

# Annual Report 2012/13

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# Tribute to PC Ian Dibell

On July 9<sup>th</sup> 2012 PC Ian Dibell was killed in Clacton. He had intervened while off duty in an extremely dangerous and fast moving situation seeking to protect the community in which he lived. PC Dibell's actions were in the very best traditions of policing and we are very proud of his courage and selflessness.

# Introduction

Welcome to my first Annual Report as Police and Crime Commissioner for Essex.

I was humbled and honoured to have been elected in November 2012 to act and speak on behalf of all those who live and work in Essex.

This annual report covers the period between April 2012 and March 2013. During that time there has been a significant change in the way we hold the police to account. I would want first to acknowledge the work of the former Essex Police Authority.

Until November last year, the Authority was responsible for setting the budget and priorities for Essex Police and for holding the force to deliver against those priorities. For the months leading up to November, the Police Authority prepared for the handover to the new Police and Crime Commissioner, and oversaw the significant changes made by Essex Police to meet the requirement to save £44 million from its budget over 4 years.

Following my election as the first Police and Crime Commissioner for Essex, I set a simple overriding objective and that is:

**To do all I can to ensure that crime continues to fall in our county so that there are fewer victims of crime.**

I believe my role as Police and Crime Commissioner requires that I always listen to the concerns of the public across Essex. I will set the direction for Essex Police which reflects our local priorities, while also balancing the wider responsibilities of the force to meet its national responsibilities. Ultimately, on your behalf, I then hold the Chief Constable to account for the performance of the force.

As this report will set out, the past year has not been easy for Essex Police. However I am confident that over the next months and years Essex Police will continue to grow in professionalism and effectiveness as it meets the challenges of growing demand and more limited resources.

My promise to everyone who lives and works in Essex is that I will ensure that Essex Police and all those engaged in community safety work together efficiently and effectively to reduce crime and keep our county safe.

**Nick Alston CBE**  
**Police and Crime Commissioner for Essex**

# Transition from Essex Police Authority to the Office of the Police and Crime Commissioner

Until November 2012, Police Authorities were the governing bodies for policing in England and Wales. Prior to November 2012 Essex Police Authority (EPA) had responsibility for setting policing objectives, performance targets and holding the Chief Constable to account. The Police Reform and Social Responsibility Act 2011 established the Office of the Police and Crime Commissioner, replacing Police Authorities.

With the introduction of PCCs all the assets and liabilities, including staff, transferred to the Office of the Police and Crime Commissioner (OPCC). The Chief Constable maintains operational independence, through his direction and control over resources for operational purposes.

On 15 November 2012 the first ever elections for PCCs were held with Nick Alston taking office on 22 November 2012. This was the first time that the people of Essex had the opportunity to elect someone who would listen to their views, represent them, and challenge the Chief Constable on their behalf.

Over the course of 2012, the Police Authority had to take steps to prepare for transition to and for the election of Police and Crime Commissioners (PCC). During the summer of 2012 HMIC completed a review of the former Essex Police Authority's preparedness for the move to the OPCC. The report, published in July 2012, recognised the work that was underway; however, it identified the need for a more focussed approach to be taken. The work of the EPA culminated in a transition week where responsibility was handed to the newly elected PCC. This week also saw new powers and responsibilities being given to the PCC in addition to those held by the former Police Authority.

## **Responsibilities of the Police and Crime Commissioner**

Since taking office on 22<sup>nd</sup> 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. 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 Policing 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 Policing 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.

All of these responsibilities have the over-arching responsibility of reducing crime and disorder in Essex.

## **22<sup>nd</sup> November 2012 to 31<sup>st</sup> March 2013**

The PCC continued to work towards the aims and objectives of the inherited EPA plan for 2012/13, maintaining continuity by adopting the savings plan and Policing Plan, while developing the Police and Crime Plan.

Since taking up the post of PCC in November 2012, Nick Alston has set the Essex Police budget for 2013/14, issued a Police and Crime Plan and appointed a new Chief Constable. He has been busy attending meetings and listening to the people of Essex, hearing about their local policing issues for which he will be holding the Chief Constable to account.

The PCC has met with colleagues and key stakeholders whose responsibility is to keep the communities safe as well as leading forums where opportunities for working in collaboration are discussed.

The PCC has built on existing partnership working involving volunteers, businesses and public sector organisations and is committed to leading even closer constructive collaboration.

