

Suffolk Constabulary

Police and Crime Plan Performance Progress Report



June 2016

Police & Crime Plan Objectives (June 2016)

Police & Crime Plan Objectives						
Objective	Measure	12 months to 30 Jun 16	Baseline ¹	Comparison to baseline ^{1 2}	Status ³	National ranking ⁴
Responding to Emergencies	999 Call Handling ⁵	90.1%	92.0%	-1.9%	◆ ↑	N/A
	Response to Emergency Incidents	90.3%	91.1%	-0.8%	◆ ↓	N/A
Solving Crime	Violence with Injury – Solved	32.9%	50.1%	-17.2%	◆ ↑	19th
	Domestic Burglary – Solved	15.0%	21.2%	-6.2%	◆ ↑	18th
	Robbery – Solved	21.2%	33.4%	-12%	◆ ↑	26th
	Serious Sexual Offences – Solved	12.8%	20.6%	-7.8%	◆ ●	42nd
	Drug Trafficking – Solved	76.2%	94.3%	-18.1%	◆ ↑	34th
Preventing & Reducing Crime	Violence with Injury – Crimes	4,608	3,761	▲ 22.5%	◆ ↑	14th
	Domestic Burglary – Crimes	1,322	1,573	▼ 16%	● ↑	9th
	Robbery – Crimes	241	208	▲ 16%	◆ ↑	15th
	Anti-Social Behaviour Incidents	15,113	24,897	▼ 39%	● ↑	N/A
	Total - Crimes	43,031	38,150	▲ 13%	◆ ↓	N/A
Caring	Victims' Satisfaction – Whole Experience	83.3%	86.6%	-3.3%	◆ ↓	25th
	Victims' Satisfaction – Follow-up	74.6%	79.4%	-4.8%	◆ ↑	23rd
	Domestic Abuse Repeat Victimization (existing)	Indicators no longer available				
	Domestic Abuse Repeat Victimization (proposed)	Indicators no longer available				

Additional measures for Quality of Service

The following measures of quality are not included in the Police and Crime Plan but are included here to assist in delivering the high quality of service required to support the delivery of Police and Crime Plan objectives.

Quality of Service	Public Confidence – Police Do a Good Job ⁶	65.4%	64.2%	+1.2%	● ↓	15th
	Public Confidence – Community Priorities ⁶	64.1%	63.4%	+0.7%	● ↓	16th
	Public Confidence – Fair Treatment ⁶	72.6%	69.2%	+3.4%	● ↓	6th
	Public Confidence – Overall Confidence ⁶	81.6%	77.2%	+4.4%	● ↓	14th

- The baseline figures are static and represent the performance required by year-end to improve upon the three-year averages published at the start of the year.
- The comparison to the baseline represents the last twelve months performance against the baseline.
- The status graphic is a subjective assessment of current performance compared to the baseline. Symbol key: ● Meeting baseline target; ◆ Not meeting baseline target; ↑ performance/measure improved; ● Performance/measure not changed; ↓ Performance/measure deteriorated.
- Latest known rankings shown. Public Confidence and Victim Satisfaction rankings are published quarterly by the Office for National Statistics from respondents to the Crime Survey of England & Wales; the period of the latest data is shown at footnote 6. Rankings are out of the 43 Police Forces in England & Wales, with the exception of data for Public Confidence which is of 42 (Metropolitan Police and City of London combined).
- National guideline standard 90% (http://library.college.police.uk/docs/homeoffice/call_handling_standards.pdf)
- These indicators are updated on a quarterly basis, the latest being for the period April 2015 to March 2016, published in July 2016.

Calls received	Year to date 22,357	Last 12 months 84,294	3-year baseline 83,138	National rank N/A
Within target	Year to date 90.7%	Last 12 months 90.1%	3-year baseline 92.0%	National rank N/A

Performance

999 call handling performance (answering within 10 seconds) is currently below the three year average. Since April 1st performance is slightly higher at 90.7% and there have been no statistical exceptions during this reporting period.

Analysis

The average time to answer 999 calls between April and June 2016 (inclusive) was 3.7 seconds, which is 0.5 seconds quicker than the same period last year, and 0.2 seconds quicker than the three year average. Since April 2016 the Contract and Control Room (CCR) has experienced an 11.5% increase in 999 calls compared to the average.

Answering emergency calls is a critical priority for Suffolk Constabulary. The Contact and Control Room has continued to provide dedicated call handling staff to answer 999 calls. This is regularly two staff per shift, but due to spikes in calls this has involved, at times, the supervisor and all available call handling staff.

Upgrades to the Constabulary’s radio network and telephony systems will release further staff to assist in answering calls at low demand times.

