ABOUT ESSEX

The county of Essex has an estimated population of 1.8 million, making it the sixth most populous county in England. Essex Police operates across an area of 1,405 square miles, which borders the counties of Suffolk, Cambridgeshire, Hertfordshire, Kent and four London boroughs. The county is home to one city, four large urban towns and small rural villages linked by a strategic road network, including the M25, M11, A12, A127 and A13. The Dartford River Crossing, linking Essex with Kent, is used by around 58.4 million vehicles a year and an average of 160,000 vehicles daily.

Essex has an extensive coastline which includes the ports of Harwich and Tilbury. A third deep-water port, the London Gateway at Stanford-le-Hope, is part of the UK’s Critical National Infrastructure. This is the closest deep-water port to London, enabling the world’s largest container ships to dock in the UK’s main economic and population centre.

There are two airports – Southend and Stansted – as well as numerous airfields, and the county is home to an extensive rail network with 72 stations, including five on the London Underground network. Essex also has two major ports – Harwich International Port and the Port of Tilbury.
PROFILE OF ESSEX POLICE

The Force area is split into 3 local policing areas each headed up by a Chief Superintendent. There are 10 district commands each run by a Chief Inspector. The districts are co-terminus with one or more local district council areas and the two unitary authorities of Southend and Thurrock. Some specialist functions are managed centrally and provide support on a countywide basis i.e. firearms, dogs, major crime, forensics, etc.

Despite experiencing a recent increase in all crime and in particular violent crime in line with the rest of England and Wales, Essex remains a safe county. In the 12 months to December 2019:

- All crime Increased 16983 offences (11.2%)
- Violence with injury crimes increased by 1035 offences (7.2%)
- Rape of Over 16 year old increased by 400 offences (35.6%)
- Domestic Abuse increased by 5753 offences (24.0%)
- Burglary Residential reduced by 1220 offences (13.9%)
- Anti-Social Behaviour decreased by 5126 incidents (10.9%)

The force has an innovative approach to social media, with over 400 officers and teams opening up the world of policing in Essex to the public. Appeals, advice and good news stories on the force’s Facebook page reach over one million people every month.

Essex Police is graded as ‘good’ for each of Efficiency, Effectiveness and Legitimacy and ‘outstanding’ for Crime Data Accuracy by Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services in the 2019 PEEL inspection.
CHIEF OFFICER BIOGRAPHIES

Chief Constable BJ Harrington

Ben-Julian or ‘BJ’ started his policing career when he joined the Metropolitan Police Service in 1990 as a police constable in the then Chingford and Walthamstow areas of North East London.

BJ moved then to the first of a number of postings to the Territorial Support Group (TSG) working at Caledonian Road and then North Finchley bases. In this role he developed his interest in public order and event policing, as well as gaining policing experience across London in both uniform and plain clothes.

On promotion to sergeant in 1996 BJ moved to Tottenham Division. Firstly leading a uniform team and then specialising as neighborhood team sergeant for Tottenham High Road and the Broadwater Farm estate. Through this period he gained an important understanding of the critical role of community policing, both in building community confidence as well as fighting crime.

In 1999 BJ returned to the TSG at Finchley and for the next 4 years would serve across a range of duties leading uniform and crime operations as well as being involved in significant and varied public order duties. Within this period he was promoted to Inspector and ran one of the TSG units finishing up as the acting Chief Inspector.

Following his stint with the TSG BJ was promoted to Chief Inspector taking up the operations role at Paddington Green within the City of Westminster. As well as leading response policing for this busy area of central London he also had responsibility for the Secure Counter Terrorist Custody suite. BJ qualified as an advanced public order commander and was awarded a Post Graduate Diploma in Police Leadership from Leicester University during this period.

In 2006 BJ was promoted to Superintendent and moved to Lewisham in South East London in the operations role. Here he led community and response policing and oversaw the implementation of Safer Neighborhood Teams as well as the policing of Millwall Football club. He developed key multi agency partnerships and joint tasking across a range of issues including licensing, crime prevention and drug and alcohol intervention.

Whilst at Lewisham BJ also took over leading the Criminal Investigation Department alongside his operations function. This provided him with valuable insight into more complex crime investigations as the opportunity to integrate these often separate areas of work. It was also during this period that he graduated as part of the Cabinet Office LeadersUK senior public service leadership programme.

