



Police and Crime Plan

2024-2028

PFCC 

**POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX**



Foreword

In May 2024, I was honoured to be re-elected as your Police, Fire and Crime Commissioner for Essex for a third term.

Over the last four years, with your support, we have grown our Force to be the biggest it has ever been, delivered a reduction in overall crime of 6 per cent, and sustained reductions in anti-social behaviour (ASB) of more than 71 per cent.

Our strategic shift to prevention is working. We are getting crime down and improving police visibility and, as more of our new officers become fully trained, we will do even more.

In my manifesto, I committed to getting crime down in Essex by a further 40 per cent over the next four years. We can achieve this by working together in partnership to tackle crime, investing in prevention activity and ensuring our neighbourhood policing teams are engaged and visible in our communities. We will use data driven activity in known hotspots to solve the problems causing crime and will intervene early to identify and protect vulnerable people and take firm action to deal with known offenders.

We will robustly tackle drug gangs and county lines, and work with offenders or those at risk of becoming involved in crime to change their behaviours and break the cycle of offending.

Our investment in CCTV, lighting and support groups, through our Safer Streets Fund, will make even more of our public spaces safer for women and girls.

Essex Police were the first in the country to pilot the ASB and serious violence hotspot tactics and had the first successful prosecutions for dealing in nitrous oxide and cyber flashing. We will build on this

innovation by investing in technology, rolling out live facial recognition equipment to take known offenders off our streets and use artificial intelligence to take more offenders successfully through the courts.

Community involvement matters so much in keeping our county safe, so we will continue to ensure the Force is plugged in to what makes a difference to residents' lives. We will work with the Chief Constable to ensure we have the right resources to make a difference in our communities and crack down on burglary, car theft and shoplifting while keeping our communities safe.

This plan builds upon a strong foundation of partnership working. Collaboration with Essex Police, Essex County Fire and Rescue Service, National Health Service, local authorities, community and voluntary sector and communities is essential for continued success.

Safe, secure communities are the bedrock on which we build prosperity and wellbeing for all. I am confident that by working together, we can continue to build a safer Essex for everyone.

Roger Hirst

Police, Fire and Crime
Commissioner for Essex



Message from the Chief Constable

Greater Essex is a safe place to live, work, study and visit. The Essex Police Force Plan seeks to deliver the objectives in the police and crime plan alongside our statutory and national priorities. This has led to a steady reduction in overall levels of crime and anti-social behaviour. With a clear focus on crime prevention with community safety partners alongside daily endeavours of our dedicated colleagues to help people, keep them safe and catch criminals, we will do even more to stop crimes from taking place.

Our relentless focus on reducing violence in all its forms, especially domestic abuse and serious violence, means we will target the people that cause the greatest harm to our communities while looking after and supporting victims and the vulnerable. We will continue to listen to victims of crime and diligently record crimes, so we can be sure that we are reducing it. The Force is rated Outstanding in this respect and while public confidence remains high, we will never take the trust of the people of Essex for granted.

We will do all we can to ensure victims get the service they deserve and that the public can trust Essex Police. Our pioneering work developed to establish policing hotspots to cut violent crime has been rolled out across the UK. Essex Police is now one of only three forces to operate Live Facial Recognition technology to identify suspects, assisting officers with swift investigations. We will continue to get the basics right while innovating and developing new technologies to protect the public.

Criminals who wrongly believe that they can exploit the vulnerable and escape detection are being brought to justice, both within the UK and overseas. Violent offenders are being tracked down and arrested and being remanded in custody due to the professionalism of expert police

staff and officers. Our detectives are conducting rapid, complex enquiries, arresting suspects, and convicting criminals, wherever they are based. Our collaboration with others, from businesses to charity partners will grow even stronger and make Essex even safer.

We will continue to explore the best use of data and analytics to focus our resources where they make the most impact. Ensuring our people are skilled, equipped and enabled to do the very best job they can. We value the things that make people different, and the Force continues to attract recruits from all backgrounds and with a huge range of abilities to join us and protect the communities we serve. I will continue to ensure that we police with the consent of every community and create an organisation which shows compassion, respect and empathy while ensuring we focus on public service with integrity.

I am proud of the officers, staff and volunteers and the work they do to protect and serve this great county.

Chief Constable BJ Harrington QPM,
Essex Police.





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What does your PFCC do for you?



Holds the Chief Constable and Chief Fire Officer to account for delivering effective and efficient services.



Is held to account for their decisions by the Police, Fire and Crime Panel, made up of your locally elected councillors and two independent members.

Appoints the Chief Constable and Chief Fire Officer who run the operational sides of policing and fire and rescue services in Essex.



Elected to represent your views on policing and crime locally. Directly accountable to you, the public.



Sets the police and fire budgets, decides how much you pay towards policing and fire and rescue services from your council take to add to the funding from central Government and decides how that combined money is spent.



Commissions dedicated local victim support services, that you can access to help you cope and recover, if you become a victim of crime.



