

Essex Police and Crime Panel

14:30	Thursday, 01 December 2016	Committee Room 1, County Hall, Chelmsford, Essex
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Quorum: 5

Membership

Councillor Gavin Callaghan
Councillor Wendy Schmitt
Councillor Paul Barrell
Councillor Godfrey Isaacs
Councillor Bob Shepherd MBE
Councillor Mike Lilley
Councillor Gary Waller
Councillor John Jowers
Councillor Tony Durcan
Councillor Penny Channer
Councillor June Lumley
Councillor Mark Flewitt
Councillor Carlo Guglielmi
Councillor Joycelyn Redsell
Councillor Jim Gordon
John Gili-Ross
Kay Odysseos

Representing

Basildon Borough Council
Braintree District Council (Vice-Chairman)
Brentwood Borough Council
Castle Point Borough Council
Chelmsford City Council
Colchester Borough Council
Epping Forest District Council
Essex County Council (Chairman)
Harlow District Council
Maldon District Council
Rochford District Council
Southend Borough Council
Tendring District Council
Thurrock Borough Council
Uttlesford District Council
Independent Member
Independent Member

For information about the meeting please ask for:

Colin Ismay, Council and Member Support Manager, ECC, and Secretary to the Panel

Fiona Lancaster, Committee Officer

Telephone: 033301 34573

Email: fiona.lancaster@essex.gov.uk



Essex County Council

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Part 1

(During consideration of these items the meeting is likely to be open to the press and public)

		Pages
1	Apologies for Absence and Notices of Substitution The Secretary to the Panel to report the receipt (if any).	
2	Minutes To approve the minutes of the meeting held on 3 November 2016.	5 - 12
3	Declarations of Interest Members are invited to declare any interest in any item on the agenda. Members may still declare an interest in an item at any time prior to its consideration.	
4	Questions to the Chairman from Members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public.	
5	Budget scene-setting and Finance report To consider report EPCP/19/16.	13 - 26
6	Tackling Gangs in Essex To consider report EPCP/20/16.	27 - 36
7	Annual Report 2015-16 To consider report EPCP/21/16.	37 - 62
8	A National Association of Police and Crime Panels To consider report EPCP/22/16.	63 - 64
9	Forward Look To consider report EPCP/23/16.	65 - 66
10	The Police and Crime Commissioner to update the Panel on On-going Issues (if any)	
11	Date of Next Meeting To note that the next meeting will be held at 2.30 pm on Thursday 26 January 2016, in Committee Room 1, County Hall.	

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Urgent Business

To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

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Urgent Exempt Business

To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.

Minutes of the meeting of the Essex Police and Crime Panel, held in Committee Room 1 County Hall, Chelmsford, Essex on Thursday, 03 November 2016

Present:

Councillor

Gavin Callaghan
Graham Butland
Godfrey Isaacs
Mike Lilley
Gary Waller
John Jowers
Tony Durcan
Mark Durham
Trevor Byford
Carlo Guglielmi
Joycelyn Redsell
Jim Gordon
Kay Odysseos

Representing

Basildon Borough Council
Braintree District Council
Castle Point Borough Council
Colchester Borough Council
Epping Forest District Council
Essex County Council (Chairman)
Harlow District Council
Maldon District Council
Southend Borough Council
Tendring District Council
Thurrock Borough Council
Uttlesford District Council
Independent Member

Apologies for Absence

Wendy Schmitt (Vice-Chairman) with Graham Butland as her substitute
Paul Barrell
Bob Shepherd
Penny Channer with Mark Durham as her substitute
June Lumley
Mark Flewitt with Trevor Byford as his substitute
John Gili-Ross

Braintree District Council

Brentwood Borough Council
Chelmsford City Council
Maldon District Council

Rochford District Council
Southend Borough Council

Independent Member

The following Officers were in attendance throughout the meeting:

Colin Ismay, Council and Member Support Manager, Essex County Council, Secretary to the Panel

Fiona Lancaster, Committee Officer, Essex County Council

Roger Hirst, Essex Police and Crime Commissioner, was in attendance throughout and supported by:

Jane Gardner, Deputy Police and Crime Commissioner

Susannah Hancock, Chief Executive

Inspector Paul Seabright, Essex Police

1 Minutes

The minutes of the meeting held on 25 July 2016 were approved as a correct record and signed by the Chairman.

2 Declarations of Interest

The Chairman reminded Panel members to declare any specific interests as appropriate throughout the meeting.

3 Questions to the Chairman from Members of the Public

There were no questions.

4 Membership

The Panel considered report EPCP/13/16 by the Secretary to the Panel. Following a request from Councillor Mike Mackrory, Leader of the Liberal Democrat Group at Essex County Council, to reconsider the decision not to continue to co-opt a Liberal Democrat onto the Panel, the Chairman had agreed that the Panel would review its decision taken at the last meeting.

The Panel was reminded of the process undertaken to apply to the Home Secretary for an additional co-opted member and expressed some disappointment that the previous appointee had not been able regularly to attend meetings because of other commitments. The Chairman confirmed that a co-opted or independent member was not able to appoint a substitute to attend in his/her place. In terms of overall numbers, it was pointed out that the Liberal Democrats were not the first party in line for consideration for a co-opted member.

It having been moved by Councillor Durcan and seconded by Councillor G Isaacs it was

DECIDED:

That the Panel reaffirm its decision made at the last meeting to take no further action in regard to the Panel's membership.

5 The Police and Crime Plan

The Panel considered report EPCP/14/16 by the Commissioner presenting his draft Police and Crime Plan for 2016 - 2020.

The following points were made during the ensuing discussion.

- The Plan was based on the Commissioner's election campaign manifesto and had involved extensive consultation with the Chief Constable and his chief officer team, together with other partners and the public.
- Future funding and availability of resources were challenges to the achievement of the Plan.
- The use of workshops to engage with other partners across the voluntary sector had worked well and the Commissioner indicated that he wanted to build on the success of that method of engagement.
- The Commissioner highlighted the key issues that were raised during the engagement phase and any subsequent changes made to the Plan.

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- John Gili-Ross and Councillors Guglielmi, Shepherd and Waller were thanked for acting on behalf of the Panel in an advisory capacity in the formation of the Commissioner's new Police and Crime Plan.
 - The Panel discussed the safety of roads and what methods were most effective at reducing traffic speed. The 'Surround a Town' road safety operation had proved particularly successful, and had led to a number of arrests for other offences. The Panel noted that more Automatic Number Plate Recognition (ANPR) cameras were being installed and were proving effective. Members who had questions in relation to ANPR in their areas should contact Susannah Hancock outside of the meeting and she would link them to the appropriate leads in Essex Police.
 - The Plan focused on prevention activities, with a re-balancing of resources and better use of technology.
 - The Panel discussed the need to have SMART goals in the Plan, and indicated it would be useful to have detailed comparisons against other police forces, particularly regarding visibility and numbers on patrol. In response, the Commissioner confirmed that specific performance measures would be included in the delivery plans which would be developed as the next phase of the process and these would be shared with the Panel.
 - The Commissioner indicated that the Cambridge Crime Harm Index was being used as an additional method of helping Essex Police review its priorities.
 - There was a need to focus on rural crime and the differentiation between domestic and commercial burglaries. There were plans to deploy specific rural special constables.
 - The importance of the use of language in the Plan and the need to emphasise the role of engagement was emphasised.
 - The need was stressed to make better use of all means of publicity to promote the good news stories and to help increase police 'visibility'.
 - The Panel expressed concern regarding the 101 non-emergency police telephone service and the difficulties residents were facing trying to access it. In response to a question the Commissioner agreed that the service needed significant improvement. He commented that a better online reporting system had been launched in September and it was expected that this would shift the pressure off the telephone service and in turn help that become more efficient. In response to a question the Commissioner confirmed that the service was funded by Essex Police. The Commissioner undertook to report back to the Panel on the 101 service and what was being done to make improvements.
 - The Panel would welcome more detail on the opportunities being taken for collaborative working.

- The lack of consistent published national re-offending statistics remained an issue of concern. The Community Rehabilitation Company (CRC) had some useful data which could help Essex benchmark itself, and this was currently being reviewed.
- The possibility of making reference to the Responsible Authority Groups in the Plan was discussed.
- The benefits of using demographics in the Plan process were raised and how they could help focus communication with the hard to reach groups.
- In response to a question the Commissioner anticipated that it would take around 18 months to achieve his aim of doubling the number of special constables in Essex. He undertook to provide information on the current situation.

It having been proposed by Councillor C Guglielmi and seconded by Councillor G Waller it was

DECIDED:

That the draft Police and Crime Plan 2016 – 2020 be endorsed.

6 Anti-Social Behaviour

The Panel considered report EPCP/15/16 by Inspector Paul Seabright, Essex Police (presented by Susannah Hancock, Chief Executive) which provided the Panel with an update on the work of Essex Police in relation to anti-social behaviour. Inspector Seabright was in attendance to deal with questions.

The following points were made during the ensuing discussion.

- The Panel noted the risk assessment process in place and how incidents were triaged and recorded.
- The Panel emphasised the importance of Community Safety Hubs being a key channel to help identify and tackle anti-social behaviour locally. Cross border hubs appeared to be working well in north Essex, and Members felt that further successes could be achieved from more joined up working across the County's hubs and questioned whether co-location was appropriate in all cases.
- Panel Members commented on the location and benefits of their local hubs. Not all of these could be co-located within other public service buildings as some of these were being disposed of.
- The benefits of a multi-agency approach were emphasised whilst recognising the challenges of organisations having different IT technologies.
- The Panel discussed the efficacy of police officers on foot patrol in helping to deter crime. The Commissioner indicated that officers' time was being freed up to spend more time on patrol with the introduction of new technology ie new smart

phones. The presence of more local special constables would also increase visibility.

- The Panel shared concerns regarding social landlords and the need for closer working links with them to secure effective action against anti-social behaviour amongst residents.
- Essex Police welcomed anti-social behaviour being included higher up on the Commissioner's agenda, and the new focus on confronting the wide range of issues. The Panel noted that many of the solutions to the issues were held by other organisations which could help provide diversions and alternative activity. It was important to prevent anti-social behaviour rather than simply moving it on to other locations.
- The Panel noted the need for greater Police engagement with families when mental health issues were involved.

The Panel welcomed and **noted** the report.