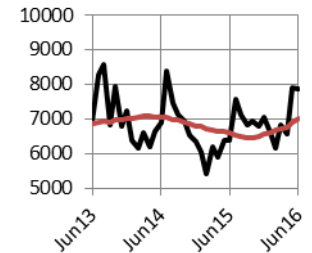
Police Response

Capacity to deal with emergency calls continues to be protected above non-emergency calls.

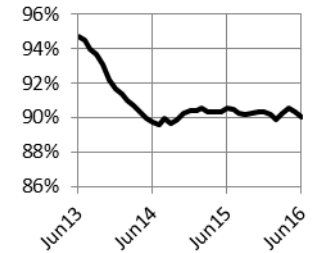
County Policing Command has increased staffing within the Contact and Control Room above the seasonal norm using overtime, although at times this has still been insufficient to deal with overall increased call demand. An additional police Inspector has been added to further strengthen the Contact and Control Room during the summer months.

In addition, the Contact and Control Room have made 14 new appointments, and are still recruiting a further 9 vacancies with intakes of new police controllers beginning on 18th September 2016, to be operational from October – this will make a substantial impact on capacity and performance.

Monthly & average demand



Rolling annual performance



Calls received	Year to date 49,481	Last 12 months 193,678	3-year baseline 178,313	National rank N/A
Within target	Year to date 40.1%	Last 12 months 46.4%	3-year baseline 76.8%	National rank N/A

Whilst not a measure included in the Police & Crime Plan, information relating to non-emergency 101 call handling remains in this document to provide context to the 999 issues as above.

Performance Summary

In the rolling 12 month period, 101 performance (answered in 20 seconds) stood at 46.4%, whilst year to date (April to June) the figure was 40.1%. This reflects a concurrent increase in demand, and a period of adjustment following the inception of the new Suffolk Local Policing Model. However, while demand has increased, fewer calls are being converted to crime, suggesting triage processes are directing incidents more effectively.

Analysis

Since April 2016 the Contact and Control Room experienced an 11.2% increase in 101 calls, compared to the four year average. Some of this demand is likely to be as a result of increased answer times – callers who are calling more than once, rather than additional people needing police service.

Providing dedicated staff to answer emergency calls has an impact upon the 101 call handling performance. The County Policing Command has enhanced staffing above seasonal levels but the increase in 999 calls has created longer wait times for 101, and has shifted some 101 callers to utilise the 999 line.

Policing Response

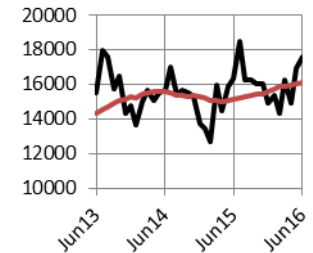
Police managers have sought to increase the ability of the switchboard staff to divert calls from the Contact and Control Room where appropriate, and are working with other departments to reduce internal demand. As mentioned in the 999 call section, a development plan aims to enhance capacity with an intake of staff from September 2016.

The Chief Constable has commissioned a piece of work to address the performance issues within the CCR. An action plan has been developed in order to improve performance and to prevent future staffing levels from becoming critical. The action plan services four key deliverables:

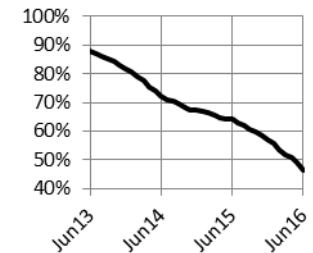
- i. Identify organisational demand
- ii. Identify resourcing requirements and deliver a match to demand
- iii. Maximise improvement to performance above target
- iv. Review and recommend improvements to culture, leadership and ownership for performance

A Superintendent role is now dedicated to leading the delivery of this plan.

Monthly & average demand



Rolling annual performance



Response to Emergency Incidents – Lead Officer: Supt (Operations)

Grade 1 emergency incidents attended within 15 minutes (urban) / 20 minutes (rural) of call receipt

Incidents attended	Year to date 4800	Last 12 months 19,041	3-year baseline 13,370	National rank N/A
Within target	Year to date 89.2%	Last 12 months 90.3%	3-year baseline 91.1%	National rank N/A

Performance Summary

Performance in June was 3.7 percentage points below last year but over the last twelve months the Constabulary has surpassed the target of responding to 90% of emergencies within the target time.

Analysis

The average emergency response time (which is measured as the time from the call being received by the Contact and Control Room to attendance at the scene by an officer) for this reporting period was 10 minutes 14 seconds. This 42 seconds slower than last year but there are many factors which can cause this variation including traffic, weather, location of the police unit at the time of dispatch and the number of ongoing incidents at the time.