Works with local authorities, health and education services, plus the voluntary sector and local businesses to create a joined-up response to local problems.



Works with national and local policing and Criminal Justice partners to reduce crime and help make communities safer.

Funds crime prevention services to address issues such as drug and alcohol misuse, youth crime and anti-social behaviour to keep your communities safe.



After engaging with local people, publishes a Police and Crime Plan to identify local priorities and how they aim to meet them.

Our vision for Essex

Safe and secure communities are the bedrock on which we build success and wellbeing for all.

The Police and Crime Plan

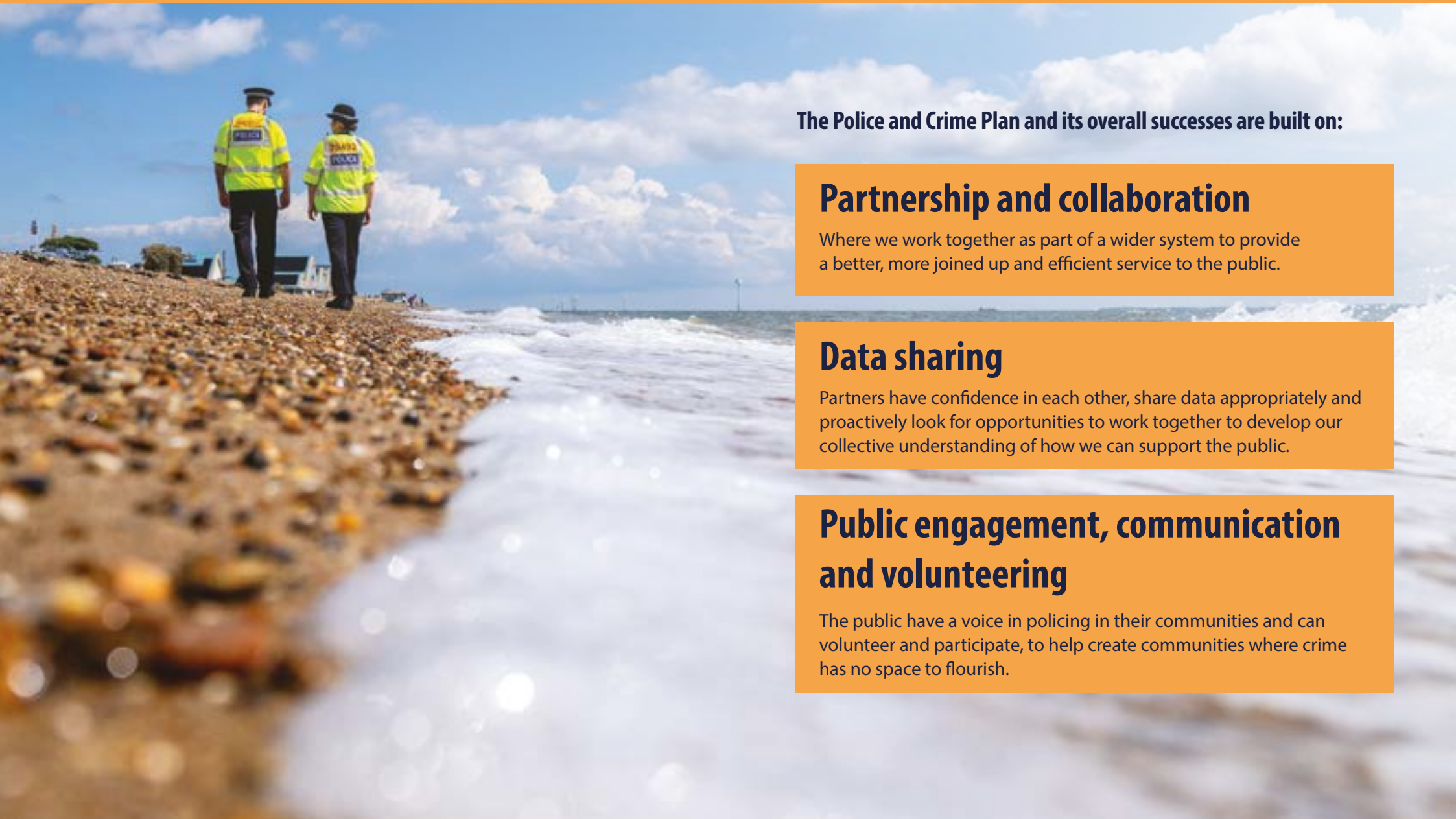
This Police and Crime Plan builds on what we have achieved so far and sets out the policing priorities and aims for keeping Essex safe.

It brings together the police, partners and the public of Essex to build safe and secure communities, to ensure the public have confidence in their police force and that victims are satisfied with the service and support they receive.



Roger Hirst, PFCC, and Jane Gardner, Deputy PFCC.

The building blocks of success



The Police and Crime Plan and its overall successes are built on:

Partnership and collaboration

Where we work together as part of a wider system to provide a better, more joined up and efficient service to the public.