Leaving Lewisham BJ moved to Chief Superintendent in charge of the Met’s three command and control centres bringing about significant change and consolidation of new operating systems. He continued as a public order commander at events such as Notting Hill Carnival and within this lead the MPS wide review into stop and search.

In the summer of 2012 BJ worked as one of the Silver commanders for the London Olympics and from there was seconded to the MPS One Met Model change team. In this role and working to the Deputy Assistant Commissioner in Specialist Crime and Operations where he led the development and change of Pan London Policing Operations and Specialist Crime.

In 2013 he was appointed the Borough Commander for Camden in North London leading the policing of one of London's busiest areas with significant night time economy and also a very diverse community. Within this role he supported the implementation of the first Safer Neighbourhood Board and the increase of volunteer policing cadets from a handful to over 100 young people.

In 2014 BJ completed the Strategic Command Course and in October 2014 was promoted to Area Commander for North London. In June 2015 he was given the portfolio of Met Operations with responsibility for public order and operations policing across London.

Throughout his senior career BJ has led some high profile and sensitive operations including Gold Commander for state visits, large scale public disorder and ceremonial events. He has an extensive operational background in both central and borough based roles. He maintains his role as Public Order Gold, Strategic Firearms and CT Commander.

BJ is married to a serving officer and has two daughters.
Deputy Chief Constable Pippa Mills

Deputy Chief Constable Pippa Mills joined the Metropolitan Police Service in 1996, spending the first 5 years of her career in uniform and CID roles in Westminster. Following a 3-year career break, Pippa returned as a Sergeant and was selected for the High Potential Development Scheme. She completed a variety of roles at different ranks across east London and within headquarters. Pippa is a qualified Public Order commander and was part of the command teams for the Royal Wedding, Queens Diamond Jubilee and the London Olympics. She has led significant change within policing, introducing new ways of working that improve the service offered to the public whilst realising the significant efficiencies necessary during austerity.

Pippa is a keen advocate of LEAN methodology, which is a way of optimizing people and resources, based on two guiding principles, continuous improvement and respect for people, and she uses this approach to implement innovative approaches to problems. Passionate about the development of others, Pippa has coached and mentored colleagues throughout her career. Pippa transferred to Essex Police in 2017 and is currently the Deputy Chief Constable and is the National Police Chiefs Council lead for Protest.

Outside work she enjoys spending time with her teenage sons, pursuing hobbies that include travel, baking, dog walking and going for long bike rides.

Assistant Chief Constable Andy Prophet

Andy started his policing career in 1996 at Thurrock spending 6 years as a shift constable at Corringham and Grays. On promotion to sergeant Andy was posted to Southend spending time as a shift supervisor, a custody officer and then leading a pro-active team tackling local drug dealing, burglary and street robbery.

Between 2006 and 2011 Andy was firstly a Detective Inspector working on a divisional CID team before becoming District Commander for Rochford and then Southend, leading local policing and partnership working. Andy also spent an interesting year as the Staff Officer to a previous Chief Constable.

On promotion to Superintendent in 2011, and then as Chief Superintendent in 2013, Andy was the Local Policing Commander for the South and then the West Local Policing Area. With the team he forged strong operational and data sharing links with three bordering Metropolitan Police boroughs tackling cross border criminality and built lasting relationships with local partners addressing community priorities.

Between 2014 and 2016 Andy led the Essex Police Strategic Change Team. He is also a senior firearms and public order commander with experience of leading the policing response at music festivals, protests and sporting events.

In early 2017 Andy successfully completed the Strategic Command Course and was promoted to Assistant Chief Constable for Local Policing and Public Protection.

Andy has a degree in Geography from Manchester University, where he split his time between study, recreation and watching his favourite team - Manchester United.

Andy is married to Andrea and has a 17 year old daughter (Olivia) and a 12 year old son (Ben). When he’s not performing his role as ‘taxi driver’ he enjoys playing cricket (increasingly poorly), reading and walking.
Director of Strategic Change
- Dr Vicki Harrington

Vicki joined Essex Police in March 2016 as Director of Strategic Change and Performance. Her portfolio focuses on the continual improvement of police services for Essex communities. This incorporates: force performance, analysis and consultation; risk management, audit and inspection; digital innovation and change; and organisation wide transformation to improve efficiency and effectiveness.

