

RESPONDING TO *TODAY'S DEMANDS* PLANNING FOR *TOMORROW'S CHALLENGES*



Essex is a safe county served by thousands of brave, committed and hard-working officers and staff. Keeping people safe is what motivates us to walk towards danger, but doing that means we've also got a responsibility to spend reducing budgets in the best possible way in order to protect and serve this county.

The proposals which I announce today with the Police and Crime Commissioner will provide for:

- A renewed and realistic commitment to local policing, which acts first on the highest risk and harm incidents but works in partnership to solve neighbourhood problems;
- A modern and efficient police estate working with us to help people rather than against us by spending too much on ageing, unsustainable buildings;
- And new ways to contact Essex Police, using the technology that is such an instinctive part of our lives today to access information and support.

Why are we taking these decisions?

Firstly, crime is changing: a "bobby on the beat" force cannot keep the whole county safe at all times. We have to be smarter, more innovative and more incisive in how we prevent, disrupt and stop crimes like sexual exploitation and domestic abuse. The harm associated with these crimes is high but hidden, requiring sophisticated investigation by specialist detectives of predatory suspects who may live on the other side of the world.

Secondly, Essex Police costs less per person in Essex every day than a pint of milk, making us a great value force but meaning that we've got no easy choices to make in terms of what to save. We saved over £40m but we've been told we need to save at least £60m more by 2020. In an organisation which spends over 80p in every pound on salaries, less money means fewer people.

No leader likes to announce that valued staff may be leaving their organisation. The work our front counter staff and PCSOs do is held in high regard by communities across the county and for good reason. But my job is to put the resources available to me in the best place to protect people from harm. I am clear that the best way to do that in Essex today is to put greater emphasis on harm and vulnerability and with that comes a changed emphasis on different victims, different offenders and different crimes.

Money is a really big part of the changes we have to make, but it's not the only factor. Many of the changes we announce today would need to be made even if money wasn't a problem. We need to get smarter, we need to get more efficient, and we need to put our limited resources where they can help people in need, not in to outdated buildings or outmoded styles of policing.

continued overleaf



The local policing teams that will serve the ten policing districts of Essex will be teams mixing action on locally-identified priorities, response to emergencies and calls for help from those who need it, and investigative and specialist teams tackling serious crime and domestic abuse.

The smaller, sustainable estate, led by a new and cheaper force headquarters, will help us deliver that policing model and will rid us of a £30m backlog of building maintenance that if left unchecked would increasingly jeopardise our ability to keep people safe. And new ways of getting in touch with us will provide for Essex Police the levels of public service that our communities expect and demand.

As Chief Constable I know today's announcements may lead to hard-working professionals leaving Essex Police. The announcements will be difficult for many to hear and have been the subject of lengthy and intense discussion and deliberation. But I believe they are absolutely essential to renew our pledge to protect the people of Essex in the best way we can, catching criminals and placing victims at the heart of all we do.



Stephen Kavanagh
Chief Constable,
Essex Police