Data sharing

Partners have confidence in each other, share data appropriately and proactively look for opportunities to work together to develop our collective understanding of how we can support the public.

Public engagement, communication and volunteering

The public have a voice in policing in their communities and can volunteer and participate, to help create communities where crime has no space to flourish.

The six policing priorities to get crime down

More local, visible and accessible policing

Drive down anti-social behaviour and crime

Beat knife crime and drug gangs and protect young people

Tackle violence against women and girls and domestic abuse

Ensure vulnerable people are protected

Improve road safety and reduce road deaths in Essex to zero



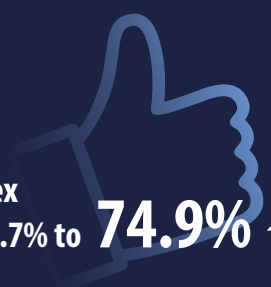
Current landscape

Between

2019/20 - 2023/24



All crime down
↓ 8.3%



Public confidence in Essex
Police increased from 64.7% to **74.9%** ↑



Rural Crime down by
↓ 14.1%



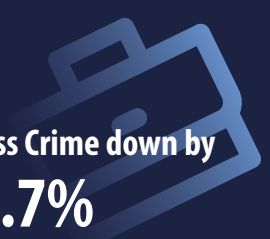
Anti-social behaviour down
↓ 63.2%



Domestic Abuse
reports down by
↓ 19%



↑ 4.9%
People killed or seriously injured
on Essex roads increased



Business Crime down by
↓ 2.7%



Number of repeat
victims down **11.1%** ↓



Burglary down by
↓ 33.3%

Our achievements so far

We have grown our police force by 905 officers, taking total officers to **3,755**

We piloted successful ASB and serious violence hotspot tactics

We secured **£3.1m** of funding to invest in Safer Streets projects across Essex

ESSEX
VIOLENCE & VULNERABILITY
PARTNERSHIP

We were one of the first in the country to roll out a violence and vulnerability partnership to tackle knife crime and county lines

We reduced the number of drug driven homicides from 9 in 2019/20 to **0** in 2023/24

More local, visible and accessible policing



How we plan to do this: make sure the police are out there when you need them, they deliver an effective response and undertake good quality, appropriate investigations.

We will:

- ✓ Help officers to be more visible in communities and increase the quality of investigations by ensuring they have good technology, training and supervision.
- ✓ Sustain our commitment to supporting town centre policing, neighbourhood policing, rural policing and working to reduce crimes against businesses. Ensuring they are out on patrol, reducing crime and anti-social behaviour by problem-solving and tackling and preventing crime in our communities.
- ✓ Ensure sufficient resources are available to the Force to deal with neighbourhood crime, with a focus on burglary, car theft, drug dealing and shoplifting.
- ✓ Support the public to report crime by improving the quality and timeliness of the 101 non-emergency call line, continue to encourage the shift to online reporting options and maintain high standards of crime recording.
- ✓ Provide better quality and timely feedback to victims, boosting confidence and improving police legitimacy.
- ✓ Grow all forms of volunteering and community engagement, from cadet programmes to becoming a Special Constable.

More local, visible and accessible policing

“Essex Police is the biggest and strongest it has ever been and we must use that to ensure visible policing is delivered in local communities.”

- ✓ Work with rural communities to prevent crime and tackle all forms of rural crime, including hare coursing, unauthorised encampments, equipment theft and fly-tipping.
- ✓ Work with the business community to understand the crimes, such as shoplifting, that impact them and how we can work together to prevent these. Tackle violence against shop workers and crack down on the repeat offenders that cause such harm in our communities.
- ✓ Maintain the vital role community policing has in understanding communities and gathering intelligence. Local residents and businesses should feel safe speaking to police about any issues.



Drive down anti-social behaviour and crime



How we plan to do this: more hotspot policing and monitoring of known offenders to prevent crime in all of our communities

We will:

- ✓ Use targeted, data driven activity with a clear evidence base to drive down all crime types through prevention and early intervention.
- ✓ Ensure anti-social behaviour and serious violence (SV) are dealt with more swiftly by increasing targeted hotspot policing.
- ✓ Encourage local leadership of community-led solutions by investing in our Community Safety Partnerships and bringing them together through Safer Essex to share best practice, identify what works and invest in stronger intelligence-led activities.
- ✓ Encourage Community Safety Partnerships to work with charities and other partners to identify and implement best practice.
- ✓ Support the Force to roll out live and retrospective facial recognition equipment to take known offenders off our streets and prevent crime. Develop the use of artificial intelligence to help our officers and staff build stronger cases to take more offenders successfully through the courts.
- ✓ Support effective resource allocation by encouraging the Force to allocate resources most effectively and to encourage the Force to increase the use of crime harm scores to look at concentrations and prevalence of crime and reduce the total level of harm in the county.