Vicki has worked in both the private and public sectors and in policing for more than fifteen years. After completing her PhD, she joined the Home Office where she worked in the Research, Development and Statistics Directorate as a Principal Researcher. She then joined Kent Police where she spent several years as Head of Corporate Development.

After successfully completing the Strategic Command Course in 2011, Vicki joined Her Majesty’s Inspectorate of Constabulary (HMIC). She held several Programme Director roles and was the principal architect of HMIC’s PEEL assessment. Following this Vicki took up the role of Head of Research, Development and Business Improvement at HMIC and was responsible for the continuing development of the PEEL assessment and HMIC’s analytical function.

Assistant Chief Constable Serious Crime Directorate for Kent Police and Essex Police - Tim Smith

Tim Smith has over 28 years police service all served within Kent and Essex Police, with the exception of a short secondment to South Australia Police in 2009. Tim has served in uniform local policing roles; however the majority of his service has been in detective roles both in local policing and specialist roles including Major Crime, Serious and Organised Crime, Public Protection and Special Branch. Tim is also an accredited and experienced Senior Firearms Commander.

Tim’s current role is Assistant Chief Constable in command of the Kent and Essex Serious Crime Directorate. Prior to this, Tim’s most recent role was Divisional Commander for North Kent, a division encompassing the main urban areas of Kent bordering London. Tim has led complex and large scale investigations, most notably in 2006 he was one of the SIOs for the Securitas robbery, the largest ever peacetime cash robbery, where he led the day to day enquires including covert investigations for some 8 months. More recently Tim has led an EU funded project to roll out internet child protection tools to all 28 EU member states, as well as several other countries around the world.

Tim has a passion for criminal investigation and previously performed the role of Head of Crime for the force, during which time he helped develop the current policing model aimed at improving the force’s response to vulnerable people.

Tim is married with two adult children and lives in East Kent. He enjoys most sports, though does a lot more watching than playing these days. He is a devoted fan of Tottenham Hotspur Football Club.
Director Of Human Resources - Richard Leicester

Richard was appointed Director of Human Resources and Learning & Development for Kent Police and Essex Police after completing the Strategic Command Course (SCC) in March 2018.

Prior to joining the chief officer team Richard held the position of Head of Human Resources for both forces, and has over 19 years of experience in policing. He has substantial experience across a range of generalist and specialist HR areas including resourcing, recruitment, talent management and wider strategic HR management. Richard has a Degree in Business and Marketing and is a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD).

Richard currently has strategic responsibility for a range of HR and Learning services covering approximately 12,485 people including; resourcing, learning and development, operational HR, diversity and inclusion, performance improvement units, HR innovation and health and wellbeing services.

During 2018 Richard joined the advisory panel supporting the Policing Minister's Front Line Review programme and regularly supports national activity to help develop the policing profession.

He is currently the NPCC Workstream Lead for Recruitment and has responsibility for leading the developments in police recruitment nationally as part of the Government’s 20k Uplift Programme.

Outside work Richard is the Vice Chair of the Board of Trustees for a local charity who focus on improving wellbeing and reducing isolation across local communities.

Director of Support Services for Kent Police and Essex Police - Mark Gilmartin

Mark Gilmartin spent over ten years with Lancashire Police in a variety of Finance, IT and Performance roles before moving to the Audit Commission as a senior specialist on Policing and Criminal Justice.

In late 2000, Mark joined Kent Police working in Organisational Development and attended the Strategic Command Course in 2004.

In early 2006 he joined the Kent Police Authority as Chief Executive, working with authority members and colleagues in force on a range of workstreams including Kent Police and Essex Police collaboration.

Mark transferred to the Metropolitan Police Service as Director of Operational Resourcing for Territorial Policing before taking up his current post as the Director of Support Services with Kent Police and Essex Police in February 2012.

Mr Gilmartin's portfolio comprises Business Services, Corporate Finance, Estates, Transport and IT Services and he leads the Eastern Region (7F) Procurement function. Since his appointment the Directorate have won over 20 National Awards that include ISE Police Project Of The Year – Collaboration of Support Service. Since the inception of the Support Services Directorate Mark and his team have delivered c£50m of cashable savings.