7 Essex Police Estate Strategy and Transformation

The Panel considered report EPCP/16/16 presented by the Commissioner which provided an update on:

- i) the Essex Police Estate Strategy and the principles that underpin it;
- ii) the core components that will comprise the Future Estate Model and the high level planning to achieve them; and
- iii) the benefits that the Estate Strategy will deliver.

The following points were made during the ensuing discussion.

- The Commissioner indicated that on Page 100 of the agenda pack, Primary Operating Locations (POLs), the list of proposed sites should also have included Clacton.
- The Commissioner explained that discussions were underway with the Essex Fire Service on how to make best use of the two estates. One option being explored was the development of additional space at the Essex Fire Authority's Kelvedon Park site.
- The Commissioner commented that the existing Essex Police Headquarters at Springfield, Chelmsford, were no longer fit for purpose and would be sold for redevelopment. He was exploring a more modular approach to locating resources which would help increase the visibility of police officers across Essex.
- The Panel noted the Commissioner's intention to use some of the funds released from property disposals to re-invest in new technologies.
- The Commissioner would provide regular updates.

The Panel **noted** the report.

8 Oral Update by the Commissioner on Police and Fire Collaboration

The Commissioner provided the Panel with a brief update during which the following points were made:

- The Ambulance Service had been invited to the Commissioner's Emergency Services Collaboration Board but did not wish to be part of the process at this point. However, they were keen to remain informed and updated. Ten operational projects between police and fire were currently underway and documentation was available on request.
- Further collaboration was underway between Essex Police and the Essex Fire Authority to explore the benefits of having joint estates. The Panel noted the example given on the possibility of combining Boreham (Police) and Lexden (Fire Authority) workshops.
- The initial draft of a Local Business Case in relation to the joint governance of Essex Police and Fire services was nearing completion. It was anticipated that the Policing and Crime Bill would achieve Royal Assent in January/February 2017.

The Panel **noted** the report.

9 Panel Activity Outside of its Meetings

The Panel considered report EPCP/17/16 by the Secretary to the Panel which provided an update on some of the work that had been undertaken outside of its formal meetings.

The Chairman and Secretary had met with their counterparts from the Kent Police and Crime Panel and had decided to continue to meet on a regular basis to share information and understand how each of the Panels work. The Panel noted that there appeared to be little appetite in Kent for the Police and Fire collaboration.

The Secretary to the Panel gave advance notice of the Essex Fire Authority's intention to invite Panel Members to attend its SOLACE-facilitated workshops. Members were encouraged to participate in the workshops, taking into account the potential future role of the Panel. The Crime Commissioner confirmed that he would also be involved.

10 Forward Look

The Panel considered report EPCP/18/16 by the Secretary to the Panel concerning the planning of the Panel's business.

The Panel was informed that at each future meeting it would receive a report on one of the new Police and Crime Plan priorities.

The Panel **agreed** the content of the Forward Look.

11 The Police and Crime Commissioner to update the Panel on On-going issues (if any).

The Commissioner was pleased to inform the Panel that the latest HMIC PEEL efficiency inspection report confirmed that Essex Police had achieved a 'good' judgement.

12 Date of Next Meeting

The Panel **noted** that the next meeting would take place at 2.30 pm on Thursday 1 December 2016, in Committee Room 1, County Hall, and that this would be preceded by a private pre-meeting starting at 1.45 pm.

Chairman

AGENDA ITEM 5

Essex Police and Crime Panel	EPCP/19/16
Date: 1 December 2016	

Finance Update for the Year to Date and Scene Setting for 2017/18**Incorporating the 2016/17 budget monitoring report and scene setting for the PCC's January 2017/18 budget and precept proposal**

Report by the Treasurer of the PCC to the Panel

Enquiries to:

Charles Garbett, Treasurer, 01245 291612 charles.garbett@essex.pnn.gov.uk

1. Purpose of report**1.1** This report lays out:

- i) The 2016/17 full year forecast as at October 2016.
- ii) Current and anticipated budget issues that will inform the Panel's discussions on the 2017/18 budget and precept.

2. Recommendation**2.1** The Panel is requested to:

- i) Note the financial performance of the PCC Group for the financial year 2016/17.
- ii) Consider budget issues and associated risks prior to the forthcoming proposed precept to be presented to this Panel on 26th January 2017. Views of Panel members will inform the development of the PCC Group budget strategy and precept proposal in supporting the Police and Crime Plan for Essex 2016-2020.

3. Executive Forward

The PCC has just launched his first Police and Crime Plan setting out seven policing priorities to protect Essex. This is a shared plan and its success depends upon the active involvement of the Police in concert with a wide variety of partners with mutual interest in building safe and secure communities.

Constructive critical challenge from Panel members will be invited on the PCC Group budget and precept proposal which will be presented on the 26th

January in order to enable the PCC to resource the Police and Crime Plan for Essex.

This report outlines the financial backdrop and key financial matters for members' consideration.

4. Financial Year 2016/17 to date

Revenue Account

- 4.1 The month seven forecast results shows that the 2016/17 revenue budget is forecast to breakeven. This position is summarised in Table 1 below:

Table 1: Analysis of forecast 2016/17 revenue budget at the end of October 2017

Budget Heading	Current Budget	Actuals to Date	Forecast Outturn	Variance - Over / (Under) Spend
	£000	£000	£000	£000
Employees				
- Police officer Pay and Allowances	155,811	88,635	152,974	(2,837)
- Police Staff Pay and Allowances	68,147	38,536	67,982	(165)
- PCSO Pay and Allowances	3,506	2,143	3,362	(144)
- Overtime, Pensions, Training, Expenses	14,554	7,430	15,658	1,104
Employees Total	242,018	136,745	239,976	(2,042)
Premises	11,079	5,937	11,254	175
Transport	4,792	2,626	4,292	(500)
Supplies and Services	25,992	13,775	25,980	(12)
Third Party Payments	6,408	1,373	6,493	85
Income	(24,805)	(12,726)	(24,976)	(171)
Interest and capital activity	695	(40)	883	188
Earmarked Reserves	1,411	(481)	2,377	966
In-Year Savings Shortfall	(1,311)	0	0	1,311
Net Expenditure	266,279	147,208	266,279	0
Contribution to/(from) General Reserve	0	0	0	0
Budget Requirement	266,279	147,208	266,279	0

The above Table 1 incorporates a range of budget variations that are being actively managed to ensure that available resources are applied, though budget virements to front line services.

4.2 The predominant reason for the forecast underspend on employee costs at the end of October is the greater than anticipated number police officer leavers. There were 2,935 officers at 1st April 2016 with a budgeted level of 2,823 officers at 31st March 2017. Due to the higher level of in-year leavers the lower number was achieved mid-year.

4.3 The greater than anticipated number of officers leaving has prompted an increase in the forecast recruitment of officers as follows:

January 2017: From 50 to 60 officers
 February 2017: From nil to 60 officers
 March 2017: From 50 to 60 officers

The increase of 80 officers from 100 to 180 to be recruited in the fourth quarter of 2016/17 will bring the Force back on plan and raise our projected establishment of officers by 42 to a total of 2,865 by 31st March 2017.

4.4 There are a number of budget variations within the non-staff headings of transport, supplies and services and third party payments in Table 1. These include:

Table 2: Non-staff budget variations

Budget Heading	£'000
Transport:	
- Fuel	(157)
- Vehicle hire charges	(108)
- Vehicle service & m'tce	(170)
Supplies & Services	
- Communications & technology	(388)
- Forensics	(75)
- Uniforms & laundry	(56)
Third Party Payments	
- Coroners service	(287)
Total	(1,241)

4.5 Budget virements have re-directed resources from variations in both pay and non-pay budget headings to directly support front line policing as follows:

Table 3: 2016/17 budget in-year virements

Service	£'000	Comment
Recruiting infrastructure for police officers	962	Additional staff input into Media, Vetting, HR and training.
Additional 80 police officer recruits	196	2016/17 salary costs
Police Officer overtime	380	Operation Raptor (Gangs), increase in visible policing for the night-time economy, bank holidays
	150	Increased road safety
Police staff	200	Recruitment to vacancies in

		business services and FCR
Occupation Health Advisor	75	Meet additional demand
Additional ill health retirements	600	Greater number of police officers retiring than planned
Pension adjustment	136	Reallocation of ill health payments
Additional 450 body worn cameras	113	This will bring the Force total to 1,300
Victims survey	120	Additional intelligence to support victims of crime
Equipment for safe houses	10	IT and CCTV equipment to support victims
IT/Estates Transformation programme	575	Additional contractor costs of £325k decanting disposed sites £250k
Additional forensic costs	102	Increased number of exhibits submitted £73k and pathology costs £29k
Increase POCA spending	46	Additional ANPR cameras
ECFRS – Deliver collaboration projects	290	Up to ten collaborative projects
SERP	200	Enhanced road safety and road crime operations
Operational carry forward	174	To meet essential operational requirements
Tasers	51	Additional 92 officers trained to use Tasers
Hydra training facilities	30	Facilities for Inspector training
Firearms system upgrade	50	Enhanced system
TV Unit refresh and IT upgrade to the Assembly Hall	82	Modernise communication facilities
Rural Task Force	55	Specialist equipment for tackling OCGs
Gym equipment	44	Facilitate the health and well-being of officers and staff
Specific initiatives including Digital Strategy	52	Investment in digital developments
Total	4,693	

- 4.6 The resourcing of the above high priority initiatives will be accommodated within the overall revenue budget of £266.3m.
- 4.7 The progress in allocating £5.5m of community grants during 2016/17 is outlined in the Appendix. A total of £2.4m of funding has been spent and a further £2.7m has been agreed in principle. These amounts to 92% of grant monies 'allocated' by the end October 2016.

Capital Account

- 4.8 Capital expenditure for the half-year position was £4.8m with the forecast for 2016/17 being £13.1m.

- 4.9 The PCC's opening balance of capital reserves at 1st April 2016 was £4,556k. This balance is supplemented by Government grants and capital receipts as highlighted in Table 3 below.