## Holding the Chief Constable to account

One of the most important roles of the PCC is hold the Chief Constable to account for the delivery of an effective and efficient policing service. The PCC challenges and supports, where appropriate, the decisions and actions of the Chief Constable within this professional relationship.

Working together the PCC and Chief Constable have developed a framework to monitor the force's performance in all areas. Weekly scrutiny meetings are held between the PCC and Chief Constable. A regular schedule has been formulated to ensure all areas are scrutinised. The areas discussed are grouped into the following categories:

- Operational performance - analysing data, looking at performance trends in the PCC's areas of focus.
- Financial scrutiny – examining the Medium Term Financial Strategy, considering the impact of any future budget reductions, looking at future investment and scrutinising force expenditure
- Current issues – looking at issues affecting the day to day running of the force
- Future issues – discussions concerning any matters that will impact on the force in the longer term

Essex Police has set the highest standards of professionalism and conduct, and expects its officers and staff to work to these standards at all times. It is essential that the public has trust in the force and the relationship between the police and the public is fundamental.

The PCC works closely with the force to ensure that the highest level of conduct and integrity of officers is maintained. The Professional Standards Department provide quarterly reports to the PCC which highlight trends of complaints. The PCC actively monitors complaint cases against the force. The report also covers any referrals made to the Independent Police Complaints Commission (IPCC) alongside details of commendations awarded to officers and staff for exemplary work.

The force has been criticised by the IPCC in relation to several domestic homicides in 2008 and 2011. The scale and impact of domestic abuse and criticisms of Essex Police mean this has to remain a continuing area of focus for the PCC.

In 2012 the PCC and the Chief Constable invited HMIC to review the force's approach to managing cases of domestic abuse. Their report highlighted areas where the force could significantly improve its performance.



## Engaging with the people of Essex

The election of the PCC has been the first time the people of Essex have been given the opportunity to select someone to represent them and hold the Chief Constable to account on their behalf. It is the first time that this important responsibility has been placed in a single person rather than in a committee.

The PCC has a key responsibility to listen to the views of the public and is determined to meet with the public regularly. He committed to holding two public meetings in every district across Essex in 2013. He has held 15 meetings since January 2013, with a full schedule planned for the remainder of 2013.

### **Public meetings**

The public meetings are open to everyone and members of the community are encouraged to challenge the PCC, the local police commander and local officials. The events represent an important opportunity for the public to meet and engage with the PCC, their local councillors and members of the local policing teams, including their District Commander. The purpose of these meetings are to:

- Enable the public to be provided with factual information on crime and policing in their local area
- Allow the public to voice their concerns to the police
- Consider options for reducing crime further

Issues raised at these meetings are collected from the community to help inform and update the Police and Crime Plan as well as taking priorities of the local police and community partners into account.

### **Forums**

The PCC continues to hold separate forums with members of the business community, rural community and victims of crime. The forums have brought together people from specific groups to discuss and develop ways of combatting crime that directly affect these areas, sharing best practise and looking at new and innovative ways of reducing crime.

### **Partners**

The PCC works closely with Safer Essex, Essex Partnership Board, Essex Criminal Justice Board and Health and Wellbeing Boards to identify best practise in reducing crime and make our communities safer. The PCC supports excellent work by many other partners and projects across the county; including Neighbourhood Watch, organisations which support victims of crime, and all those groups that offer help and guidance to the people of Essex.

## Community Safety Commissioning

The Police Reform and Social Responsibility Act (2011) gave PCCs powers to award grants to any organisation or body they consider will support their community safety priorities. The Community Safety Fund (CSF), previously awarded directly to local authorities was paid directly the PCC in April 2013. For those that were funded last year the PCC made a firm pledge that he would continue to fund and support the initiatives already in place with the £1.246m from the CSF for 2013/14.

Furthermore, the PCC agreed that the £290k previously assigned to the Whole Essex Community Budget would enable the programme to continue to fund the cross agency initiatives supporting families with complex needs, health and wellbeing, reducing domestic abuse and reducing reoffending .

As part of the budget setting process the PCC set aside £0.5m for establishing a New Initiatives Fund to be delivered during 2013/14. The PCC welcomed proposals to support local crime reduction initiatives which aimed to reduce crime and disorder in Essex.