During 2014 Mark was appointed as the National Policing Lead for the National Commercial Board Shared Services Programme and in 2015 Mark represented Kent and Essex at the Internal Police Symposium in Dubai to deliver a key note presentation, subsequently, in 2017 he was appointed the Chair of the nine force consortium Athena Management Board.

Most recently, in November 2018, Mark was appointed the chair of the NPCC Business Change Council. In September 2019 Mark was asked to lead a regional programme to converge ICT across the 7F Eastern Region forces. Outside of work Mark volunteers for a Dementia charity, Play List for Life, and has a keen interest in music, running and his beloved Bolton Wanderers F.C.
The Essex Police Force Plan, shown here, is used to define and prioritise everything the force does. It helps to focus energies on priorities and to think about helping victims, identifying vulnerability, preventing violence, and being visible in everything the force does, whatever a person’s role.

This plan also serves to remind all officers and staff, from front line to back office, of their, and Essex Police’s, main aims: to help people, to keep people safe and to catch criminals.
DIVERSITY & INCLUSION STRATEGY 2019-2023

Essex is not just one of the largest counties in the country, it is one of the most diverse too. We have the contrasts of affluent and deprived communities, international air and sea ports and quiet coastal villages and towns as well as the complexity of a county that is three quarters rural, but that also feeds London tens of thousands of commuters every day from our own growing urban centres.

From the smallest hamlet on the Essex coast to the M25, our diversity is everything: including age, disability, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, race, religion or belief and gender, social-economic background and understanding how that diversity, is changing, how new communities are grown and old ones strengthened – is an important part of keeping Essex safe.

The central principle of policing in the UK is policing with consent: that our power to fulfil our functions and duties is dependent on the trust and confidence of all those whom we serve. It is our thoughts, plans and actions that materially affects trust and confidence.

That’s why I believe it’s important we have a Diversity and Inclusion Strategy.

I lead a force that needs to know how different communities in our county work. Whether in crisis or in peace, the links we build support the communities. The understanding of the challenges or concerns they may have in contacting us, getting help and seeing us as helping or even just getting small problems solved are vital to the answer.

I lead a force of 5,500 officers, police staff and volunteers who need not only to understand those communities but represent them. For too long we have fallen behind where we need to in the recruitment, development and retention of people from different backgrounds in Essex, particularly those from black, Asian and minority ethnic (BAME) communities. We must move faster on making sure that conscious or unconscious barriers to recruitment and career progression are removed for the benefit of all.

BJ Harrington
Chief Constable, Essex Police
STRATEGIC AIMS OF THE DIVERSITY & INCLUSION STRATEGY

1. Attract, recruit, progress and retain a more diverse workforce to create a culture that values difference and better reflects our communities.

2. Treat everyone with whom we come into contact with fairly and with respect.

3. Engage with, listen to and learn from all communities in ways that ensure their needs are heard and responded to.

4. Make our services accessible for all.
The Local Policing Command is divided into three policing areas, each under the command of a Chief Superintendent who is responsible for local response, investigation, community safety and partnership working.

North LPA - covering Braintree & Uttlesford, Chelmsford & Maldon, Colchester, and Tendring district policing areas.

West LPA - covering Epping Forest & Brentwood, Harlow and Thurrock district policing areas.

South LPA - covering Basildon, Castle Point & Rochford and Southend district policing areas.

In addition to the geographical structure there are five main functional commands:

Contact Management: responsibilities include managing calls from the public (999 & 101), front counters, online reporting, PNC Bureau and systems security.

Crime & Public Protection: responsibilities include protecting vulnerable adults & children and tackling serious sexual offences & online exploitation.

Criminal Justice: responsibilities managing the criminal justice process, Custody and Priority Offender Teams.

Operational Policing: responsibilities include firearms, public order, roads policing and Stansted Airport.

Serious Crime Directorate (a joint directorate with Kent Police): responsibilities include major crime, intelligence, serious & organised crime, economic & cyber-crime, forensic investigation and covert support.

There are three further commands that provide support functions to the operational policing commands and these are outlined below:-

Support Services: responsibilities include Business Services, Corporate Finance, Estate Services, IT Services, Procurement Services, Development and Transport Services.

Strategic Change & Performance: responsibilities include Athena, Digital Change and Strategic Change.

COLLABORATION

COLLABORATION WITH KENT POLICE

We began collaborating with Kent Police in 2007 to improve policing through:

• more effective and efficient use of resources – including police officers and staff, buildings and vehicles
• achieving better value for money.