Table 4: Forecast 2016/17 capital spending and funding source at 31st Oct 2016

	Quarter 1 Actual £000	Quarter 2 Actual £000	Quarter 3 Forecast £000	Quarter 4 Forecast £000	TOTAL Forecast £000
Opening balance of capital reserves	4,556	2,112	206	(1,848)	4,556
Capital Grants (earmarked tbc)	(488)	0	0	0	(488)
Capital spend in year	(2,231)	(2,611)	(3,556)	(4,749)	(13,147)
Annual grant from the Home Office	275	275	275	275	1,100
Grants for specific capital projects	0	0	0	552	552
Sale of vehicles/equipment	0	16	0	0	16
Property disposals	0	402	971	5,285	6,658
Proceeds of Crime Act	0	12	101	0	113
Transfer from revenue	0	0	155	0	155
Closing balance of capital reserves	2,112	206	(1,848)	(485)	(485)

- 4.10 Subject to the timing profile of capital investment and capital receipts there may be a capital funding shortfall of £485k. Should this position materialise the option of internal borrowing of available cash balances could be considered by the PCC as a means of avoiding the revenue consequences of external borrowing which pre-empt resources that could otherwise be deployed on front line services.
- 4.11 The ability to dispose of assets that are surplus to requirements and maximising the capital receipts as early as possible is crucial in order to invest in the transformation programme. The PCC has been highly successful in spending on planning consents that change the status of surplus police property to achieve a much higher capital receipt and this is reflected in the Q4 forecast for property disposals in Table 4.

5. Scene setting for the 2017/18 Budget and Precept proposal

- 5.1 The following subjects will be considered:

- i) HMIC PEEL: Police Efficiency 2016
- ii) Capital investment
- iii) Central Government Grant
- iv) Medium term financial planning
- v) Reserves

vi) 2016/17 Precept

HMIC PEEL Police efficiency 2016

- 5.2 HMIC have recently published their latest PEEL police efficiency report following their recent inspection. HMIC rate the efficiency of the Force at keeping people safe and reducing crime as 'Good'.
- 5.3 The Force have, to their credit, achieved a 'good' rating within the context of some telling comparators highlighted by HMIC in their recent publication of 2016 value for money profiles:
- Above average number of recorded crimes
 - Below average funding from Government grant and precept per head of population
 - Lowest net revenue expenditure per head of population
 - Below average number of police officers
 - Lowest number of PCSO's
 - Average number of staff
 - Above average sickness levels and highest % of the workforce on restricted duties
 - Second lowest cost of the office of the PCC
- 5.4 The profiles also show that Essex Police has the lowest spending per head on local policing and this will be given close attention in the forthcoming budget along with other priorities within the Police and Crime Plan.

Capital Investment

- 5.5 The PCC Strategic Transformation Board and Strategic Capital Board has been overseeing the full range of work associated with transforming Essex Police through investing in modern technology, reshaping the estate and providing fleet facilities to facilitate an efficient, well equipped Force.
- 5.6 Incorporating both approved projects and capital proposals that are not yet approved by the PCC the latest projections of capital expenditure as follows:

Table 5: 5 Year Capital Investment Plan

Service	Forecast Capital Expenditure £'000					
	2016/17	2017/18	2018/19	2019/20	2020/21	Total
ANPR	857	114	107	109	110	1,297
Estates	7,811	10,725	19,988	21,486	12,503	72,513
IT	4,111	10,656	1,583	1,820	889	19,059
Transport	2,200	1,900	2,000	2,000	2,000	10,100
Other	1,030	176	193	193	193	1,785
TOTAL	16,009	23,571	23,871	25,608	15,695	104,754

- 5.7 Capital plans have been under close scrutiny and continue to be until specific business cases are approved by the PCC. The development of the Local Business Case for police and fire collaboration has opened up an number of further potential opportunities for sharing services that require capital investment.
- 5.8 As highlighted in table 4 in paragraph 4.10 the lack of capital reserves means that unless additional capital receipts can be generated at an earlier stage a future substantial investment programme will require borrowing as a funding source. Attention is therefore being given to optimising the timing and amount of capital receipts.
- 5.9 The Strategic Transformation Board and Strategic Capital Boards are shaping the capital investment and disposals programme. These initiatives will present themselves through the capital programme which forms part of the 2017/18 budget and precept proposal.

Central Government 'Formula' Grant

- 5.10 There are two main sources of income for Essex Police - The Government grant and the council tax (precept). Together these need to support the £266.3m net expenditure required by Essex Police in 2016/17.
- 5.11 Table 6 below sets out movement in both central government grant and precept income since the start of the first Comprehensive Spending Review in 2011/12, using 2010/11 as a base year. This shows that Government 'formula' grant has reduced by £24.2m from £182.9m in 2010/11 to £158.7m in 2016/17. However, along the way there have been some significant changes as highlighted in the notes below the table. Adjusting the 2016/17 grant level to enable a like-for-like comparison between 2010/11 and 2016/17 results in a government grant reduction of approximately £30m (16%) over the six year period.

Table 6: 'Formula' Government Core Grant

Government Grant	2010/11 £'m	2011/12 £'m	2012/13 £'m	2013/14 £'m	2014/15 £'m	2015/16 £'m	2016/17 £'m
Police Grant Note 1, 2 & 3	111.6	117.6	109.5	114.4	110.1	103.3	102.8
Revenue Support Grant	9.0	15.1	1.2				
DCLG Grant	62.3	50.1	62.4	60.9	58.1	56.3	55.9
Total	182.9	182.8	173.1	175.3	168.2	159.6	158.7

NOTES:

1. Neighbourhood police grant amounting to £7.2m was subsumed into Police Grant in 2013/14. Prior to 2013/14 this grant was a specific grant that offset service expenditure.
2. The Council Tax Freeze Grant was not available prior to 2011/12 and included in revenue support grant during 2012/13.
3. Community Safety Grant of £1.2m was channelled through to PCCs starting in 2013/14 and thereafter included in Police Grant to provide funds for the PCCs allocation of grants.

- 5.12 The Government in conjunction with the sector and professional guidance has commenced a fresh review of the grant distribution formula and taking advantages of the lessons learnt from the flawed process of last year is determined to press ahead and reform the way police forces in England and Wales are funded by Government. The outline plan is for the Government to determine whether sufficient progress has been made on the new formula by next Spring. If so, formal consultation on the formula will follow with a view to introducing a new formula in 2018/19.
- 5.13 The PCC is closely engaged with the review of the grant distribution formula through the Association of Police and Crime Commissioners (APCC).
- 5.14 Following the Government's Autumn Statement announcement on 23rd November, we are awaiting specific government grant allocations for all forces which are expected to be announced by the 14th December.

Medium term financial strategy (MTFS)

- 5.15 The forecast position of the PCC over the next five year period 2017/18 to 2021/22 is under construction which is taking into account:
- i) Police officer/PCSO/Staff pay awards
 - ii) Unavoidable non pay inflation
 - iii) One-off costs no longer funded from reserves
 - iv) The Apprenticeship Levy
 - v) Revenue consequences of the capital programme
 - vi) Government grant levels
- 5.16 Whilst the level of Government Grant for 2017/18 will be provisionally known before Christmas a multi-year allocation for policing is not expected. This is due to the review of the grant distribution formula. Until the outcome of the formula review is known a multi year grant allocation would not make much sense.
- 5.17 An updated MTFS will be incorporated into the January budget/precept report.

Reserves

- 5.18 The General Reserve forecast position for 31st March 2017 is **£13m** (5% of net revenue expenditure). The PCC revenue reserves are amongst the lowest of all shire forces.
- 5.19 PCC capital reserves are estimated to be depleted by 31st March 2017 with intense efforts being made to optimise the capital receipts available for essential investment.
- 5.20 The low level of reserves demands tight in-year budgetary control but there remains the risk that unplanned significant operations, such as murders, will

disrupt service plans and delivery. The level of reserves will be reviewed in detail as part of the budget report presented to this Panel in January.

Precept level

- 5.21 The other key assumption is the level of precept. Out of 35 English and Welsh Shire Forces for 2016/17, Essex has the **third lowest precept at £152.10** for a Band D property. Only Hertfordshire and Sussex has a lower precept.
- 5.22 The additional income produced by a 1% precept rise amounts to at least £925k (an updated tax base is due in December).
- 5.23 The average precept for all forces is £178.40 for a Band D property. If Essex had a precept level equal to the average this would have generated an additional £15.7m in the current financial year, equivalent to approximately 300 police officers.
- 5.24 The Government has given an indication of the level of precept that they deem to be excessive before a referendum is required ('capping level'). For Essex, whose precept is in the lowest quartile for all PCC precepts this would be a maximum of £5 per annum.
- 5.25 It is expected that the Government will confirm this limit and announce this at an early stage, perhaps alongside the Provisional Grant Settlement by 14th December.
- 5.26 A precept increase of £5 a year for a Band D property would yield approximately £3m in additional council tax receipts for 2017/18 and each subsequent year.

6. Managing Risk

- 6.1 The pressure placed on the Force to deliver within available resources are very challenging. The following risks can be highlighted:
 - i) The risks associated with addressing increasing levels of crime with an insufficient complement of front line officers required to address this demand, particularly with significant unplanned demands
 - ii) The risks associated with failing to invest in officer and staff training, development, career incentives and motivation that an efficient force demands
 - iii) The risks associated with failing to invest in programmes that provide a justifiable return in service improvement and/or savings to enable a sustainable approach to force service delivery.
- 6.2 The future exchange and engagement between this Panel and the PCC/Chief Constable's Joint Audit Committee, is welcomed as a means by which both the successes and risks associated with service delivery can be effectively shared.

Community Safety Fund

- 1.1 The Community Safety Fund of £2.327m has been allocated in 2016/17 to support community safety priorities.
- 1.2 To date £2.202m has been allocated by the PCC largely to CSP's, drug and alcohol teams and the youth offending service. This represents a commitment by the PCC to continue to support these local organisations despite increasing financial pressures. 91.8% of community safety funding has been allocated.
- 1.3 As part of the Community Safety Fund the PCC continues his support for the Public Service Reform Unit (formerly Whole Essex Community Budget). The programmes for reducing re-offending, strengthening communities, domestic abuse (including the multi-agency safeguarding hub) are expected to make a strong and measurable contribution to the delivery of the Police & Crime Plan.
- 1.4 The PCC has continued to make statutory funding contributions, previously met from the Force budget, to organisations such as Youth Offending Services and Safeguarding Boards. These standalone budgets have now been incorporated into the Community Safety Fund. The PCC continues to monitor the services being provided in exchange for the contributions being made in order to ensure value for money.

