

Report title: Police and Crime Plan 2021- 2024	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 21 October 2021	For: Agreement
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County Divisions affected: All Essex	

1. Purpose of Report

- 1.1 The purpose of this report is to set out the Police, Fire and Crime Commissioner’s draft Police and Crime Plan 2021-2024 (Annex 1) and share the results of the associated public survey (Annex 2), engagement activity (Annex 3), Youth Voice project (Annex 4) and Equality Impact Assessment (Annex 5).

2. Recommendations

- 2.1 That, in accordance with section 28(3) of the Police Reform and Social Responsibility Act 2011, the Essex Police, Fire and Crime Panel:
- Reviews the draft Police and Crime Plan 2021-2024 attached at Annex 1, and
 - Makes a report or recommendations on the draft Plan to the Police, Fire and Crime Commissioner.

3. Context / Summary

- 3.1 The Police Reform and Social Responsibility Act 2011 requires the Police, Fire and Crime Commissioner to issue a Police and Crime Plan for their term of office, setting out how they plan to discharge their responsibilities; to secure and maintain efficient and effective policing services, and to hold the Chief Constable to account for the operational delivery of this. The Police and Crime Plan must be developed “as soon as practicable” after the Police, Fire and Crime Commissioner takes office, and in any case within the financial year in which they are elected.
- 3.2 The Police and Crime Plan is the primary document through which the Police, Fire and Crime Commissioner sets out their vision and objectives for policing and communicates these to local communities, service users, delivery partners and other stakeholders. It brings together police, partners and the people of Essex to build safe and secure communities, thereby promoting public confidence in

policing and ensuring that victims are satisfied with the service and support they receive. The priorities in the Police and Crime Plan provide the primary basis on which the Commissioner will hold the Chief Constable to account for the performance of Essex Police throughout the electoral term, and will be used by the Chief Constable (alongside other considerations) to set the Force Plan. It also provides a framework by which the Commissioner's achievements during their term of office are likely to be judged by the public and other commentators (e.g. local media). As such, it is an important strategic document guiding police activity and the use of public funds, and which both the Commissioner and the Chief Constable must have "due regard" to when discharging their statutory functions.

3.3 Before issuing or varying a Police and Crime Plan, the Commissioner must, as a minimum:

- Prepare a draft of the Plan or variation
- Consult the Chief Constable in preparing the draft Plan or variation
- Send the draft plan or variation to the Police, Fire and Crime Panel
- Have regard to any report or recommendations made by the Panel in relation to the draft plan or variation
- Give the Panel a response to any such report or recommendations, and
- Publish any such response

3.4 In addition, the Police Reform and Social Responsibility Act 2011 requires the Police, Fire and Crime Commissioner, after consulting with the Chief Constable, to obtain the views of the people of Essex in general, and of victims of crime in particular, about matters concerning the policing of the area and their co-operation with the police in preventing crime and anti-social behaviour in the area. Those arrangements must include arrangements for obtaining their views on the Police and Crime Plan. The engagement activity undertaken to inform the development of the draft Police and Crime Plan is summarised at Annex 3.

3.5 In developing the draft Plan attached at Annex 1, the Commissioner and the Panel have run a series of workshops to ensure the Panel was able to feed into the development of the Plan throughout the process.

3.6 The draft Police and Crime Plan 2021 – 2024 is based primarily on the manifesto commitments on which the Commissioner fought and won re-election to the office of Police, Fire and Crime Commissioner in May 2021. It is also informed by a range of documents and evidence including:

- Various internal documents, including the PFCC's Annual Report for 2020 - 2021 (presented elsewhere on this agenda), papers to the PFCC's Strategic Board and Performance and Resources Board, and the results of the ongoing independent public confidence and victim satisfaction survey jointly commissioned by the Commissioner and the Chief Constable.
- The four strategic policing pillars set out by the Home Secretary earlier in 2021:
 - A relentless focus on cutting crime
 - A resilient workforce