Some of our collaboration work includes:

• the Kent and Essex Serious Crime Directorate, providing intelligence and support to tackle serious and organised criminals, who travel between the 2 counties to commit offences
• the Support Services Directorate, providing joint organisational support to both forces including human resources, finance, estate management, transport, procurement, business services, Learning and Development and IT
• air support is provided by the National Police Air Service (NPAS), using helicopters based throughout the south east - the nearest helicopter (based at North Weald Airfield in Essex) provides a rapid response to officers on the ground and helps find missing people

Working arrangements

Joint working through the Serious Crime Directorate and the IT Directorate was formalised in September 2010 when both forces and police authorities signed Section 23 Agreements. In September 2012, a Section 22A Agreement was formally approved for the newly-established Support Services Directorate.

Seven Force Strategic Collaboration Programme

Given the universal desire to invest further service improvements and to be as efficient and effective as possible with finite budgets, the seven Chief Constables and seven Police and Crime Commissioners have established the Seven Force Strategic Collaboration Programme. The overarching aim is to deliver enhanced public service; efficiency; effectiveness; value for money and savings. The seven forces are Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk.

The Programme is progressing in a number of areas including procurement, ICT infrastructure, armed policing, and several ICT business solutions.

Emergency Services Collaboration Programme

The Emergency Services Collaboration Programme involves representatives from Essex Police, Essex County Fire and Rescue Service and the East of England Ambulance Service. Following the successful introduction of a number of projects, including jointly funded Education Officers and the Community Speed Watch, a number of significant projects are currently underway.

These include:

• Shared use of estate, including classroom facilities
• Fleet workshop collaboration
• Specialist training opportunities
PARTNERSHIPS

Strong and effective strategic partnerships are in place and essential to the delivery of effective policing and community safety in Essex.

The county has three upper tier local authorities, Essex County Council as well as Southend and Thurrock Unitary Councils. Most partnerships cover the three areas (Southend, Essex and Thurrock, known as SET) but the Safeguarding Children and Safeguarding Adults Boards operate in each locality.

Violence and Vulnerability – a cross county partnership, supported by a small multi-disciplinary delivery team, seeking to tackle the long-term drivers of serious harm specifically including county line violence, exploitation and knife crime.

Mental Health Partnership – a cross county partnership seeking to develop joint approaches to the increasing levels of mental health driven demand on policing and other agencies.

Domestic Abuse Board – again a cross county partnership designed to deliver the long-term support and prevention needed to address the damaging behaviours of repeat perpetrators as well as support repeat and highly vulnerable victims. The volume challenge of domestic abuse in the county is significant with about 30000 victims every year of which 7,500 are repeat victims.

Safeguarding Children & Safeguarding Adults Boards – There are boards in each of the three upper tier authorities, so six in total, delivering the statutory obligations for police, local authorities and health to work effectively to protect children and vulnerable adults.

Criminal Justice Board - The Criminal Justice Board brings together senior leaders from the core criminal justice agencies and has responsibility for overseeing and delivering criminal justice services across the county.

Reducing Reoffending Board – A cross-county partnership seeking to understand and intervene in the drivers of repeat offending such as mental health, drug and alcohol addiction.

Safer Essex Partnership – A county wide partnership designed to co-ordinate and support the delivery of community safety across the county.

Community Safety Hubs

One of the key mechanisms deliver local partnership are the Community Safety Hubs (CSH). A hub has been established in each policing district and brings together local agencies responsible for the reduction of crime, tackling anti-social behaviour and building community confidence.

Core hub membership includes the local Community Policing Teams as well as key workers from the local Community Safety Partnership. Each hub has an identified manager (non-police) who has the necessary community knowledge and oversight to set the agenda and to deliver against the priorities. The priorities for the hubs are locally defined but cover:

1. Increased levels of visible partnership working
2. A collective approach to dealing with key issues
3. Improved information sharing
4. A reduction in costs by avoiding duplication of effort
5. Early identification of vulnerability and risk
6. Timeliness of response to local emerging issues
Roger Hirst was elected in 2016 as the Police and Crime Commissioner for Essex and after taking on responsibility for governance of Essex County Fire and Rescue Service became the Police, Fire and Crime Commissioner in October 2017. Mr Hirst is heavily involved in a number of multi-agency partnerships focused on improving community safety and reducing crime. He is a strong advocate for the people of Essex and a firm believer in the benefits of collaborative, partnership working. He has championed the role of the Special Constabulary and strongly supports volunteering and wider public participation in policing.