Government plans for reshaping criminal justice, will mean more responsibility for criminal justice funding will transfer to the PCC. For example, funding such as the Home Office drug intervention programme will be paid direct to PCCs and in October 2014, PCCs will commission victims' services locally.

Throughout the year partners will be required to provide evidence that the allocated funds have produced the results they aspired to within their original bids. Should projects not be seen as achieving the required outcomes the PCC reserves the right to withdraw some of the funds, diverting them to alternative crime reduction schemes.

The PCC has made reducing domestic abuse one of his main priorities. He has sought specialist advice to consider the allocation of grants from his New Initiatives Fund to improve the support offered to victims, and working towards the prevention of reoffending.

## Appointment of a new Chief Constable

The previous Chief Constable, Jim Barker-McCardle announced in October 2012 his intention to retire from policing in 2013. Following his election in November, Nick Alston agreed a departure date of 3 May 2013 which enabled time for a thorough search for a replacement and a smooth handover to the new Chief Constable.

On his departure the PCC praised Mr Barker-McCardle's achievements and leadership as Chief Constable. He noted Mr Barker-McCardle's effective budget management and work with the criminal justice agencies as he strived to deliver the best possible policing service to all the communities of Essex. The PCC also recorded his thanks that Mr Barker-McCardle agreed to continue to lead Essex Police well into 2013, with a direct transition on the appointment of the new Chief Constable, Stephen Kavanagh.

Mr Alston was delighted to appoint Stephen Kavanagh after a demanding selection process from a field of high calibre candidates who applied to be Chief Constable. His previous extensive experience as both a detective and a territorial policing officer had been in the Metropolitan Police where he held the rank of Deputy Assistant Commissioner.

## The Budget

The budget for 2012/13, set in February 2012 by the Police Authority, was inherited by the PCC. Essex Police's budget comprises of two main funding streams: government funding and the council tax policing precept.

One of the early responsibilities for the PCC was to set the budget for 2013/14, which included an increase in the precept for policing. While this was a difficult decision, the PCC recognised the need to maintain the service provided by Essex Police, when faced with tough financial challenges.

Whilst the increase amounted to just over a penny per day for a Band D householder, Essex still has one of the lowest precepts in all of the shire forces. However, there is a need to recognise that the low precept means that the budget is built on a low funding base, making future financial challenges increasingly difficult.

The PCC wanted a greater emphasis on crime prevention and part of this money raised by the increase in the precept has been used to create a New Initiatives Fund to support those wanting to make their local communities safer.

## Police and Crime Plan: Areas of Focus

The Police and Crime Plan for 2013/14 (The Plan) developed in January 2013, outlines the PCC's vision in working together with police and wider partners to reduce crime more effectively, improve community safety and to support victims of crime across Essex.

Following consultation with the public, wider partners, and the police during February 2013, the main areas of focus became:

- Ensuring local solutions meet local problems
- Reducing domestic abuse
- Supporting victims of crime
- Reducing youth offending and re-offending in general
- Tackling the consequences of alcohol and drug abuse, and mental health issues
- Improving road safety
- Improving crime prevention
- Increasing efficiency in policing through collaborative working and innovation

The Plan can be viewed on the website at [www.essex.pcc.police.uk](http://www.essex.pcc.police.uk)

## Police and Crime Panel

The Police Reform and Social responsibility Act (2011) created a Police and Crime Panel (PCP) to hold the PCC to account by scrutinising and reviewing his actions and appointments. The PCP was formally appointed on 22 November 2012.

The PCP must hold at least four meetings per year and its main functions are:

- Police and Crime Plan - Review the draft Police and Crime Plan, and make a report with recommendations.
- Annual report - Arrange a public meeting to review the annual report, ask the PCC questions and make recommendations.
- Chief Constable appointments - The power of veto in relation to Chief Constable appointments
- Oversight of council tax policing precepts - The power of veto in relation to setting the precepts
- Reports and recommendations - Publish any report or recommendations to the PCC.
- Complaints against the PCC - To oversee complaints against PCCs and ensure serious complaints are referred to the Independent Police Complaints Commission.

## **Essex Police in 2012/13**

### **Policing Plan 2012/13**

When Essex Police Authority (EPA) set the policing and financial objectives for the year 2012/13 it did so with the knowledge that the incoming PCC would inherit the responsibility of overseeing their delivery. There were a number of major projects in place, many of which have impacted on the day to day business. The force continues through a £44m change programme, scheduled for delivery by 31st March 2015. Prior to November 2012 the force had achieved significant savings, with a programme endorsed by Her Majesty's Inspectorate of Constabulary (HMIC) to deliver the remaining amount on target. Savings of £35m were achieved by March 2013.