Community Safety Development Fund

- 1.5 Community Safety Development Fund (CSDF) has a budget of £419k for 2016/17; this includes a £119k carry forward from 2015/16.
- 1.6 The CSDF continues to attract a large number of bids from a wide range of organisations for projects that are aimed at addressing all of the areas of focus within the Police & Crime Plan.
- 1.7 The CSP's and the wider Essex partnership have played a key role in the decision making process. This is highly valued and something that the PCC views as critical to the success of the CSDF.
- 1.8 For 2016/17 applications are reviewed at an independent panel meeting including representatives from OPCC, Essex Police, Community Safety Partnerships, Essex County Fire and Rescue Service, Essex Community Foundation and the Association of Essex Councils for Voluntary Service.
- 1.9 The CSDF has a budget of £419k and to date £194k had been allocated to successful bidders, these include Princes Trust, Lads Need Dads, Essex Boys and Girls Club and Sanctus. This amounts to 46% of grant monies allocated to date. The average grant amount to date is £10k.

- 1.10 On the 18th November the Independent Panel indicatively approved a further £100k from the CSDF pending approval by the PCC.

Victims' Services

- 1.11 The Ministry of Justice provided the OPCC with a total 2016/17 allocation for the commissioning of victims' services of £2.743m. This grant includes provision for Restorative Justice and for services to victims' of sexual violence and domestic violence.
- 1.12 These grant monies are intended to be spent within the financial year 2016/17 to enable the PCC to:
- i) Provide emotional and practical support services for victims of including restorative justice services and practical support measures and particularly for victims in the priority categories outlined in the Victims' Code: victims of the most serious crime, persistently targeted victims, and vulnerable or intimidated victims, to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced;
 - ii) Provide emotional and practical support services for family members;
 - iii) Provide emotional and practical support services for victims of sexual violence and domestic violence;
 - iv) Build the capacity and capability of providers of services for victims of crime (including providers of restorative justice services) from the Voluntary Community and Social Enterprise (VCSE) sector; and
 - v) Cover any associated costs that arise in the process of commissioning/provision of victims' services.
- 1.13 During the year the PCC has increased the budget by £250k by transferring monies from the CSF. This allows the PCC to extend services to victims of ASB, which are not covered under the Ministry of Justice definition of crime. To date £2.658m had been allocated; this amounts to 97% of grant monies allocated.
- 1.14 Around £1m of funding has been allocated to support victims of Domestic Abuse and £740k has been given to the Essex Rape Crisis Partnership to support victims of sexual abuse. Victim Support receives £650k to deliver a referral and assessment service for all victims of crime in Essex.
- 1.15 In addition, the OPCC delivers an in-house restorative justice service which this year achieve the Restorative Service Quality Mark (RSQM) which demonstrates that the service is of good quality and operates in a safe and effective manner.

Community Safety Fund		
2016/17 Budget	£	2,327,000
2015/16 Overspend	£	30,000
Income Expected	£	104,000
Available Budget	£	2,401,000
Initiative	Agreed in Principle	Payments Made
Basildon	£29,374	£-
Braintree	£20,158	£20,158
Brentwood	£16,030	£-
Castle Point	£17,261	£17,261
Chelmsford	£21,808	£-
Colchester	£25,581	£-
Epping Forest	£21,896	£10,948
Harlow	£27,684	£-
Maldon	£14,235	£-
Rochford	£14,019	£7,010
Southend-on-Sea	£36,214	£-
Tendring	£28,516	£-
Thurrock	£35,799	£-
Uttlesford	£13,288	£6,644
Essex DAAT	£399,785	£-
Southend DAAT	£54,296	£54,296
Thurrock DAAT	£48,907	£-
Essex YOS	£253,233	£-
Southend YOS	£18,586	£9,293
Thurrock YOS	£18,930	£-
Southend YOS (Statutory)	£90,669	£45,335
Thurrock YOS (Statutory)	£62,417	£-
Neighbourhood Watch	£10,500	£10,500
Essex CSB	£66,426	£66,426
Southend SCB	£14,335	£14,335
Thurrock CSB	£15,000	£-
Essex LASB	£58,564	£58,564
Southend LASB	£22,711	£22,711
Thurrock LASB Additional Grant	£10,844	£10,844
Thurrock LASB	£7,906	£7,906
Crimestoppers	£42,525	£31,894
Crimestoppers Regional Manager	£5,000	£5,000
DA Perpetrator review	£1,540	£1,540
Tendring Exceptional DHR	£6,250	£6,250
Essex Police Memorial Trust	£500	£-
Night Time Economy Conference	£1,000	£-
Essex Compact (AGM costs)	£477	£-
ICS - violence & vulnerability framework	£18,000	£-
Safer Places MARAT IDVA	£9,200	£-
Essex Women's Leadership & Development	£800	£-
P&CP Schools Competition	£900	£-

Essex NhW Conference	£500	£500
Show Racism the Red Card	£30,400	£-
Modern Slavery House Pilot (EP Virement)	£9,367	£-
Gangs activity	£100,000	£-
Safelives DRIVE	£134,000	£134,000
Safelives DRIVE (income above from ECC)	£34,000	£-
Safelives DRIVE 17/18 contribution	£60,000	£-
Children Society CARE Project	£23,468	£-
Gaynor Mears (Domestic Homicide Review Planning)	£30	£30
Allocation to Victims Fund	£250,000	
Total	£2,202,928	£541,444
Unallocated Budget	£	198,072
Community Safety Development Fund		
2016/17 Budget	£	300,000
2015/16 Underspend	£	119,000
Available Budget	£	419,000
Initiative	Agreed in Principle	Payments Made
Integrated Offender Management - Southend Council	£450	£450
Shine - Skylark Church	£9,210	£9,210
Just Enough UK	£3,100	£-
Barnado's CAPI	£17,695	£17,695
Essex Police - Watch Dog (Conlan)	£1,138	£-
Essex Police - Amnesty Bin	£2,500	£-
Colchester Football in the Community	£15,000	£15,000
African Families in the UK	£23,650	£-
Clacton County High School	£1,800	£-
Essex Police - Cyber Crime	£1,475	£-
Prince's Trust Positive Steps	£30,000	£-
Essex County Fire & Rescue Service - Firebreak	£12,000	£-
Frontier Youth Trust - Out4Good	£20,000	£20,000
Essex Girls and Boys Club	£25,000	£12,500
Purple Place Triage	£11,000	£-
Great Baddow Community Engagement Day	£3,000	£3,000
Essex Community Messaging	£7,350	£-
Lads Need Dads	£9,710	£-
Total	£194,078	£77,855
Unallocated Budget	£	224,923
Victims' Fund		
2016/17 Budget	£	2,231,000
CSF Transfer	£	250,000
Expected Income	£	234,000
Available Budget	£	2,715,000
Initiative	Agreed in Principle	Payments Made
Referral & Assessment - Victim Support	£655,000.00	£491,400.75

Victim Support Q4 payment	£20,000.00	£20,000.00
Administration Cost		
	£100,000.00	£55,661.00
IDVAs	£700,000.00	£515,085.00
JDATT / MARAC	£108,000.00	
JDATT IT System	£25,000.00	
DA Partnership resources	£115,183.00	£115,183.00
Community-based services (SERRIC)	£440,000.00	£330,000.00
ISVA (SERRIC)	£240,000.00	£180,000.00
Sexual Abuse Referral Service (SARS)	£160,800.00	
Essex Rape Crisis Partnership	£60,000.00	£60,000.00
Commissioning Support	£30,000.00	£20,000.00
Victims Gateway Hosting Cost	£771.00	£578.25
Anti slavery worker additional costs	£3,500.00	
Total	£2,658,254	£1,787,908
Unallocated Budget	£	56,746

AGENDA ITEM 6

Essex Police and Crime Panel	EPCP/20/16
Date: 1 December 2016	

Report Title Tackling Gangs in Essex

Report by: T/Chief Superintendent 2037 Paul Wells and Greg Myddelton OPCC

Enquiries to: Paul Wells
 Telephone: 07976 065934
 Email: paul.wells@essex.pnn.police.uk

1.0 Purpose of Report

- 1.1 Tackling Gangs and organised crime is one of the priorities within the new Police and Crime Plan. This report provides the Panel with:
- i) an overview of the approach to dealing with gangs within Essex
 - ii) activity by Essex Police and partners to tackle gangs, including the development of a Violence Prevention Strategy
 - iii) a programme of commissioning undertaken by the Office for the PCC to commission services to divert young people away from gang involvement.

2.0 Recommendation

- 2.1 That Panel members note the report.

3.0 Operation Raptor

Operation Raptor is the operational approach taken by Essex Police and its partners to deal with the emerging issues of gangs within Essex.

3.1 Definition of 'Gangs':

A 'gang' is defined as a "...*relatively durable, predominantly street-based group of young people who (1) see themselves (and are seen by others) as a discernible group, and (2) engage in a range of criminal activity and violence. They may also have any or all of the following features, (3) identify with, or lay claim over territory, (4) have some form of identifying structure feature and (5) are in conflict with other, similar gangs*" (National Police Chiefs Council (NPCC) definition derived from the Centre for Social Justice 'Dying to Belong' and the Home Office 'Ending Gangs and Youth Violence').

3.2 Definition of 'Gang Nominal':

A 'gang nominal' is defined as "*someone who has been identified as being a member of a gang and this is corroborated by intelligence from more than one source (e.g. police, partner agencies or community intelligence)*".

A 'gang associate' is defined as "*someone who offends with gang members; or who is associated by police, partner agencies or community intelligence, with gang members; or who has displayed through conduct or behaviour, a specific desire or intent to become a member of a gang*".

3.3 Definition of 'Gang Crime':

A 'gang crime' is "*Any gang-related crimes or crime-related incidents are such events where any individual believes that there is a link to the activities of a gang or gangs*".

3.4 Definition of 'County Lines':

The model known as county lines refers to the use of a single telephone number for ordering drugs, operated from outside the area, which becomes the group's brand. The gangs begin by taking over premises in the target town, sometimes by coercion, by using property belonging to local addicts who are paid in drugs, or by beginning a relationship with a vulnerable female. They use common marketing tactics to get established, including introductory offers. They will then expand the workforce, recruiting local runners to deliver drugs and money.

The groups often use children, because they work for little pay, are easy to control, and are less likely to be detected. Most runners are boys aged between 14 and 17, and grooming with gifts and money to control them via a 'debt' is common. Where girls are used they sometimes also become the victims of sexual violence.