Mr Hirst is the national PCC/PFCC lead for Finance and, along with the national police lead, led the recent successful drive for increased policing funding.

His role includes:

- Setting the priorities for police and fire and rescue.
- Setting the budgets for Essex Police and Essex County Fire and Rescue Service & the council tax precepts for each service.
- Appointing and dismissing the Chief Constable and the Chief Fire Officer
- Actively monitoring and scrutinising the both services
- Holding the Chief Constable and Chief Fire Officer to account
- Regularly engaging with the public and local communities
- Allocating grants through the Community Safety Development Fund and commissioning local services
- Bringing together community safety partners to reduce crime and support victims of crime across Essex

The priorities in the Police and Crime Plan for Essex are:

- More local, visible and accessible policing
- Cracking down on anti-social behaviour
- Breaking the cycle of domestic abuse
- Reversing the trend in serious violence
- Tackling gangs and organised crime
- Protecting children and vulnerable people
- Improving safety on our roads
COMMISSIONING AND FUNDING

The PFCC provides funding to a range of community safety partners to deliver against the priorities in the Police and Crime Plan. These include Youth Offending Teams, Safeguarding Boards, Community Safety Partnerships and Public Health teams responsible for drug and alcohol support across Essex, Southend and Thurrock.

Victims’ Services Commissioning
Since October 2014, PCCs have had responsibility for commissioning local support services for victims of crime, as well as wider responsibility for victims’ referral and assessment services from April 2015. Part of this allocation is for PCC to commission local restorative justice services which in Essex are delivered via the Essex Restorative and Mediation Service, managed within the PFCC’s office.

The PFCC manages a victims’ commissioning budget of £2.5m per annum and has specialist support contracts for victims of sexual violence and abuse and high-risk domestic abuse victims, as well as a non-specialist victim referral and support service. In addition, the PFCC provides funding for projects that address hate crime, gangs, CSE, modern-day slavery, and young victims of crime.

Principles
In commissioning services for victims of crime in Essex, Southend and Thurrock, the PFCC and his Office have adopted the following set of principles:

- Victims are at the heart of what we do. Decisions about commissioned support services will be made with victims in mind, and in consultation with victims to ensure they meet their needs
- We will seek to commission services that are effective, proportionate, accessible, inclusive, sustainable and joined up
- Our support services for victims will ensure positive outcomes, and value for money

- We will work with service providers and partners, including Essex Police, to ensure victims understand their rights under the Victims’ Code and receive the services they are entitled to
- The services that we commission will be, as far as is practicable, consistent across Essex and will be accessible for those that need them
- We will provide specialist support services for those victims that require them, with effective and clear assessment and referral processes in place
- Direct self-referral to support services will be promoted, whilst also enabling and encouraging support in reporting to police
- We will promote cooperation between service providers to ensure victims receive a seamless service

In addition to those principles, when undertaking any commissioning activity, we will ensure that the PFCC values of integrity, accountability and commitment underpin everything that we do.

Community Safety Development Funding
The Essex PFCC also runs a small-grants programme for community and voluntary sector organisations. This fund is valued at £300,000 per annum and allocates grants up to £20k predominantly to local voluntary and community sector organisations. The grants are used to support a huge range of programmes across the County including diversionary activity, training and awareness raising, and direct interventions with victims and offenders. The fund uses an independent panel of local stakeholders to evaluate bids, including representatives from Community Safety Partnerships and Essex Police.

National Commissioning
The Ministry of Justice (MoJ) continues to nationally commission a small number of high impact specialist services. These include support to those bereaved by homicide, victims of trafficking, and support for witnesses at court.

Victims’ Code
The Code of Practice for Victims of Crime sets out the standards of service that victims can expect to receive, with a focus on being kept informed and supported throughout the criminal investigation and court processes. There are enhanced services for those affected by serious crime, those who are persistently targeted and those who are vulnerable and intimidated.
Essex Police is growing and during the 2020-21 year the Force is recruiting 151 additional officers, 135 of which are as a result of the Government’s ambition to recruit an additional 20,000 police officers nationally. This is on top of 368 additional officers recruited over the preceding two years. This will bring the total established number of officers to 3369 (Full time equivalents) by March 2021. The growth in officer numbers is expected to continue with an additional 180 officers in 2021-2022 and 135 officers in 2022-2023 funded by the Government’s national uplift programme.