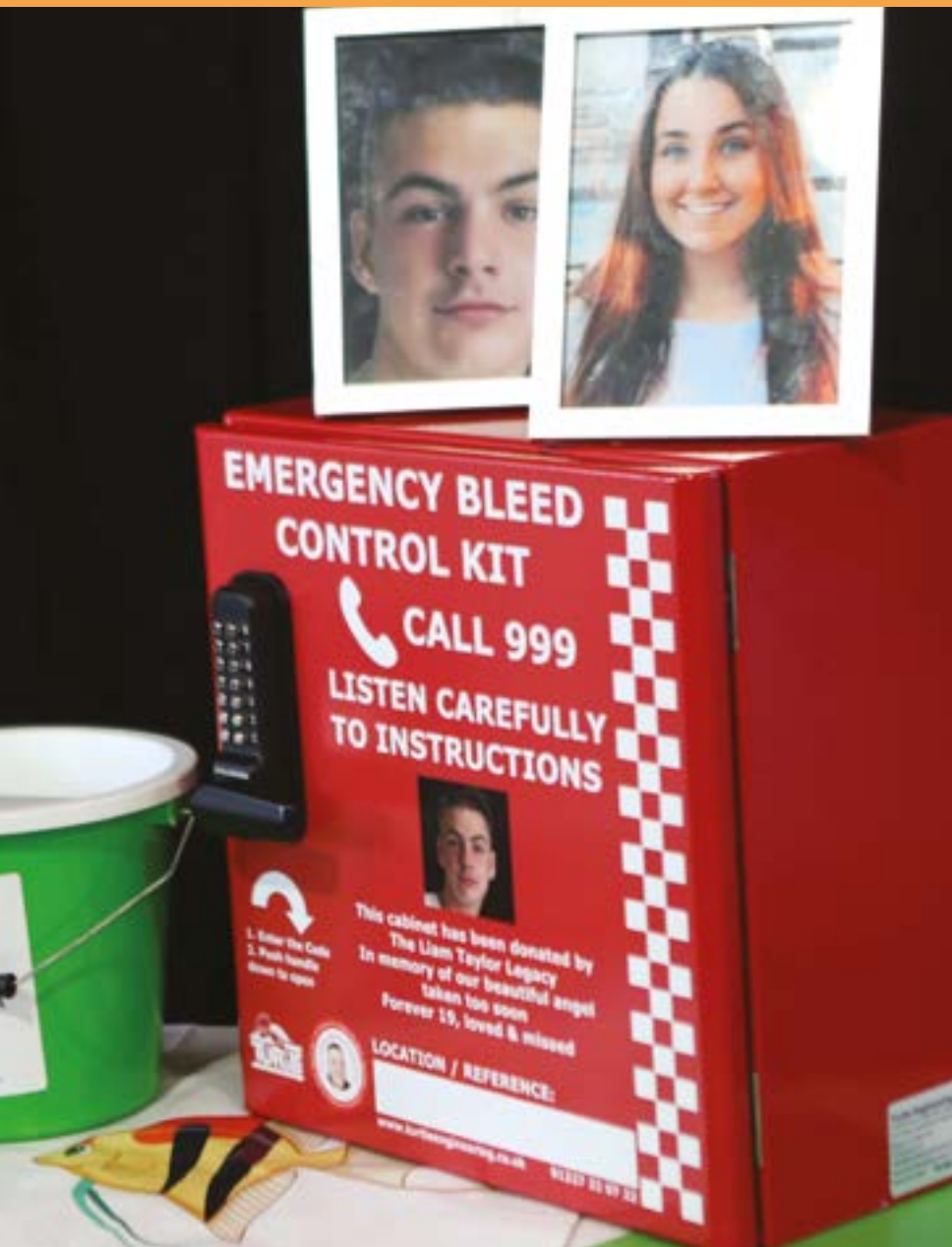
Drive down anti-social behaviour and crime

“Targeted hotspot patrols are proven to reduce ASB and reduce harm. ASB is now 70 per cent lower than in 2016, but we must achieve more. We know what works and we must focus on delivering this further improvement.”

- ✓ Work with local authority partners and other community partners to ensure economic vibrancy on the back of safe communities.
- ✓ Work more with schools and young people to build safer communities and offer opportunities for them to develop and contribute, such as Police Cadets.
- ✓ Work with planners and developers to help design out crime and ensure new developments create safe communities.



Beat knife crime and drug gangs and protect young people



How we plan to do this: work in partnership and target our collective resources to take drugs and weapons off our streets and help young people get out of gangs.

We will:

- ✓ Encourage the Force to work with the National Crime Agency, ERSOU and other partners to identify and robustly target organized gangs.
- ✓ Crack down on illegal drugs that blight communities, dealing with drug-dealing on our streets and work with public health to encourage the increased use of drug-testing on arrest.
- ✓ Work with our communities, maintaining their confidence, to use stop and search effectively to target those who have or may commit violence in our communities.
- ✓ Build on the success of the Violence & Vulnerability Partnership, by taking a public health approach to addressing serious violence, investing in activity proven to work and intervening early to help those at risk to avoid crime and live successful lives. This will include:
 - a. A programme of education to help inform communities on risks of drug gangs and the support and guidance available in combating serious violence.
 - b. Work with young people to build resilience, and strengthening those factors which are known to prevent and reduce serious violence.