3.5 **National Developments**

Home Office - Ending Gang Violence and Exploitation

The Home Office is also working with the Department of Health to highlight the importance of linking with health services. *"We would like local hospitals and police and Community Safety Partnerships (CSPs) to work closely together to share data that helps identify where violent incidents are taking place"*. This joint working supports planning and early intervention by ensuring effective local measures can be put in place by the police and its local partners to help prevent and reduce such violent incidents taking place.

To assist this, the Department of Health has published an information sharing standard for Accident and Emergency departments in hospitals which sets out the minimum level of data they are required to collect and share with the police and CSPs. Violence Reduction Nurses have been appointed at up to 12 major trauma centres, to promote data sharing, to build links with CSPs and to support other nearby hospitals.

3.6 **Local Activity**

One of the priorities within the new Police and Crime Plan is to tackle gangs and organised crime. This reflects an increase in gang-related activity within the County, evidenced through a number of Local Assessment Process (LAP) reports conducted through the Home Office Ending Gang and Youth Violence programme. The priority within the Police and Crime Plan includes a number of commitments, including;

- Develop and deliver on a Gangs Strategy as part of the wider Violence Prevention Strategy.
- Prevent the exploitation of children and vulnerable people by gangs through early intervention initiatives and jointly commissioning diversionary activities.
- Disrupt and prevent organised drug distribution through improved intelligence shared between the police, partners and local communities to limit the harm drugs cause.

These commitments will, in part, be delivered through improved local partnership working facilitated by Community Safety Hubs. These Hubs work to provide an enhanced service to the local community by ensuring public service organisations, voluntary services and business partners work intelligently together, including via co-location, to tackle priorities identified by the local community and recorded within the Community Safety Plan.

Violence Prevention Partnership Working

An initial meeting between the OPCC, NHS, Public Health England and the Mayor's Office for Policing and Crime occurred on 23rd September 2016. The objective of the group is to examine how partners can better work together towards violence prevention. The Institute of Community Safety (ICS) has been commissioned by the OPCC to develop a strategic framework to support the work to address violence and vulnerability. It has been agreed to develop the project in four key areas:

- 1) Data and intelligence sharing between agencies - this will build on the existing good practice of collecting violence-related admission data at Broomfield Accident and Emergency Department to inform licensing and community safety practices, and will seek to provide data to allow a focus of tactical activity.
- 2) Vulnerable locations - based upon the above, the identification of vulnerable locations within Essex and subsequent tactical activity. One such area will be to obtain a detailed understanding of the drug markets within Essex.
- 3) Awareness training - focusing on external front line partners, allowing them to identify person(s) and locations involved in urban street gangs.
- 4) Strategic links - the development of urban street gangs with our key strategic work already in existence (Violence Reduction Strategy).

4.0 Operation Raptor – Strategic Aims:

The strategic aims of Operation Raptor are:

- Minimise the risk to communities within Essex, including vulnerable members of the community who are targeted by members of urban street gangs.
- Prevent and detect crime related to gangs.
- Support key partners in their activity related to gangs.
- Maximise the safety of resources deployed to undertake tactical activity under Operation Raptor.

Essex Police has adopted the six key priorities listed in the Home Office 'Ending Gang Violence and Exploitation (2016)':

- 1) Tackle county lines – the exploitation of vulnerable people by a hard core of gang members to sell drugs.
- 2) Protect vulnerable locations – places where vulnerable young people can be targeted, including pupil referral units and care homes.
- 3) Reduce violence and knife crime – including improving the way national and local partners use tools and powers.
- 4) Safeguard gang-associated women and girls – including strengthening local practices.

- 5) Promote early intervention – using evidence from the Early Intervention Foundation to identify and support vulnerable children and young people (including identifying mental health problems).
- 6) Promote meaningful alternatives to gangs – such as skills development, education, training and employment.

The work undertaken on Operation Raptor forms part of the Essex Police Violence Reduction Strategy. **Appendix A** provides the plan on a page regarding the Violence Reduction Strategy. **Appendix B** provides the plan on a page regarding Operation Raptor. The plan is designed to be a multi-agency document, highlighting the approach taken to urban street gangs.

4.1 Raptor Teams

All three Local Policing Areas (LPAs) now have established Operation Raptor enforcement teams. The focus of these teams is to carry out enforcement activity focused towards disrupting gang activity. The teams can come together if required in response to a specific issue, or work as individual teams on their respective LPAs. They are supported as required by specialist teams.

4.2 Analytical Assessment of Operation Raptor Nominals

To ensure activity is focused against those nominals that pose the greatest threat, risk and harm, a specific analytical product for Raptor has been developed. The product is now included in both Local Coordination Meetings (LCOM) and Essex County Tasking and Coordination Group (ECTCG) meetings. This list is also shared with key partners at Community Safety Meetings (CSM) and local gang tasking meetings. Intelligence is also shared with the Metropolitan Police Service – Operation Trident.

4.3 Local Gang Tasking Meetings

Each LPA holds a monthly gang tasking meeting. This is a multi-agency meeting designed to ensure that all partners are aware of current activity, and is designed to ensure a co-ordinated approach.

4.4 Use of Special Constabulary

In order to support Operation Raptor teams and to contribute to Special Constabulary retention, the ability to embed the Special Constabulary on Raptor teams is being developed.

4.5 Information Sharing

Information sharing protocols are being developed with external partners. There are a number of external charities and agencies working in the area of urban street gangs and

developing partnership working with these teams is essential to ensure a co-ordinated approach.

4.6 Operation Raptor Strategic Review Group

A strategic review group has been established to review the progress of Operation Raptor. The group meets on a quarterly basis and consists of key partners.

4.7 OPCC – Seed Funding Regarding Diversionary Activity

Following the Urban Street Gangs Conference in June, the PCC announced £100,000.00 of seed funding regarding diversionary activity. A specification was developed that sought to identify a delivery partner to provide mentoring to young people to prevent them being exploited by gangs, and to raise awareness amongst professionals of appropriate referral pathways for those at risk. An evaluation panel consisting of the OPCC, Essex Police and the Community Safety Manager has shortlisted a number of applicants and a decision will be made on the provider shortly. It is anticipated that the new service will be ready to go live in January 2017.

4.8 Youth Violence Intervention Project (YVIP)

Following on from work with the Red Thread YVIP Project by the Metropolitan Police Service and The Mayor's Office for Policing and Crime, Basildon's Community Safety Partnership has agreed to trial the YVIP at the Basildon Accident and Emergency Department. The Community Safety Partnership has dedicated a member of staff to progress the initiative. The initiative focuses on the 'Teachable Moment', the introduction of a youth support worker within Accident and Emergency to undertake diversionary activity at the point where the victim is at their most vulnerable. The majority of victims in urban street gangs are also known perpetrators.

5.0 Operation Sceptre

Essex Police participates in Operation Sceptre, which is a national objective regarding knife crime. This is an on-going operation, with the last week of action in Essex occurring the week commencing 17th October 2016.

During this week, Essex Police and partners participated in a number of strands of activity including media activity in relation to knife amnesty bins and test purchase operations of retailers.

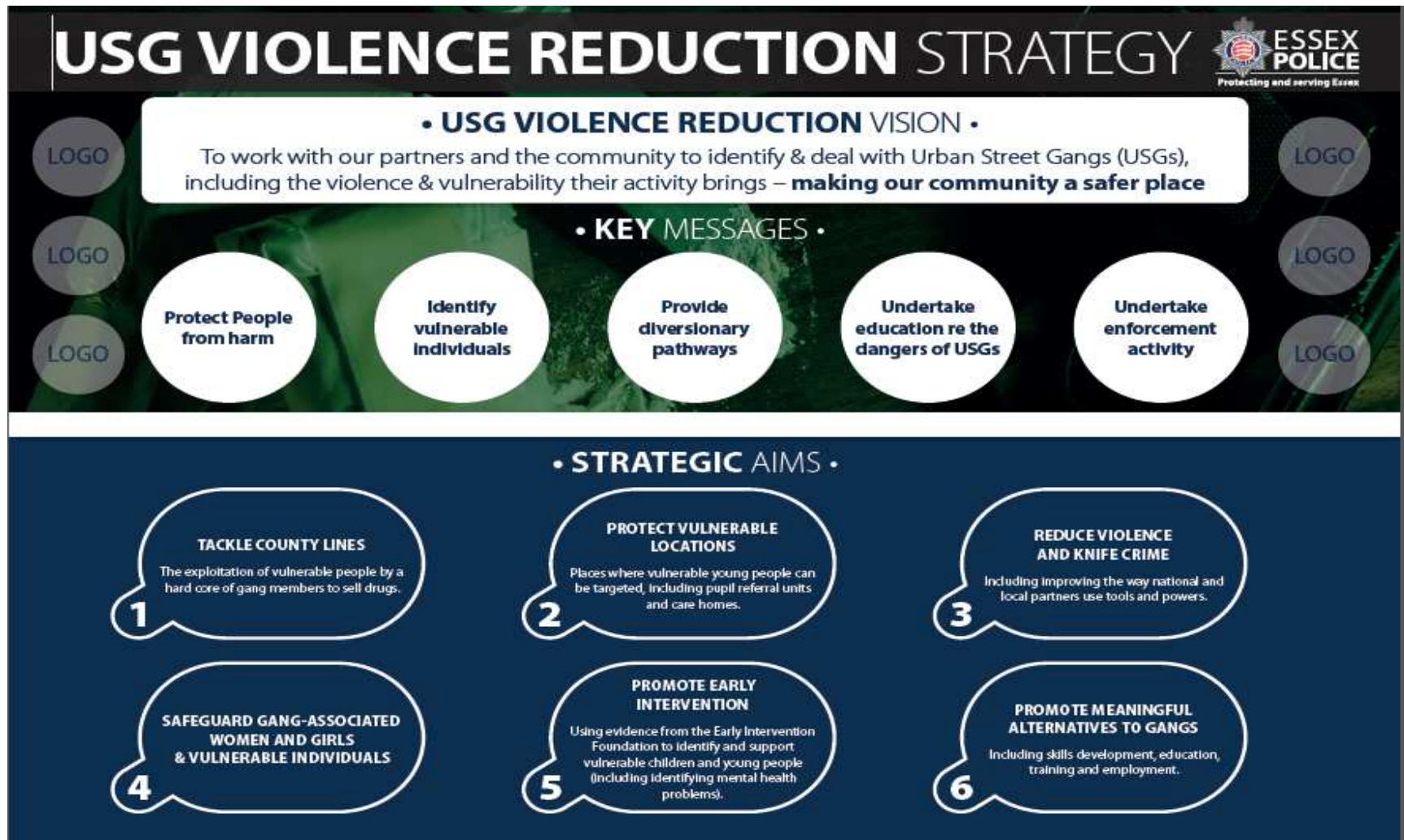
Performance Summary

	Total		Total		Total
Knives Seized	6	Sec 1 PACE searches	44	Intel. submissions	32
Weapons Seized	Dog	Retail Premises Visited	25	No. of Engagement events	0
Total Arrests	12	No. of Retail Pass	22	No. of Education events	0
Knife/bladed arrest	0	No. of Retail Failures	3		

Appendix A (To note: The title of this has subsequently changed to Violence Prevention Strategy to reflect the overall aim to prevent violence)



Appendix B



Essex Police and Crime Panel	EPCP/21/16
Date: 1 December 2016	

Annual Report 2015-16 of the Police and Crime Commissioner for Essex

Report by: Susannah Hancock, Chief Executive of the Office of the Police and Crime Commissioner for Essex

Enquiries to: Susannah Hancock
Telephone: 01245 291613

Email: susannah.hancock@essex.pnn.gov.uk

1.0 Purpose of Report

- 1.1 To present the Annual Report 2015-16 to the Police and Crime Panel for their review and endorsement.
- 1.2 It should be noted that this annual report 2015/16 covers the final year of the previous Police and Crime Commissioner, Mr Nick Alston.

