/15)

Essex £93

England and Wales £115

Workforce cost per head of population (2014/15)

Essex £133

England and Wales £165

VfM Profiles

Support Function per head of population (£)

Essex £29.9

Kent £32.9

National Average £36.1

### **Rationalisation of the Essex Police Estate**

A review of the future of the Essex Police estate has continued throughout this period. The force estate totals 1.25million square foot and some 80 properties, many of which are old, no longer fit for purpose and are in need of extensive and expensive maintenance. The backlog of these buildings has been estimated at £80m with an additional £2million per year needed just to keep the estate in its current condition.

The review was likely to outline proposals to rebuild a smaller more efficient headquarters and reduce the number of policing buildings from 80 to 30.

The findings of the review were expected to be announced in the Autumn.

### **Collaboration with Kent Police**

Joint IT, HR and other shared support services have been created serving both Essex and Kent Police.

Collaboration Savings....

Support Services Directorate was awarded the prestigious Local Government award for Innovation in the Police Project of the Year category, in which the HR team worked with the Essex Coalition for Disabled People.

### **IT**

Through investment in technology, we are supporting Essex Police to become more agile and efficient, including investment in mobile police technology and the development of the Athena platform.

### **Athena**

Athena, the largest ever collaborative police IT project, went live across Essex Police on April 1<sup>st</sup> 2015. Athena is a single IT system which allows police officers to manage investigations, defendants (from an initial report through the court process) and gives frontline officers and staff access to more detailed and up to date information. Officers can view information from each member police force's area enabling police to share intelligence and information across borders.

## PAGE 21 – Crime Trends

394 more offences committed in Essex in 2014/15. Representing an increase of 0.4%

### ↑Anti-social behaviour

4.5% increase

2,449 more offences

Essex Police continued to work with partner organisations, including local authorities and Community Safety Partnerships, to tackle anti-social behaviour.

### ↓Burglary

4.5% decrease

621 fewer offences

Essex Police continues to use 'Operation Insight' to tackle house burglaries. The operation uses predictive policing to identify where future burglaries are most likely to occur. Police then use a range of tactics, including high visibility patrols in hotspot areas, to prevent them from happening. Between April 2014 and March 2015 – the first full year of Operation Insight – Essex Police has seen a significant reduction in the number of burglaries.

### ↓Vehicle Crime

6% decrease

743 fewer offences

Vehicle crime across Essex continues to reduce. Essex Police continues to work alongside partners, including Community Safety Partnerships, to encourage residents to be mindful of the security of their vehicles. The number of offences solved also rose by 0.7% compared with the previous year.

### ↓Robbery

9.7% decrease

103 fewer offences

The offence of robbery has continued to see a reduction across Essex. Detectives continue to take an intelligence-led approach to tackling and solving these offences, focusing on known criminals. The solved rate for robbery has increased by 0.8% compared with the previous year.

### ↑Violence against the person

17.9% increase

3,483 more offences

According to Essex Police many of these types of offences are often related to incidents of domestic abuse. Tackling domestic abuse continues to be a priority of both the Police & Crime Commissioner and Essex Police. Essex Police has dedicated specialist domestic abuse investigation teams – called Operation Juno – investigating crimes and supporting victims. The teams also continue to proactively target repeat and dangerous offenders.

### ↑Sexual Offences

32.7% increase

605 more offences

The increase in sexual offences is mirrored across Essex and is also reflective of a national trend. The increase in part continues to be attributable to high profile cases involving public figures, which has encouraged more victims of sexual offences to come forward and report the crimes. Many of the offences continue to be historic. The increase in reported sexual offences could also be linked to members of the public having greater confidence in police when reporting these crimes.

## **PAGE 22 – Performance Summary**

### **PERFORMANCE SUMMARY**

1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2015

Solved Crimes: The all crime solved rate decreased in 2014/15 by 2% to 27 % compared with 29% the previous year.

#### **Public Satisfaction**

Essex Police continues to strive to improve public satisfaction with the services provided by its officers and staff. Overall in 2014/15 80.4% of people were satisfied with the overall service provided by Essex Police, however this is a 1.6% decrease compared with 82% the previous year.

82% of emergency response incidents were attended within the standard time, a 9% drop on the previous year.

Essex Police disrupted 22 serious and organised crime gangs during 2014/15.

£1.35m in cash recovered from criminals using POCA in Essex: an increase of nearly 36% compared with previous year

The total number of crimes recorded in 2014/15 was 99,740 – 35,049 fewer offences than 10 years ago in 2004/05.