### **Reform**

As part of this change programme the former EPA and Chief Constable reviewed the way in which the force was structured and how business was completed. Through careful planning, a major organisational change programme known as 'Blueprint' was drawn up and implemented in March 2012.

The Blueprint , which has evolved since its implementation, led to the restructure of the policing services in Essex, with areas of business being combined wherever possible and a number of police station front counters being closed or having their opening hours reduced.

Early indications showed that the initial locations considered for the Response and Patrol hubs were not operationally suitable and alternative locations were identified. The units based at these hubs were relocated in May 2012 operating from eight strategic locations around the county. They provide a police response to all emergency and priority calls from the public.

Area Investigation Teams (AIT) were formed to deal with high volume criminal investigations and associated prisoners. It was identified soon after their implementation that the skills of the officers within the AITs would be better placed within the Neighbourhood Policing Teams (NPT), providing greater resilience within the NPTs and thus delivering a better service to the public. The AITs were successfully merged with the NPTs at the start of 2013.

The investigation of serious sexual crime remained a significant issue both nationally and for the force. This was addressed by the creation of a Serious Sexual Offences Team (SOIT), based in Brentwood, Colchester and Rayleigh, and became fully operational in September 2012. The SOIT contains officers specialising in investigating and dealing with victims of sexual assault.

## Performance Summary for 1st April 2012 to 31st March 2013

There were 4933 fewer offences committed in Essex in 2012-13<sup>1</sup> representing a reduction of 4.7%. In particular, there were reductions recorded for the following offence types:

- criminal damage (12.9% decrease, 2137 fewer offences),
- other burglary (8.8% decrease, 617 fewer offences),
- serious violent crime (9.8% decrease, 84 fewer offences),
- assaults with less serious injury (2.3% decrease, 195 fewer offences).

Essex Police also made significant progress in reducing the threat of harm to our communities by tackling serious criminality. 48 organised crime groups operating in Essex were dismantled in 2012-13 (31 were dismantled in the previous year). In 2012-13 Essex Police seized over £2.2 million in funds and assets gained through criminal activity.

During 2012-13 there were some considerable challenges, particularly in the area of serious acquisitive crime. Dwelling burglary offences increased by 12.2% (860 offences), robbery increased by 3.4% (39 offences), and vehicle crime increased by 1.3% (164 offences). The 'all crime' solved rate decreased in 2012-13; 27.0% compared to 29.8% the previous year. Work is on-going to address these challenges, and already showing encouraging improvements.

In early 2012 the force underwent a significant restructure designed to improve efficiency and productivity and make the necessary cost savings to meet the spending cuts required by the police service. This transformational change in policing style, together with significant policing challenges, in particular the London 2012 Olympic and Paralympic Games which diverted resources away from their normal policing activities, had an impact on the all-crime solved rate. Following detailed analysis the policing model for Essex was reconfigured in January 2013, since when there has been an improvement in the solved rate.

During the year the force continued to focus on improving the service it provided to victims of crime. The number of 999 calls answered within 10 seconds increased (92.7% vs. 90.5%) and emergency response incidents attended within standard<sup>2</sup> increased to 86.0% from 84.1%.

<sup>1</sup>All comparisons shown are for 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013 compared to the same period in 2011-12.

<sup>2</sup>Officers are required to attend emergency incidents within 15 minutes in urban areas and 20 minutes in rural areas.

However, feedback from victims of crime<sup>3</sup> about their interactions with Essex Police highlighted that satisfaction with being kept informed of progress and overall satisfaction with the service provided decreased in 2012-13. The feedback gained from crime victims is being used to learn and to improve the service the force provides.

Collaborative work involving education, engagement and enforcement has helped to make the roads of Essex safer. In 2012-13 there was a reduction of 9.6% in the number of people (71) killed or seriously injured in road collisions. Through the Casualty Reduction Board, Essex Police continued to work closely with partners and other agencies across the county, including Essex County Council and Thurrock and Southend Unitary Authorities, to further reduce casualties on the road network. With a strong focus on education, the force continued to interact with a range of road users, in particular those at greatest risk such as young drivers and motorcyclists.