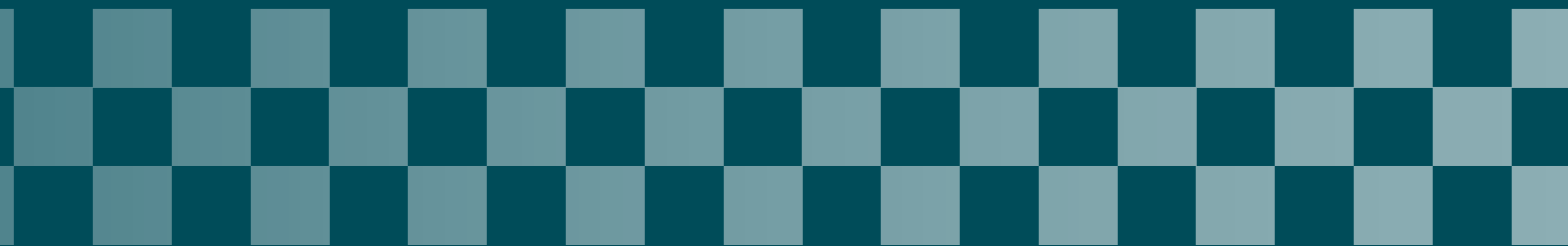
2.0 Recommendation

- 2.1 The Panel is requested to endorse this report, prior to its publication.



ANNUAL REPORT

2015/16





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FOREWORD

This Annual Report sets out the progress that has been made in the year ended 31 March 2016 in meeting the priorities in the Essex Police and Crime Plan for 2013 to 2016. Nick Alston held office as the Police and Crime for Essex during this period.

On the 5 May 2016 the newly elected Police and Crime Commissioner, Roger Hirst, took office. On the 22 November 2016 a new Essex Police and Crime Plan was launched that will cover the period 2016 to 2020. A summary of the plan is as follows:

Vision: Safe and Secure communities are the bedrock on which we build success and well-being for all.

Strategic Objectives:

- Prevention
- Communication and engagement
- Volunteering

Priorities:

1. More local, visible and accessible policing
2. Crack down on anti-social behaviour
3. Breaking the cycle of domestic abuse
4. Reverse the trend in serious violence
5. Tackle gangs and organised crime
6. Protect children and young people from harm
7. Improve safety on our roads

Outcomes:

- Communities have more confidence in Essex Police
- Anti-social behaviour is being effectively tackled by police and partners
- Domestic abuse victims are and feel safer, and perpetrators are brought to justice
- Multi-agency programmes of prevention and enforcement lead to reductions in serious violence / Numbers of people killed and seriously injured by serious violence is halved across Essex
- Gangs and organised crime are disrupted and the exploitation of vulnerable people is prevented.
- Children and vulnerable people are kept safe from harm.
- Harm on Essex roads is reduced and safe driving is promoted.

For a copy of the Essex Police and Crime Plan please visit: www.essex.pcc.police.uk/priorities-for-essex/police-and-crime-plan/



FORCE OVERVIEW DATA



56

new police officers recruited during 2015/16.



108

fewer officers than in 2014/15 reducing from 3,062 to 2,890.



30% of crimes of Violence with injury were solved; a 8.3% decrease compared with 2014/15.



21%

of all crimes solved in Essex: a 5.9% decrease compared with 2014/15.



£2.8m cash recovered from criminals under POCA in Essex an increase of nearly 110% compared with 2014/15.



£12.2m

savings were achieved during 2015/16.



76%

999 calls attended within response times: a decrease of 5.9%.



73.8%

of the public are satisfied with the overall service we provide.



43

less Special Constables than in 2014/15 which shows a decrease of 10%.



114

new Special Constables recruited during 2015/16.



959,144

public calls received during 2015/16.



1,585

calls received each day (on average) to the Essex Police control room.

PCC RESPONSIBILITIES

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, the Police and Crime Commissioner has developed a robust performance and scrutiny programme.

Topics covered over 2015/16 include:

- Domestic Abuse
- Stop and Search
- Police Officer and staff
Sickness levels
- 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
- 'Honour' based violence
- Rape and Sexual Violence
- Victims of crime
- Trafficking and modern slavery
- Hate Crime
- Drugs
- Protecting vulnerable people
- Fraud and Cyber Crime
- IT
- Procurement
- Medium Term Financial
Strategy
- Capital Programme
- Revenue Monitoring, and
Estates

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

The PCC website Performance page:

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

Outcomes of investigations by the Professional Standards Department of Essex Police, are published on the PCC website as part of the PCCs recognition that openness and transparency are crucial to trust and confidence in policing.

The PCC responded to all reports of investigations carried out by Her Majesty's

Inspectorate of Constabulary (HMIC); and tracked progress made against recommendations.

The national reports from Her Majesty's Inspectorate of Constabulary 2016 2015/16 covered:

- Effectiveness
- Leadership
- Child Protection
- Effectiveness (Vulnerability)
- Legitimacy

The PCC website HMIC reports page:

[www.essex.pcc.police.uk/scrutiny/
hmic-reports/hmic-reports-2015/](http://www.essex.pcc.police.uk/scrutiny/hmic-reports/hmic-reports-2015/)
[www.essex.pcc.police.uk/scrutiny/
hmic-reports/hmic-reports-2016/](http://www.essex.pcc.police.uk/scrutiny/hmic-reports/hmic-reports-2016/)

ENGAGING WITH THE PEOPLE OF ESSEX

This year the PCC held 15 public meetings around the county, which gave the public the opportunity to ask questions of the PCC and the District Commander and to discuss issues of concern and crime trends in the area. A public briefing document, containing information about the latest reported crime figures and trends for the area was published on the website in advance and also made available at the meeting.

The PCC hosted four Essex Police Challenge events where he held the Chief Constable publicly to account. At these meetings the PCC asked questions of Chief Constable Stephen Kavanagh about the force's performance as well as other key issues affecting the community. Members of the public were also able to put their questions to both the Chief Constable and the PCC about their crime and community safety-related concerns.

The public engagement programme has continued to prove important to assist the understanding of the needs and concerns of communities across Essex.

As well as holding at least one public meeting in every district and borough in Essex alongside local police and community safety partners, the PCC also continued to hold quarterly business and rural crime forums, bringing Essex Police together with these often under-represented communities. These forums have been valuable in helping to understand the challenges faced by our communities, and ensuring the PCC continues to hold Essex Police to account on behalf of the people of Essex.

The PCC's 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.

Prior to the transformation of Essex Police structure and estates the PCC held meetings around the county to inform the public of the reasons for the need to change and the proposed plans and to listen to their concerns.

The PCC Annual Conference was held in January 2016 was a notable success.

The PCC held Road Shows in shopping centres, giving the public the opportunity to ask him questions and raise matters of concern to them.



The event, which focused on “Tackling Hidden Harms Together”, was a working conference which brought the Police and Crime Commissioner for Essex together with partners from Essex Police, local authorities, criminal justice agencies and the community and voluntary sectors.

The aim was to create better understanding of hidden harm to highlight ways in which we as a community can support police to uncover and investigate these offences, bring perpetrators to justice and most importantly end the suffering for victims and support them as they try to recover their lives.

COMMUNITY SAFETY COMMISSIONING

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 and voluntary 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, as in 2014/15, through this fund, recognising the importance of the involvement of local groups and organisations to the effective delivery of the areas of focus within the Police and Crime Plan.

In 2015/16 the PCC continued to fund Community Safety Partnerships in Essex, £335k of funding was allocated through the revised funding formula. From the Community Safety Fund (CSF) the PCC also provided £463k of funding to Youth Offending Services (YOS) and £503k to the Drug and Alcohol Teams (DAAT) across Essex. £100k was allocated and used to fund a number of projects which specifically focused on reducing hidden harm across Essex.

The PCC launched the Community Safety Development Fund (CSDF) in 2015/16 which superseded the New Initiatives Fund. At the start of the year the value of the CSDF was £300k however due to the volume of successful applications the PCC decided to increase the budget by a further £200k to £500k. In 2015/16 the PCC funded over 55 projects through the CSDF across Essex totalling £465k. The aims and objectives of these projects are closely aligned to the Police and Crime Plan priorities with some projects focusing on youth diversionary activities, supporting victims of crime and reducing reoffending.

Since October 2014 PCCs have been responsible for the commissioning of services for victims of crime. In Essex this includes a victim referral and assessment service which enables victims to access information, support and advice, restorative justice services, and specialist practical and emotional support services for victims of sexual and domestic abuse. The Ministry of Justice provide an annual grant to the PCC to commission or deliver these services across Essex. In addition to the £1.87m grant received from the Ministry of Justice the PCC supplemented the budget with an additional £200k from the CSF and a further £88k from a previous Force budget.