Beat knife crime and drug gangs and protect young people

“Investments in long-term preventative activity through the Essex Violence & Vulnerability Partnership results in 3.5 times more benefit than they cost, by keeping people away from crime.”*

- c. Work with social care and other partners to deliver targeted programmes early with a focus on at-risk groups, such as those at risk of falling out of education.
 - d. Implement interventions at reachable moments across Essex, such as youth workers at accident and emergency departments.
 - e. A programme of intensive interventions, targeting those already involved in knife crime and gang activity to help them to change the course of their life.
- ✓ Bring together partner organisations to fulfill our obligations under the Government's Serious Violence Duty. Jointly respond to serious violence and effectively target resources across the system.

*Source: Serious Violence Impact Assessment (publishing.service.gov.uk)



Ensure vulnerable people are protected



How we plan to do this: work alongside partners to identify people who are at risk or vulnerable, help them to stay safe and away from a life of crime.

We will:

- ✓ Strengthen the shift in main effort towards prevention in both Police and Fire and Rescue Services.
- ✓ Work with local authorities to invest in more roles and resources supporting community safety to identify risks and help people to stay safe.
- ✓ Work through Community Safety Partnerships, including with the voluntary sector, to better understand and identify people who are vulnerable and at risk.
- ✓ Reduce the harm caused by drug use and the misuse of alcohol.
- ✓ Through the Multi Agency Action Against Fraud partnership, raise awareness of how to prevent fraud across the communities of Essex.
- ✓ Safeguard those most vulnerable to prevent them from becoming repeat victims of fraud.
- ✓ Ensure Essex Police and our commissioned services adhere to the Code of Practice for Victims of Crime in England and Wales (Victims Code), which sets out the minimum level of services victims can expect from criminal justice agencies.
- ✓ Ensure victims are referred to services which are tailored to support their needs.

Ensure vulnerable people are protected

“Essex is a safe county and, by targeting our resources at those most at risk in our society, we can make it even safer for everybody.”

- ✓ Promote and expand the use of Restorative Justice and Mediation Services across the county for all offences, including domestic abuse and sexual abuse incidents, by Essex Police and other criminal justice partners as a proven method to aid recovery for victims and reduce reoffending.
- ✓ Work across the criminal justice system to advocate for a reduction in court delays.
- ✓ Push for more powers to commission criminal justice services and bring together agencies to improve offender management.
- ✓ Support victims of human trafficking and modern slavery, including those subject to sexual exploitation, and continue to promote close working with the UK Border Agency, the National Crime Agency and national and regional partners who support victims and bring perpetrators to justice.



Tackle violence against women and girls and domestic abuse



How we plan to do this: invest in interventions proven to reduce crime and promote a sense of safety in communities. Work with partners to prevent offending, protect those at risk and bring more perpetrators to justice.

We will:

- ✓ Put victims and survivors at the heart of all we do, ensuring support services such as Independent Sexual and Domestic Violence Advisors are tailored to meet their different needs and enable people to build resilience and live safely.
- ✓ Work with partners to address forms of abuse that require a tailored response, such as stalking, and work effectively together to target this offending and prevent harm.
- ✓ Monitor the use and effectiveness of legislation such as protection orders to manage offenders.
- ✓ Increase confidence in policing by promoting a positive culture and ensuring Essex Police exhibit the highest standards of behaviour in relation to women and girls.

To tackle violence against women and girls, we will

- ✓ Invest in understanding and delivering evidence-based initiatives that women and girls say will make places be and feel safer for them, including through our Safer Streets Fund.
- ✓ Undertake evidence-based educational interventions to prevent violence against women and girls, encourage healthy relationships and give boys and girls the tools to identify and manage risky situations.

Tackle violence against women and girls and domestic abuse

“Noone should feel afraid in their communities. The sad fact is many woman and girls do. This is not acceptable and, together, we must change this.”

To break the cycle of domestic abuse, we will

- ✓ Build on our successful Reflect and Change programmes to break the cycle of domestic abuse by working with perpetrators to change their behaviours.
- ✓ Work with the Criminal Justice System to ensure it is effective in holding all domestic abuse perpetrators to account and delivering timely outcomes for victims.
- ✓ Ensure that all statutory or regulated partners are playing their part in supporting victims of domestic abuse, from housing associations through to probation and prisons.
- ✓ Ensure Essex Police support Claire’s Law and respond promptly to requests for disclosure of previous domestic violence offending.

To tackle sexual violence, we will

- ✓ Work across the Criminal Justice System to increase the number of cases of rape and sexual assault brought to court or resolved successfully beforehand.
- ✓ Use a victim-centred approach to gather evidence and build the case.



Improve road safety and reduce road death in Essex to Zero



How we plan to do this: work with Safer Essex Roads Partnership (SERP) to help build a safer road network, tackle speeding and drink and drug driving through better technology, better education and better enforcement. Work with manufacturers to increase vehicle safety.