***KSI Casualties April 2012 to March 2013 v. April 2011 to March 2012***

	Apr-11 to Mar-12	Apr-12 to Mar- 13	% dif.
Motorcycle/Powered two Wheel Vehicles	197	169	-14.2
Vehicle 1 Young Driver (at Fault)	165	104	-37.0
Pedestrians	137	113	-17.5
Cyclists	77	72	-6.5
Children/Young People (0-17yrs)	127	122	-3.9
Drink Drivers	24	15	-37.5
<b>Total</b>	<b>740</b>	<b>669</b>	<b>-9.6</b>

NB The sub-categories will not add up to the total

During the summer of 2012, significant policing operations took place to ensure the delivery of a safe and secure London 2012 Olympic and Paralympic Games. The policing of these events involved the use of considerable resources to ensure that Essex received the same high level of policing whilst delivering a safe games.

The Olympic Torch Relay passed smoothly through Essex with no incidents of protest or disorder . There were no Olympic-related crimes recorded or arrests made during the policing of the Olympic Mountain Bike event at Hadleigh.

Through the Reform Programme the force made recurring savings of £16.7 million during 2012-13 which brought the total savings achieved since the start of the current savings programme to £34.9 million by year end.

<sup>3</sup>Victims of the following crime types are surveyed: violent crime (excluding domestic abuse), dwelling burglary, vehicle crime and racial crime

## 2012-13 End of Year Performance Summary

### Performance against the Essex Police 2012-13 objectives

A total of 11 objectives were set for Essex Police in 2012-13. There was a target set against each of the objectives.

Essex Police performance was better than the target in 6 out of the 11 objective areas. Furthermore, performance in 2012-13 (April 12 – March 13) was better than the same period the previous year in 6 out of the 11 objective areas.

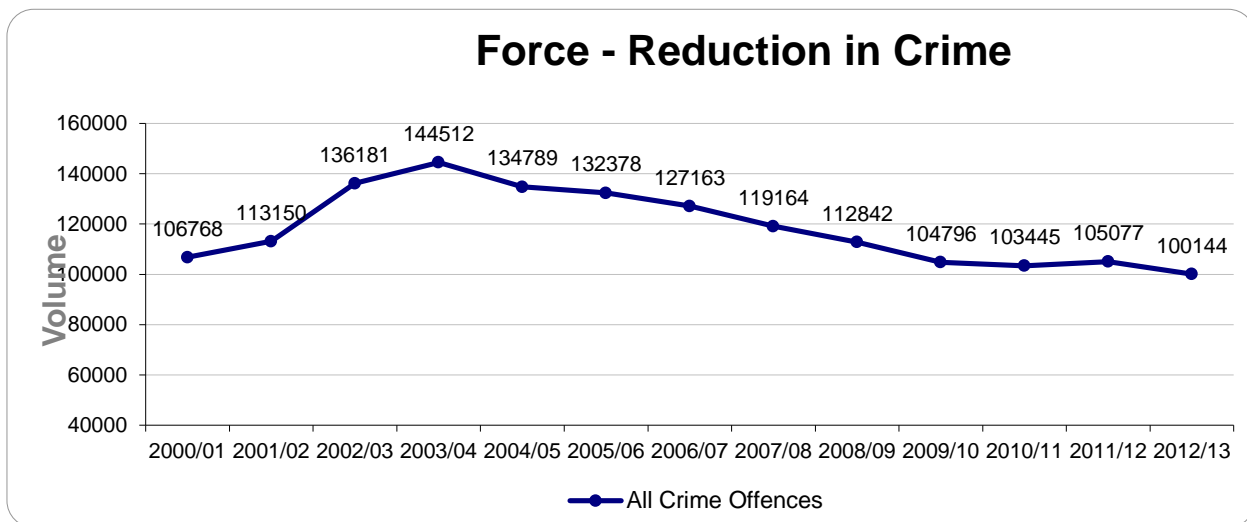
The actual performance data are shown in the table below:

Essex Policing Plan Objectives 2012/13		1) Tackle Crime and Anti-Social Behaviour			2) Protect People from Serious Harm			3) Improve Satisfaction in Policing				
		All recorded crime	Incidents of anti-social behaviour	All Crime Solved Rate	Dismantle Organised Crime Groups across Essex	Prevent road collisions where people are killed or seriously injured	Increase in the number of detections for serious sexual crimes	Satisfaction with being kept informed of progress	Satisfaction with the overall service provided	Attendance at emergency response incidents (90% attended within 15 mins - urban, 20 mins - rural areas)	Answering emergency (999) calls (90% within 10 seconds)	Answering non-emergency (switchboard) calls (90% within 30 seconds)
Cumulative APR - MAR	This year (2012 - 2013)	100144	56447	27.00	48	669	177	71.8	79.3	86.0	92.7	90.9
	Target (2012 - 2013)	104026	60520	31.00	30	739	277	80.0	87.0	90.0	90.0	90.0
	Better/ worse than Target (% or % point difference)	-3.7	-6.7	-4.00	60.0	-9.5	-36.1	-8.2	-7.7	-4.0	2.7	0.9
	Last year (2011 - 2012)	105077	61755	29.77	31	740	235	75.4	82.7	84.1	90.5	91.4
	Better/ worse than last year (% or % point difference)	-4.7	-8.6	-2.77	54.8	-9.6	-24.7	-3.6	-3.4	1.9	2.2	-0.5



## Crime trends

The number of crimes recorded by Essex Police reduced in 2012/13. The 2012/13 end of year figure for total crime was the lowest recorded for at least 13 years. The trend in crime is shown in the chart below:



## Volunteers

The PCC recognises the huge value that the many volunteers bring in working alongside the regular officers and staff of Essex Police. The Special Constabulary supports the regular officers in the core areas of policing, giving up their free time to work with the police to serve and build safe communities where they live and work. The PCC supports the continuing development of skills of the officers within the Special Constabulary, for deployment in specialist roles where possible.

The Independent Custody Visiting Scheme is overseen by the OPCC and enables appointed volunteers to visit police stations to check on the treatment of detainees, the conditions in which they are held and that their rights and entitlements are being observed.

The Animal Welfare Lay Visit Scheme, also administered by the OPCC, appoints members of the local community to observe and report the conditions under which police dogs are trained, transported, deployed and cared for. The primary function of the scheme is to protect the police dogs. In so doing it provides Essex Police with an independent monitoring body that will advise and make recommendations about the care of animals.

# Decisions made between November 15th 2012 and 31st March 2013

Decisions made by the PCC are published on the PCC's website. These can be found at [www.essex.pcc.police.uk/scrunity/decision-making/](http://www.essex.pcc.police.uk/scrunity/decision-making/)

The key decisions made by the PCC are:

- Approved a revenue budget of £271.8m for 2013/14 of which £268.1m has been delegated to the Chief Constable to fund his operational delivery plan. The remainder is held by the PCC both to fund the office of the PCC and Community Safety funds, £1.15m and £2.5m respectively.
- Developed the Scheme of Delegation outlining the roles of the PCC and his staff, and the functions delegated to the Chief Constable.
- Proposed a precept increase of 3.49%, the equivalent to a £4.77 a year on a Band D property that was subsequently approved by the Police and Crime Panel in January 2013.
- Agreed the Revenue and Capital Programmes for 2013/14.
- Set up the new PCC Community Safety Fund to resource crime reduction initiatives through a commissioning process.
- Guaranteed the Community Safety Grant funding of £1.246m to the relevant projects and initiatives that have an impact on reducing crime and disorder.
- Continued funding for Victim Support with the extension of the Independent Domestic Violence Advisor contract, through 2013/14, thus enabling the PCC to fulfil his statutory obligation to put victims of crime at the centre of the Police and Crime Plan and to meet his key priorities to reduce domestic abuse incidents and support victims of crime.

# Contact details

## Contact the PCC

You can contact the PCC by writing to:

The Office of the Police and Crime Commissioner  
3 Hoffmanns Way  
Chelmsford  
Essex CM1 1GU

Or by calling:

01245 291600

Or by email:

[pcc@essex.pnn.police.uk](mailto:pcc@essex.pnn.police.uk)

Website:

[www.essex.pcc.police.uk](http://www.essex.pcc.police.uk)

Twitter:

@essexPCC

## Contact Essex Police

In case of an emergency dial **999**

For all non-emergency calls made from within Essex call **101**, or outside of Essex dial **01245 491491**

## Crimestoppers

The scheme allows you to give information anonymously about crimes that affect you and your local community.

You can contact them online at [www.thecrimestoppers.co.uk](http://www.thecrimestoppers.co.uk) or on **0800 555 111**