Community Safety Development Fund (CSDF) 2015/16

Reducing Youth Offending and all types of Re-Offending:	Total £212,583
Tackling the Consequences of Drugs, Alcohol and Mental Health:	Total £62,217
Supporting Victims of Crime:	Total £5,250
Improving Road Safety:	Total £19,500
Improving Crime Prevention:	Total £5,907
Ensuring Local Solutions Meeting Local Problems:	Total £173,077
Hidden Harm:	Total £4,853

Total Spend £483,387

Case Studies

Wilderness Foundation

The OPCC awarded a grant of £19,536 for the Turnaround project. This initiative was primarily focused on reducing youth offending through using nature as a tool to help young people aged 16-21 years old to make positive change that will contribute towards better life choices and decisions.

Tendring Mental Health Hub

The OPCC awarded £23,000 to the Tendring Mental Health Hub. This initiative was primarily focused on tackling the consequences of drug and alcohol abuse and mental health issues and supported a total of 2,237 Tendring residents. The Hub has had a number of positive outcomes.

THE BUDGET

The PCC set a net revenue budget of £262.511m for 2015/16 to fund police operations on a day to basis and ensure that the Force is well equipped and supported.

Net spend was £262.706m resulting in a balanced budget. At the 31st March the general reserve for Essex was £13.157m

www.essex.pcc.police.uk/scrutiny/statement-of-accounts/



Savings

During 2015/16 savings of £12.2m were achieved.

Reduction in Numbers

Over the course of the financial year the total number of police officers reduced by 108 from 3062 to 2890 full time equivalents.

At 31st March 2016 the total number of PCSOs reduced over the financial year by 43 from 262 to 219.

The number of police staff employed however increased during this period from 1828 to 1838 and Special Constables increased by 9 over this period from 363 to 372.



The two main sources of income are:

70% Government grants
30% Council tax

THE BUDGET

Precept

A Council Tax precept of £152.10 per year for a Band D property was approved by the Police and Crime Panel in January 2016.

When compared with the other 31 non-metropolitan forces in England Essex has the third lowest council tax precepts.



Capital is the money spent on assets such as land, buildings and equipment.

Capital expenditure during 2015/16 amounted to £12.4m.

This represents investment in IT, Estate and Transport.

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 2015/16 concentrated on essential replacement of vehicles (£2.3m) and IT equipment and software (£2.8m), along with purchases of operational equipment (£0.5m) repairs to police properties (£6.8m).

£2.8m on IT

Including desktop equipment (PC's & monitors), server replacements, upgrade to network infrastructure and Athena, a Crime & Intelligence Custody System.



£2.3m on Transport

The Essex Police fleet travelled 12.8 million miles last year.



£6.8m on Properties

Including building works at the Force Command Room, creation of a Forensic Services Laboratory and a major refurbishment with custody facility works at Southend Police Station.





ENSURING LOCAL SOLUTIONS MEET LOCAL PROBLEMS

The Police and Crime Commissioner committed to ensure that Essex Police and partner organisations continued to work together to ensure that local solutions were found to help tackle local problems.

Through the Community Safety Fund the PCC made 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.

The PCC launched the Community Safety Development Fund (CSDF) in 2015/16 and provided funding to projects, whose aims were closely aligned to the PCC Police and Crime Plan priorities, totalling £483,387.

Examples of local solutions funded include:

Basildon Keep safe Project

£4,260 provided to the project which aims to support vulnerable people if they feel anxious and or unsafe.

Jaywick drop-in centre

£12,600 provided to Essex Offender services to help support the continued running of the project which aims to engage with hard-to-reach individuals, in particular current and ex-offenders.

Open Door Thurrock

£8,000 provided to the project which aims to reduce risk-taking behaviour amongst young people by

encouraging participation in positive activities and working towards raising self-esteem and confidence

Work by the Office of the Police & Crime Commissioner for Essex in finding local solutions to meet local problems continued through the Essex Restorative Justice hub, which provides victims the opportunity to meet or communicate with those who have offended against them in a safe way, whilst also giving offenders the opportunity to meaningfully reflect on their actions.



REDUCING DOMESTIC ABUSE

Essex Police received on average 79 domestic abuse related calls each day during 2015/16.

Between April 1st 2015 and March 31st 2016 more than three quarters of all domestic abuse offences involved violence against the person. There were 10,011 such offences during that period. That equates to over 27 crimes of domestic violence every single day in Essex.

Domestic abuse remained a key area of focus for the Police and Crime Commissioner for Essex and similarly a priority for Essex Police. The PCC chaired the pan-Essex Domestic Abuse Strategy Board 2015/16, which brought 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.

The PCC became responsible for commissioning victim support services across Essex in October 2014. From that date until March 2016 £1.8million came to the Essex OPCC to help fund support services for victims including victims' referral and assessment.

In partnership with the Domestic Abuse Charity Safe Lives and Essex County Council, the PCC has commissioned the Drive project, which is an intervention programme aimed at high risk perpetrators. The project based in Colchester and Tendring, is one of three national pilots of its type.

The PCC's office contributes £450,000 a year to the Independent Domestic Violence Advocate (IDVA) service. The IDVAs provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder.



HIDDEN HARMS

Reducing Hidden Harm 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 promoted greater awareness of these hidden harms and increased the availability of support services; equipping professionals to recognise the signs of hidden harm and prevent an escalation of risk.

The PCC commissioned new services for victims of

sexual violence and abuse to commence April 2016. The service is available to all victims regardless of their age or gender and comprises an Independent Sexual Violence Advisor (ISVA) service and associated specialist community based service. Forensic Medical Examiner (FME) services provided from the Sexual Assault Referral Centre (SARC) in Essex have also been re-commissioned jointly by OPCC and NHS England.

The PCC also commissioned The Children's Society to employ a Senior Child Sexual Exploitation Lead (CSE) to co-ordinate multi-agency activity around CSE within Essex.



SUPPORTING VICTIMS

The PCC has responsibility for commissioning support services for local victims of crime to meet the requirements set out in the national Victims' Code of Practice.

The Essex Restorative Justice Hub, which is funded by the PCC, works closely with other agencies to ensure a victim centred approach delivering positive outcomes for victims and offenders across the county.

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 charity Victim Support, commissioned by Essex OPCC in collaboration with other eastern region PCC

offices, provides a countywide referral and assessment support service for victims of crime.

The OPCC supports the Countywide Strategic Hate Crime Prevention Partnership; the group responsible for co-ordinating partner activity to identify, reduce, and support victims of hate crime. The PCC has provided funding for a co-ordinator to help develop the partnership response to hate crime.

The PCC allocated £100,000 for two Pathfinder initiatives aimed specifically at supporting young victims of crime. These have been commissioned in response to research commissioned by the OPCC last year that identified unique needs of young people.



REDUCING YOUTH OFFENDING AND ALL TYPES OF RE-OFFENDING

The youth re-offending rate in September 2015 was 19.2% compared with 28.5% for September the previous year. Adult re-offending rates have also decreased from 26% to 21% during the same period.

The PCC supported the Firebreak intervention pilot programme, which aims to teach young people life and practical skills through firefighting training. The project has proven to be effective, is now used more widely across the county.

Part 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, eg. the projects 'Achievement through football' and 'Turnaround'. This is having a positive effect on the underlying offending rate.

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 chairs the Essex Reducing Re-Offending Board, which brings partners together to reduce re-offending, and has further developed working practices with the National Offender Management Service.

The OPCC is working with Chelmsford Prison 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.



TACKLING THE CONSEQUENCES OF DRUGS, ALCOHOL, ABUSE AND MENTAL HEALTH ISSUES

The PCC is a member of the Health and Wellbeing Board and works closely with partners across health to progress issues in relation to health and criminal justice. This includes improved information sharing across agencies.

The OPCC is also represented at the Integrated Substance Misuse Commission Group (ISMCG) and works to bring together all agencies who work in this field to commission services together.

Targeting Class A drug suppliers: Between April 2015 and March 2016, the Essex and Kent Serious Crime Directorate has brought 198 Class A (primarily heroin, cocaine and crack cocaine) suppliers to justice: an increase of one per cent on the previous year. During this time period, whilst there was still a clear focus to reduce all crime in Essex, there was a targeted approach to Class A drug dealers.



IMPROVING ROAD SAFETY

The number of people killed or seriously injured in road collisions on Essex roads has increased by 15%. There were 850 people killed or seriously injured in Essex between April 2015 to March 2016, compared with 739 the previous year. Of the 850 this year, 57 people sadly lost their lives and the remaining 793 were seriously injured.



The number of KSIs involving young car drivers aged between 17 and 25 increased this year by 40% with 150 incidents involving this age group compared with 107 the year before.

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.

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

Community Speed Watch volunteers continue to promote road safety in their local areas.

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IMPROVING CRIME PREVENTION

Business crime:

The PCC continued to lead a business crime forum every quarter in the last year.

The relationships with businesses in the county, fostered by the Forum, have resulted in an improved exchange of information which, together with the increased membership of Essex Community Messaging (ECM), has enabled Essex Police to share information more effectively about crime trends and the preventative measures available.

Rural crime:

The PCC met with the rural community of Essex to discuss both persistent and emerging areas of crime affecting the rural areas of the county.

The PCC rural crime forum has been instrumental in developing relationships with the rural community, enhancing the understanding of the volume and impact of rural crime and increasing the amount of actionable intelligence received by Essex Police.

Older or vulnerable people:

The PCC funded and launched an anonymous hotline for the reporting elder abuse. The line, was manned by Crimestoppers call handlers, who passed on information to the relevant Safeguarding Adults Board. Information was also to be passed to the police if a crime was thought to have taken place. Over the course of the pilot period, the reporting line generated 118 calls, with 52 pieces of actionable intelligence received.

Often the perpetrators are known to the victims, making it difficult for them to report in such cases. This makes an independent reporting line that people can call safely, securely and anonymously, important.

INCREASING EFFICIENCY

Police officer cost*

Essex	£93
England & Wales	£115

Workforce cost*

Essex	£133
England & Wales	£165
VfM Profiles	

Support function*

Essex	£29.9
Kent	£32.9
National Average	£36.1

*These are the figures for 2014/15, updated 2015/16 figures will be provided by HMIC at:

www.justiceinspectorates.gov.uk/hmic/our-work/value-for-money-inspections/value-for-money-profiles/

Rationalisation of the Essex Police Estate

A review of the future of the Essex Police estate continued throughout this period. The police 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.

During the winter of 2015, the decision was made to close fifteen police station front counters with a low number of public visits, and retain ten front counters strategically located across the county to preserve the option of face-to-face contact.

Collaboration with Kent Police

Essex Police have continued to collaborate closely with Kent Police, sharing Human Resources and other services across the forces.