2004/05 134,789 offences

2014/15 99,740 offences

2004/05 – 134,789

2005/06 – 132,378

2006/07 – 127,163

2007/08 – 119,164

2008/09 – 112,842

2009/10 – 104,796

2010/11 – 103,445

2011/12 – 105,017

2012/13 – 100,144

2013/14 – 99,346

2014/15 – 99,740

### **Volunteers**

I am extremely proud this year to have overseen the introduction of the first Volunteer Police Cadet programme in Essex. This is a flagship youth engagement programme for Essex Police, staffed entirely by volunteers who provide a safe environment for young people, including those vulnerable to crime, to learn, socialise, build a positive relationship with the police, and make a meaningful contribution to their communities. I look forward to watching it grow in coming months.

### **Independent Custody Visitors**

The Independent Custody Visitor (ICV) volunteer scheme forms part of the PCC's statutory responsibility, and ensures the standard of custody facilities and treatment of detainees is independently monitored. My office has led a thorough review of this scheme in the last year, resulting in the recruitment of 11 new volunteers, and a re-design of the visiting framework for the programme, making it better able to identify and escalate potential areas of concern within the custody environment.

In the last year 601 welfare visits to detained people in custody have been carried out by ICV volunteers.

### **Dog Welfare Scheme**

This scheme provides a similar level of public monitoring and scrutiny to the ICV scheme, but over the training, accommodation and welfare of working police dogs in Essex.

There are currently 44 working dogs in Essex Police, with more in training, and 34 dog handlers responsible for them. We have recruited six new dog welfare visitors to this scheme in the last year, who are now regularly visiting dogs and their handlers in a variety of operational locations to check on their welfare and standards of care.

**Our scrutiny of the Special Constabulary and civilian volunteer programmes in Essex Police remains a key focus for my office, as we continue to support them to expand and professionalise these programmes, and the use of volunteer skills and experience to enhance the service they provide to communities across Essex.**

## **PAGE 24 – Decisions made**

Decisions made by the PCC are published on the PCC's website.

The key decisions taken by the PCC this year include:

- \*Approved £462,000 to fund the creation of a Domestic Violence Protection Order (DVPO) Unit. Police can obtain a DVPO from magistrates' to protect victims of Domestic Abuse from perpetrators where prosecution is not an option.
- \*Approved allocation of £290,000 funding to the Whole Essex Community Budget to work with partners to: reduce domestic abuse; reduce reoffending; and strengthen communities.
- \*Securing funding from the Ministry of Justice to develop the capacity of specialist sexual violence services for victims across Essex.
- \*Approving a more than £3million increase to the £6.7million budget for refurbishing Southend police station and custody.
- \*Allocating £75,000 in funding to the Community Resilience Fund which is administered by the Essex Community Foundation and aims to strengthen communities.
- \*Approving £1.2million in Community Safety Fund core grants to allow Community Safety Partnerships, Youth Offending Teams and Drug and Alcohol teams to undertake local projects.
- \*Allocating £100,00 to be made available to local community safety partners to tackle hidden harms.
- \*Allocating £60,000 from the Victims Fund for SafeLives for a research and development pilot project on the impact of domestic abuse perpetrator programmes.
- \*Allocating £658,201 to fund Victim Support in delivering the Victims' Referral and Assessment Service (VARC) which aims to help Essex residents cope and recover after becoming victims of crime.
- \*Approving £700,000 to Safer Places to provide Independent Domestic Violence Advocates (IDVAs) for high risk victims of domestic abuse over three years. The IDVAs will provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder by: creating safety plans and carrying out risk assessments; accompanying them to court; supporting them as they give evidence and write statements; and requesting special measures in court (such as screens) so they don't have to face their abuser.

**Looking forward:**

**2015/16 AND LOOKING FORWARD**

Into 2015/16 I have maintained a clear focus on tackling domestic abuse, driving strong partnership work between Essex Police, local authorities, the NHS, probation services and specialist agencies. I have also expanded the areas of focus for Essex Police and partners to include identifying and addressing wider hidden harms such as human trafficking, child sexual exploitation, modern slavery, and “honour” based crime.

I continue to hold the force to account through regular Essex Police Challenge events where the public can put their questions directly to the Chief Constable, and through an extensive and rigorous scrutiny programme. This will address resource management as well as performance, especially as the period of austerity continues. The Community Safety Development Fund continues to commission work that makes a difference at the grass roots level, be it helping provide a drop-in centre for ex-offenders in Jaywick or turning young lives around through the Firebreak programme.

The development of ever stronger intelligence-led policing has led in two consecutive years to a decrease of around 10 per cent in house burglary - a crime that has a real impact on victims’ lives. Ensuring that Essex Police delivers evidence based, professional policing that draws on reliable information and intelligence will remain key to success in the coming years as resources remain constrained.

To enable this, Essex Police will continue to acquire, deploy and utilise the technologies needed for effective and increasingly mobile policing.

At the heart of a successful police force in 10-20 years’ time will be the quality of officers we are recruiting now, the training and development they receive in their early years and the quality of leadership offered by their senior officers. Continuing to improve all these aspects will remain my priority.