We will:

As part of the Safer Essex Roads Partnership (SERP), we will:

- ✓ Implement Vision Zero, our strategy to reduce road deaths in Essex to zero by 2040.
- ✓ Invest in prevention programmes, targeted at who that pose the greatest risk or are at the greatest risk on our roads, to develop safer driving behaviours to cut down excessive speeding, drink or drug driving and the use of mobile phones at the wheel.
- ✓ Invest in tailored prevention activity and understand and address the risk posed by the increased use of alternative forms of transport, including electric scooters.
- ✓ Work with the motor industry to improve vehicle safety.

Improve road safety and reduce road death in Essex to Zero

“More people are killed by speeding, drink and drug driving and not wearing a seat belt than all other crimes put together.”

- ✓ To support the Highways Authorities to develop a safer road network and a revised countywide Speed Management Strategy with Vision Zero at its heart.
- ✓ Work with developers, planners and highways authorities to design out crime to help deliver a safer road network and a built environment that fosters safer communities.
- ✓ Invest in new technology, including Artificial Intelligence, to improve enforcement against those who put themselves and others at risk on our roads.
- ✓ Address road safety in rural areas with targeted enforcement and prevention activity.



Public Sector Equality Duty

The PFCC's vision is that safe and secure communities are the bedrock on which we build success and wellbeing for all. Embedded in this vision is a need to work with local communities and to implement the three general aims of the Public Sector Equality Duty.

This vision is set out clearly within both the Police and Crime Plan and the Fire and Rescue Plan and is well integrated into the work of both services. This clear strategic focus has helped both services to attract a more diverse workforce and better reflect local communities, improving the services provided and increasing the confidence those diverse communities have. Beyond this, both services are also working hard on making their own contribution to eliminating discrimination, achieving equality of opportunity and fostering good relations within our communities.

This strategy sets out the equality, diversity and inclusion objectives the Police, Fire and Crime Commissioner will undertake to support this vision for Essex and how these will be implemented and measured.

Governance

- Scrutinise the work of Essex Police against their obligations in the Equality Act 2010 and their own equality objectives. This will include a focus on stop and search activity.
- Scrutinise the work of Essex County Fire and Rescue Service (ECFRS) against its obligations in the Equality Act 2010 and its own equality objectives. This will also include benchmarking against best practice.

Engagement

- Improve our understanding and connection with communities, so everyone has the opportunity to express their views on policing and fire and rescue services in Essex.

Decision-making

- Ensure that key strategic decisions consider the three aims of the Public Sector Equality Duty and provide clear evidence of what has been considered and contributed to the final decision. Where necessary, undertake a full Equality Impact Assessment.

Service Delivery

- Monitor the effectiveness of our commissioned services in reaching all protected groups and how they are proactively supporting the three objectives within the Equality Act 2010.

Team development

- Support and empower our staff to better understand EDI issues and make better informed decisions to support the Commissioner in delivering against their Public Sector Equality Duty.

Strategic Policing Requirement

While the priorities in the Police and Crime Plan set out the focus for keeping Essex safe, the Police, Fire and Crime Commissioner and Chief Constable are also responsible for ensuring Essex Police can respond to national and international threats. As part of the updated Strategic Policing Requirement 2023, they must be aware and plan for threats from:

- Terrorism
- Serious and organised crime
- A national cyber security incident
- Child sexual abuse
- Public disorder
- Civil emergencies

The inclusion of violence against women and girls as a national threat sets clear expectations for:

- Local and regional police capabilities to tackle violence against women and girls
- How local forces work with others, including collaborating with other agencies.



The Police, Fire and Crime Commissioner and the Chief Constable will address these national threats by preparing a clear, robust plan to ensure there is a readiness and ability to provide an adequate response when necessary. This will involve a co-ordinated response across the National Crime Agency and other forces.

Essex Police already has strong collaboration with Kent Police through the shared Serious Crime Directorate and with other police forces across the Eastern Region Crime Unit to tackle serious organised crime and we are continuing to build on this capability.

Performance indicators and measures

Top line performance indicators: all crime, public confidence and crime harm score

	How we plan to do this	Performance indicators
More local, visible and accessible policing	Make sure the police are out there when you need them, they deliver an effective response and undertake good quality, appropriate investigations.	<ul style="list-style-type: none">• Contact Answer Times• Officer Numbers• Attendance in Response to Crime
Drive down anti-social behaviour and crime	More hotspot policing and monitoring of known offenders to prevent crime in all of our communities.	<ul style="list-style-type: none">• Anti-Social Behaviour• All Crime• Public Confidence that Essex Police Deal with ASB
Beat knife crime and drug gangs and protect young people	Work in partnership and target our collective resources to take drugs and weapons off of our streets and help young people to get out of gangs.	<ul style="list-style-type: none">• Drug-related Homicide• Emergency Admissions to Hospital for Wounds with a Bladed Article

Performance indicators and measures

Top line performance indicators: all crime, public confidence and crime harm score