The collaboration received the Institute for Continuous Improvement in the Public Sector award for 'Collaborating across organisational boundaries to deliver improvements 2016'.

IT

Investment continues in Information Technology to make Essex Police more agile and efficient. This includes investment in mobile police technology and the continued development of the Athena platform

Athena

Athena is being delivered across the Eastern region and Kent Police forces.

Athena is a single IT system which allows police officers to manage investigations, defendants (from an initial report through the court process) and gives front-line 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.

CRIME TRENDS



11,282 more offences committed in Essex.

Representing an increase of **11.3%**

All figures are for 2015-16 compared to 2014-15



Anti-Social Behaviour

6.7% decrease
3,774 fewer offences



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

House Burglary

0.5% increase
32 more breaks-ins



Essex Police continues to use 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.

Vehicle Crime

7.4% increase
860 more offences



Essex Police continues to work alongside partners, including Community Safety Partnerships, to encourage residents to be mindful of the security of their vehicles.

Robbery

5.1% increase
49 more offences



Detectives continue to take an intelligence-led approach to tackling and solving these offences, focusing on known criminals. The solved rate for robbery has decreased by 2.2% compared with the previous year.

Violence With Injury

13% increase
1,344 more offences



These figures reflect a national increasing trend in violent crime. Essex Police is working with partners and other forces to tackle specific areas of violent crime.

Sexual Offences

13.9% increase
340 more offences



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

PERFORMANCE SUMMARY

1ST APRIL 2015 TO 31ST MARCH 2016

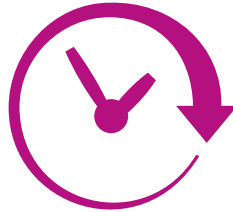
Solved Crimes:

The 'all crime' solved rate **decreased** by **5.9%** in 2015/16 to **21%** compared to **27%** 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 2015/16 **73.8%** of people were satisfied with the overall service provided by Essex Police. However this is a **6.6% decrease** compared with the previous year.



76% of emergency response incidents were attended within the standard time, a **5.9% decrease** from the previous year.



£2.8m recovered from criminals using POCA in Essex:



an **increase of nearly 110%** on last year.

The 2015/16 end of year figure for total crime has shown a significant decrease with **21,356 fewer offences** recorded than 10 years ago.

*With **132,378** offences recorded in 2005/06 and **111,022** offences recorded in 2015/16*



VOLUNTEERS

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. Following a recruitment drive in 2015 the number of volunteers stands at 20 and they visit the 8 custody suites across the county at least three times per month at a variety of times and days. This ensures a good variation of inspections. ICVs are regularly kept updated with the latest legislative and operational initiatives and are required to attend workshops and training days throughout the year, making sure they are alert to the potential issues that can arise within custody.

Special Constabulary

The support and oversight of the Special Constabulary and civilian volunteer programmes in Essex Police remained a key focus for the Office of the Police and Crime Commissioner.

Restorative Justice Volunteers

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 harm.

The RJ Hub is now live across the county and accepting referrals involving crime and anti-social behaviour across Essex, Thurrock and Southend-on Sea. Over the 12 month period April 2015 to March 2016, 77 referrals were received from partners including Essex Police, Victim Support and housing organisations. Further developments for the future include implementing restorative practices in schools and courts.



Dog Welfare Scheme

There are currently 44 working dogs in Essex Police. We have five experienced dog welfare visitors who regularly visit the dogs and their handlers in a variety of operational locations to check on their welfare and standards of care. Dogs should be visited at least twice in six months and a full report of the visit is returned to the OPCC for analysis.

DECISIONS MADE

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

Key decisions taken by the PCC this year include:

- **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.
- **Approved £33,500 funding to Show Racism the Red Card** to deliver workshops in schools that support young victims of hate crime.
- **Approved allocation of £33,750 to G4S** to provide an interim Forensic Medical Examination Service to victim of sexual abuse presenting to the Essex Sexual Assault referral Centre (SARC).
- **Allocated £26,353 of funding to the Children's Society** to host a senior child sexual exploitation (CSE) lead post, to co-ordinate a multi-agency response, assist as a single point of contact for CSE support and to develop capacity across Essex.
- **Approving allocation of £15,000 to Only Cowards Carry Weapons Awareness** to fund training programmes for young people.
- **Allocating £108,000 in funding to support the activities of the Essex Multi-Agency Risk Assessment Conference.** Effective MARAC arrangements support victim of domestic abuse and can help reduce incidents of abuse and reduce the risk of harm.
- **Approved £680,000 funding for the delivery of the Essex sexual violence and abuse services,** which will provide Independent Sexual Violence Advocate (ISVA) and Community-based support for all victim of sexual abuse across Essex, including the Unitary authorities of Southend-on-Sea and Thurrock.
- **Approved the allocation of £622,275 over the next four years to Mountain Healthcare** for the provision of an Essex Sexual Abuse Referral service (SARS).
- **Allocated £765,000 of funding over the next three years to SafeLives** for the development and piloting of the Essex 'Drive' (domestic abuse) perpetrator programme.

DECISIONS MADE

- **Approved allocation of £30,000 funding for the recruitment of an Anti-Slavery Partnership Co-ordination and Liaison Officer.** This is a new role and will be critical to Kent and Essex response to human trafficking.
- **Approving allocation of funding of £184,962 to Essex, Southend-on-Sea and Thurrock Children's and Adult Safeguarding Boards** to undertake local community safety interventions and projects to promote the wellbeing of vulnerable children and adults across the county.
- **Allocating £47,525 funding to Crimestoppers** to contribute towards the annual cost of their national anonymous crime reporting service and towards the costs of the Eastern region manager.
- **Approved the allocation of £23,000 funding to Tendring Citizens Advice Bureau (CAB)** to continue to deliver the Tendring Mental Health Hub, which acts as a single point of referral for both individual service users and statutory and voluntary sector partners.
- **Allocated £108,000 in funding to the Essex Rape Crisis Partnership** to fund specialist counseling to support victims of Child Sexual Abuse (CSA).

Further details of PCC decisions made in 2015-16 are available on the PCC website via the following links:

www.essex.pcc.police.uk/finance/decision-making/decision-making-3/

www.essex.pcc.police.uk/finance/decision-making/decision-making-4/

CONTACT THE PCC

YOUR FEEDBACK IS MOST WELCOME.



Email us:

pcc@essex.pnn.police.uk



Write to us:

Police and Crime
Commissioner for Essex
3 Hoffmans Way, Chelmsford
Essex CM1 1GU



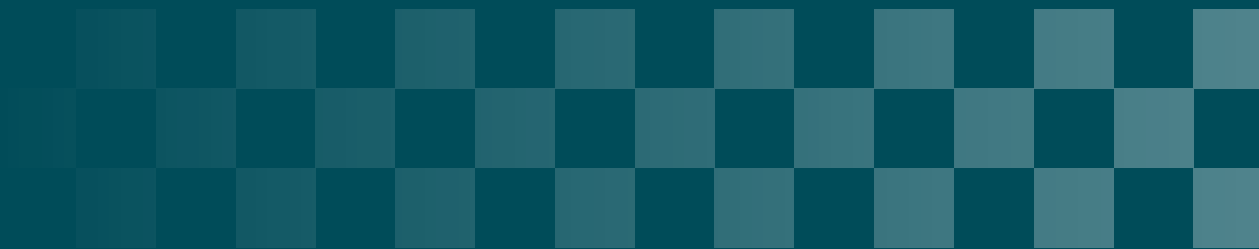
Learn more
about the
PCC's work:

www.essex.pnn.police.uk



Keep up to
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the latest
news:

www.twitter.com/essexpcc



www.essex.pcc.police.uk

Essex Police and Crime Panel	EPCP/22/16
Date: 1 December 2016	

A National Association of Police and Crime Panels

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 colin.ismay@essex.gov.uk

Purpose of report and background

To seek the Panel's views on the possibility of establishing a national association of Police and Crime Panels.

A proposal for a national association

At its last meeting the Panel was updated on Essex's involvement with the Eastern Region Police and Crime Panel Network. The network has previously discussed the potential benefits of Police and Crime Panels having a national voice and more widely there appears to be growing support for the idea.

Whilst other parties involved have national associations, the Commissioners and the Chief Executives of the Commissioners' Offices, this is not the case for the Panels. The Panels have struggled to make their voice heard in their dealings with the Home Office in relation to the lack of clarity of the role and lack of any real powers to be able to hold a commissioner to account.

A number of benefits would appear to flow from having a national association:

- having a recognised voice to represent views at a national level
- providing support and development
- being better able to provide national leadership and influence change
- consulting members to develop consolidated views
- disseminating best practice, ensuring consistency and identifying efficiencies by working together
- taking co-ordinated action that can help remove barriers at a national level
- providing a forum for debate
- representing and promoting the interests of panels to key stakeholders and partners
- increasing the visibility and status of panels
- providing support and guidance
- enabling panels to prepare for change, for instance in becoming Police and Fire Panels.

The Chairman was in support of this proposal and agreed to seek the Panel's views. Essex has said it would be willing to get involved with helping to develop the idea.

The Panel is recommended to support the further investigation of the possibility of creating a national association of Police and Crime Panels.

AGENDA ITEM 9

Essex Police and Crime Panel	EPCP/23/16
Date: 1 December 2017	

Forward Look

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 colin.ismay@essex.gov.uk

Purpose of report and background

To plan the business of the Panel.

The next Meeting of the Panel is scheduled for 26 January 2017. This is the meeting scheduled to consider the Commissioner's proposed Precept for 2017/18.

Business proposed to be taken to the meetings is as follows:

Date	Performance for period up to	Other business
26 January 2017		<ul style="list-style-type: none"> Proposed Precept 2017/18
16 February	End December Q3	<ul style="list-style-type: none"> Hold against precept needing to come back Police and Crime Plan Performance Data Public Contact and Communication Serious Violence Update on Police and Fire Collaboration
29 June or	End March Q4	<ul style="list-style-type: none"> Election of Chairman Appointment of Vice-Chairman Domestic Abuse Protecting children and vulnerable people Road Safety Information sharing and co-operation Collaborative working
20 July	End March Q4	<ul style="list-style-type: none"> Election of Chairman Appointment of Vice-Chairman Domestic Abuse Protecting children and vulnerable people Road Safety Information sharing and co-operation Collaborative working
19 October		<ul style="list-style-type: none">

7 December		• Budget scene setting
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The Panel is asked to identify any other business it would like to consider.