- Stronger and more diverse leadership, and
 - Ensuring we are trusted by the public to work together as one, providing national grip over the law enforcement system
- The major national documents concerning policing, in particular the Beating Crime Plan, Policing Vision covering the period 2017 – 2025, the Strategic Policing Requirement, and the new National Crime and Policing Measures, which set out the Government’s key national priorities on crime under the following headings:
 - Reduce murder and other suicides
 - Reduce serious violence
 - Disrupt drugs supply and county lines
 - Reduce neighbourhood crime
 - Tackle cyber crime
 - Improve satisfaction among victims (with a particular focus on victims of domestic abuse)
 - A range of presentations from police leads on each of the draft priority areas, followed by extensive discussion and debate with a wide range of police colleagues.
 - Workshop discussions with over 100 partner organisations including local councils, charities, support groups, advisory groups and interest groups.
 - Feedback from victim support groups.
 - A range of feedback following presentations at multi-agency groups and special interest groups such as Safer Essex, Essex Partners Board, Basildon Diversity Forum and other disability advisory groups.
 - Feedback obtained through a public survey (summarised at Annex 2).
 - Feedback obtained through the Youth Voice project undertaken by the Essex Council for Voluntary Youth Services (summarised at Annex 4).

In total, over 1,000 people have been involved in conversations around the Police and Crime Plan with a further 1,500 people participating in the public survey.

Other Interdependencies and Considerations

- 3.7 As well as the data and intelligence referenced above, information was gathered from the plans and strategies of key partner organisations and groups (both already existing and in development) to ensure that, where appropriate, plans align, and priorities do not conflict.
- 3.8 Several national developments have taken place during the development of the Plan including the launch of the Government’s Beating Crime Plan. Wherever possible, these developments have been fed into the development of the Plan and been appropriately reflected. Where national strategies or priorities are still being finalised, such as the refresh of the national Strategic Policing

Requirement, the latest published version has been used to inform the document and has been included within the analysis and development of the Commissioner's local priorities. The Plan will be varied if necessary, following the process set out at paragraph 3.3 above, once these national documents are finalised.

Consultation / Engagement

- 3.9 As set out above, the Police, Fire and Crime Commissioner is required to make arrangements, after consulting with the Chief Constable, to obtain the views of the people of Essex in general, and of victims of crime in particular, about matters concerning the policing of the area and their co-operation with the police in preventing crime and anti-social behaviour in the area. Those arrangements must include arrangements for obtaining their views on the Police and Crime Plan.
- 3.10 In developing the Police and Crime Plan, the Police, Fire and Crime Commissioner also has statutory duties to consult with the Chief Constable and to have regard to the relative priorities of each responsible authority (including local authorities, the fire and rescue service and Clinical Commissioning Groups). Chief officers of police and local authorities likewise have statutory duties to co-operate with the Police, Fire and Crime Commissioner in the formulation of the Police and Crime Plan.
- 3.11 The development process undertaken has allowed for wide ranging engagement activity both with mandated consultees and with wider partners and the public. This has been delivered to foster a sense of purpose and strategic direction among the wider criminal justice system within the county.
- 3.12 The engagement activity undertaken is outlined at Annex 3, while the results of the commissioned Youth Voice project is included at Annex 4. A full public survey has also been undertaken with 1,500 people responding to the survey. A full written report of the findings is included at Annex 2.
- 3.13 Significant effort has been made to ensure that people from communities across Essex have had the opportunity to engage and participate in the development process. Following our learning from similar development processes in the past and the findings of the ongoing independent public perception and victim satisfaction survey, we included within the engagement process specific activity to ensure we heard from young people, people from diverse communities (including faith groups) and victims of crime.
- 3.14 A full equality impact assessment has been undertaken to ensure that the Plan meets its statutory obligations and contributes to delivering an equitable and fair criminal justice system for the people of Essex. This is available at Annex 5.

4. Appendices

Annex 1: Draft Police and Crime Plan 2021-2024

Annex 2: Public Survey Results

Annex 3: Engagement Log

Annex 4: Youth Voice project report
Annex 5: Equality Impact Assessment