	How we plan to do this	Performance indicators
Tackle domestic abuse, sexual abuse and all forms of violence against women and girls	Invest in interventions proven to reduce crime and promote a sense of safety in communities. Work with partners to prevent offending, protect those at risk and bring more perpetrators to justice.	<ul style="list-style-type: none"> • Domestic Abuse Offences • Domestic Abuse Offences Solved • Violence Against the Person Offences (Females) • Violence Against the Person Offences Solved (Females) • Sexual Offences (Females) • Sexual Offences Solved (Females) • Rape Charges
Ensure vulnerable people are protected	Work alongside partners to identify people who are at risk or vulnerable, help them to stay safe and away from a life of crime.	<ul style="list-style-type: none"> • Referrals to Victim Support • Repeat Victims • Violence with Injury Offences • Victim Satisfaction
Improve road safety and reduce road death in Essex to zero	Work with Safer Essex Roads Partnership (SERP) to help build a safer road network, tackle speeding and drink and drug driving through better technology, better education, and better enforcement. Work with manufacturers to increase vehicle safety.	<ul style="list-style-type: none"> • Killed or Seriously Injured on our Roads - all • Killed or Seriously Injured on our Roads - fatal • Speeding Offences • Drink Drive Offences • Drug Drive Offences • Using a Mobile Phone while Driving

Commissioned Services

The Police, Fire and Crime Commissioner provides funding to a range of services that support delivery of the Police and Crime Plan and other statutory duties. From 2021 – 2024, almost £25m of funding was instrumental in reducing crime, addressing local issues and providing support to victims.



Home Office Safer Streets

Funding for Community Safety Partnerships to deliver projects around crime prevention, ASB reduction and increase safety for women and girls.

Projects include:

- Activities for young people
- Behaviour change programme towards women and girls
- CCTV infrastructure
- Community Safety Wardens
- Crime reduction programme
- Dog Watch scheme
- Free self-defence sessions
- Lighting improvements
- Nights of action
- Property marking kits
- Sexual violence counselling

£3,164,762



Localised Safer Streets

Targets crime, ASB and feelings of safety by focussing on local physical and environmental projects.

Projects include:

- Anti-burglary campaign
- CCTV infrastructure
- Healthy relationship sessions in schools
- Knife Angel project
- Lighting improvements
- Neighbourhood Watch
- Safe Space
- Skate park regeneration
- Street Wardens
- Women's Safety Campaigns

£3,696,841



Community Safety Development Fund

Supports local voluntary and community safety groups to deliver programmes to prevent crime and ASB.

Programmes include:

- Carpentry skills for young people
- Domestic abuse programmes
- Fraud prevention programmes
- Life skills workshops
- Mental health workshops
- Mentoring for young people and boys without fathers
- Modern slavery partnerships
- Shelter and support for homeless
- SOS bus
- Specialist sexual abuse support
- Sports intervention programmes

£884,680



Domestic and Sexual Abuse Services

Independent Domestic and Sexual Abuse Advisors (IDVA/ISVA) intensive support and group programmes.

£12,040,233



Other Commissioned Services

Our main offer to victims currently being delivered by Victim Support and more local victim support services (includes hate crime, exploitation, burglary victims), Drug and Alcohol support services, Youth Justice Services and Safeguarding Boards.

£5,148,543

Commissioned Services - Essex Violence & Vulnerability Unit (VVU)

The Essex VVU works in partnership, through preventative measures, to reduce the volume of serious violence across all of Essex. The focus of the Partnership is to tackle serious violence and drug-driven harm (including with links to gangs and county lines). From 2021 –2024, £4m of funding was provided to projects in support of communities, including work with young people who are being or at risk of being exploited into violence. Preventative activity is evidenced as bringing 3.5 x more in benefits than the cost.



Community Grants Primary prevention

62 community projects have received funding to deliver programmes that are based on the needs of those communities, to increase safety through providing positive experiences and education in informal settings.

Projects responding to the issues identified by local young people (from VVU listening projects - direct face-to-face conversations, each year with 1,500 young people).

£1,005,271



Raising Awareness Primary prevention

Working in schools - helping young people to understand their actions and responsibilities contribute to improving their ability to stay safe and create safer communities for others. Educate about specific subjects ranging from knife crime, exploitation and drug-driven crime and also ways of avoiding becoming involved at all. This is tied very closely to VVU social media programme.

£303,284



Protecting the Vulnerable (increasing protective factors for vulnerable people and places)

Secondary prevention

Working with young people and adults who are vulnerable through mentoring, positive activities and building resilience. Interventions include working with young people at risk of exclusion. The evidence is clear that continued engagement in education is a key protective factor.