There will also be investment of an additional 71 police staff to enable the recruitment and growth in police numbers and sustain a larger operational police force. This will grow the police staff establishment to 2319 by March 2021. This is in addition to an establishment of 109 PCSOs, and 528 members of the Special Constabulary.

The police grant settlement announced by the Government for 2020-21 contained good news with 76% of £750m less a £50m top slice being allocated across forces through the Home Office Core Grant. This funding is for the first year of a three-year programme to increase police officer numbers by 20,000 nationally. The remaining 24% to be released in arrears as additional officers are recruited.

The Police, Fire and Crime Commissioner has increased the police precept element of council tax by 2.94% for 2020-21 which is an additional £5.97 a year (for a Band D property), thus, with increases in council tax base, raises an additional £5.3m of additional council tax receipts.

An ambitious programme of transformation is also underway to help prepare Essex Police to meet the demands of today and the future involving, police estates, technology and an enhanced police operating model.

In addition to investment Essex Police has a proven track record in making cash and efficiency savings to maximise the benefit out of every penny the force spends. The new investment in growing the police force will not diminish the commitment to find new and more efficient ways of working. The identified savings and efficiencies for the force in 2020-21 total £6.8m cashable (£4.8m recurring) and £2.2m non-cashable savings. This is in addition to £4.7m of cashable savings achieved in 2019-20 and a sustained savings programme in the preceding years.

The Essex Police budget for 2020-21 is £314.7m

There will also be investment of an additional 71 police staff to enable the recruitment and growth in police numbers and sustain a larger operational police force. This will grow the police staff establishment to 2319 by March 2021. This is in addition to an establishment of 109 PCSOs, and 528 members of the Special Constabulary.

Finance

HMICFRS Value for Money Profile 2019 highlights how the Essex Police compares with all forces in England and Wales and the most similar group (MSG) of forces to Essex. They highlight the following features that demonstrate that Essex is a lean Force:

- Second lowest total cost of policing to the taxpayer per head of population (lowest within MSG)
- Second lowest Cost per Police Officer (FTE) nationally (lowest within MSG)
- Second lowest funding per head of population

Value for Money
**Funding headlines**

The 2020-21 budget will be £314.7m, an increase of £17.1m (5.7%) on 2019-20

- Essex Police will receive government grants of £184.9m, an increase of £12m on 2019-20.
- The approved council tax will provide receipts of £128.4m, which will result in a 4.3% increase over the 2019-20 council tax receipts.

**Budget highlights**

The 2020-21 revenue budget includes the impact of:

- price increases to 31st March 2021 and other unavoidable and committed cost pressures totalling £9.7m
- budget reductions and efficiency savings, totalling £5.8m (£4.8m recurring)
- one-off costs totalling £5.1m
- new investment totalling £14.2m

**Savings and Efficiencies**

Planned budget savings and efficiencies for 2020-21 of £5.8m

- Pay - £2.6m
- Non-Pay - £0.9m
- Joint Essex and Kent Support Services Directorate - £1.9m
- Joint Essex and Kent Serious Crime Directorate - £0.4m
Capital investment

The annual government capital grant is £1.0m

- Capital spending requirements for 2019-20 are estimated to be £24.0m.
- Capital receipts of £17.0m are estimated for 2019-20.
- Contributions from revenue funding in 2018-19 of £1.6m.

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Financial Management Code of Practice

The Home Office Financial Management Code of Practice for the Police Service of England and Wales provides the definitive guidance on finance and resources matters, including the role and functions of internal and external auditors.
APPLYING FOR THE ROLE

The vacancies open from Friday 20th March at 12:00.

There will be a briefing event for interested candidates on Monday 30th March 2020 between 15:30 and 17:00 at Essex Police Headquarters, Chelmsford.

The closing date for applications to be returned is midnight on Friday 10th April 2020.

For an application pack and to register to attend the briefing event, please contact Richard Leicester, Director of Human Resources for Essex Police and Kent Police on 07779 799738 or email richard.leicester@kent.police.uk