£2,049,035



Targeted intensive interventions helping gang members to step away from a criminal lifestyle

Tertiary prevention

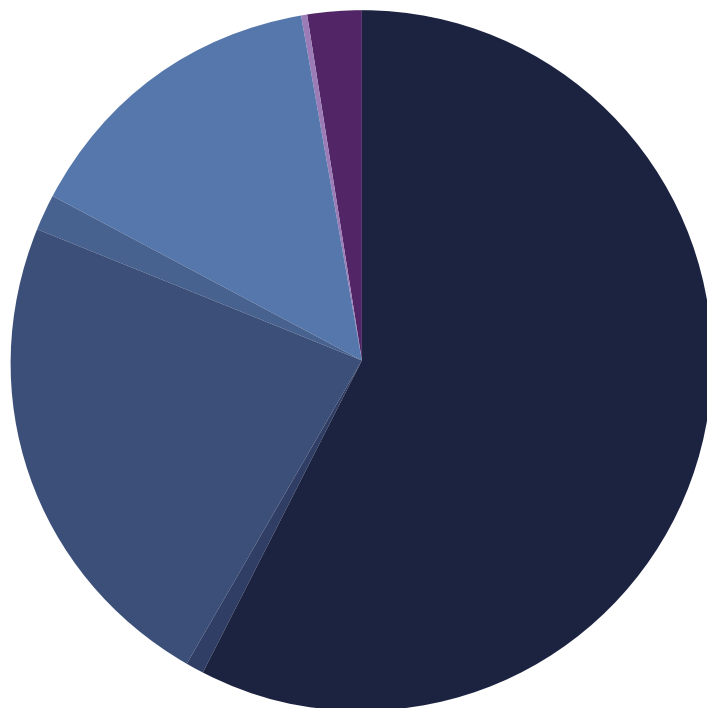
Delivering targeted intensive interventions for young people involved in serious violence and steering them towards a successful life course. Strengths based programmes, including practical support with education and employment opportunities. Reducing the harm to themselves and communities.

£715,750

The total overall budget to fund policing and crime reduction work in Essex amounts to £385.5 million for the financial year 2024/2025. The PFCC's overall approach is to ensure that budgeted resources are closely aligned with policing priorities and maximise the impact of crime reduction initiatives.



Essex Police Expenditure Budget (£000) 2024/25



	2023/24	2024/25
Police officer pay & allowances	226,792	253,256
PCSO pay & allowances	3,687	3,567
Police staff pay & allowances	97,156	101,186
Other employee expenses	6,629	6,768
Premises, transport, supplies & services	60,478	63,376
PFCC services	1,867	1,977
Commissioning grants	9,585	10,029
Gross Police & Crime Expenditure	406,194	440,159
Income	(31,001)	(34,765)
Contribution to/ (from) reserves	(2,433)	2,147
Total Police & Crime Expenditure*	372,760	407,541
Home Office Specific Grants	(9,073)	(22,003)
Net Budget Requirement	363,687	385,538

*from total funding and Home Office specific grants

Working together to make Essex safer

More than 3,500 people came together to produce this Police and Crime Plan. Thank you for helping us and giving your views either by completing our survey or taking part in one of our workshops held during the summer. We know that by working together we can make huge improvements in our communities, so collating views and feedback from representatives of all groups and backgrounds who live, work and travel in Essex is vital.

Thank you to:

Active Essex
Advance Charity
Basildon Association of Local Councils
Ben Kinsella Trust
CB Homes
Clacton Friendship Group
Clacton Dementia Group
Community Safety Partnerships from across Greater Essex
Council Leaders & Chief Executives of Greater Essex
Crimestoppers
Criminal Justice Service
Crown Prosecution Service
Department of Work and Pensions
District Councils from across Greater Essex
Essex Association of Local Councils
Essex Chamber of Commerce
Essex Citizens
Essex Communicators Group

Essex Council for Voluntary Youth Services
Essex County Council
Essex County Fire and Rescue Service
Essex Health Watch
Essex Highways
Essex Police
Essex Police, Fire and Crime Panel
Essex Rural Partnership
Essex Violence & Vulnerability Unit
Global Majority
Harwich Friendship Group
Motorcycle Action Group
National Health Service
National Probation Service
Neighbourhood Watch Association
Next Chapter
Open Road
PFCC Independent Custody Visiting Scheme
PFCC Rural Crime Forum

PFCC Volunteers
Phoenix Futures
Rape Crisis
Safe Steps
Safer Essex
Safer Essex Roads Partnership
SERRIC
Southend, Essex and Thurrock Domestic Abuse Board
Thurrock Independent Advisory Group
Victim Support
Violence Against Women and Girls Steering Group



You can contact the PFCC at:

-  Essex Police, Fire and Crime Commissioner
Kelvedon Park,
London Road,
Rivenhall,
Witham,
Essex CM8 3HB.
-  01245 291 600
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-  www.essex.pfcc.police.uk
-  [@EssexPFCC](https://twitter.com/EssexPFCC)
-  [EssexPFCC](https://www.facebook.com/EssexPFCC)
-  [@Essexpfcc](https://www.instagram.com/Essexpfcc)
-  [Police, Fire and Crime Commissioner for Essex](https://www.linkedin.com/company/Police, Fire and Crime Commissioner for Essex)