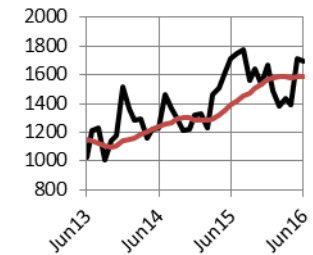
Policing Response

The Contact and Control Room continues to work with the Superintendents in the three policing commands to identify practical issues and support deployment plans. Deployment plans have been reviewed or re-written to ensure that resources are allocated effectively and special constables are used at peak times to cover high demand areas.

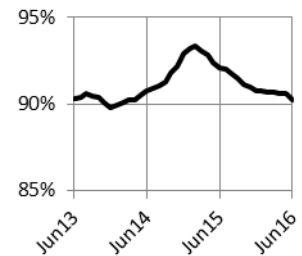
The Contact and Control Room has enhanced its audit of incidents where the measure is not met, and provides daily updates at the daily management meetings.

A support team is working with the Constabulary IT department to rectify technical issues connected with computer system changes and policing boundary changes. This means that Constabulary data is not accurately reflecting the actual response time of police. It is possible that the Bury area, which is currently classified as 'urban' could be reclassified to 'rural' to reflect the makeup of the vast majority of this area - it is estimated that this would raise the response rate by around 1%.

Monthly & average demand



Rolling annual performance

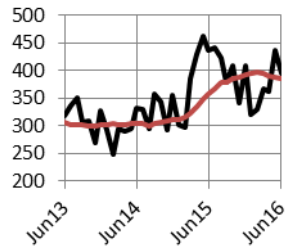


Violence with Injury – Lead Officer: Supt (Southern)

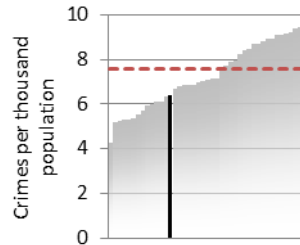
Assaults causing injury irrespective of intent, ranging from ABH to murder

Crimes recorded				Solved rate			
Last 12 months*	4,608	Year to date*	1,182	Last 12 months*	32.9%	Year to date*	28.9%
3-year baseline	3,761	National ranking	14/43	3-year baseline	50.1%	National ranking	19/43

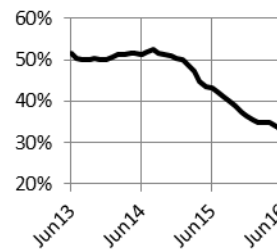
Monthly & average crime rate



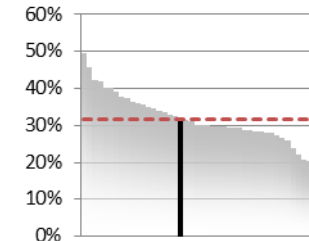
National ranking & average



Rolling annual solved rate



National ranking & average



Performance Summary

For the rolling 12 months, there were 4,608 offences, a 7.4% increase on last year. However year to date (Apr-Jun) there were 1,182 offences, a reduction of 11% on the same period last year, which equates to 11 fewer offences per week.

While demand appears to be stabilising, the solved rate has continued to fall, currently standing at 32.9% for the rolling year (10 percentage points down on last year). This is a national trend and is occurring in all of Suffolk's 'similar' group of police forces.

Analysis

The Constabulary is currently conducting analysis to identify trends: crime generators; drivers and inhibitors of detections; predictive indicators; and the impact of the Night Time Economy. This work will be delivered to a Violence with Injury Steering Group and will inform demand reduction work.

Policing Response

The Constabulary traditionally operates a number of summer activities to address a peak time for violent crime. This year these initiatives include using the Special Constabulary to disrupt public place offending within the Southern Area command, a dedicated operation for the August Bank Holiday weekend and a focus on the auditing of violent crimes by Inspectors.

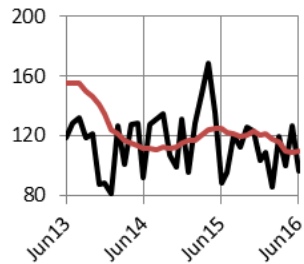
The Violence with Injury Gold Group is currently driving a range of actions with a focus on prevention through identifying and problem solving key crime generators, and targeting the policing of the night time economy as effectively as possible. The Gold Group is also looking at improving solved rates with analysis focusing on identifying what factors may be inhibiting detections, to assist with improving processes and investigations. Analysis is also being conducted in relation to Op FACILITATE in order to prepare in advance for policing the night time economy over the Christmas period, ensuring that the right resources are deployed in the right place at the right time.

Domestic Burglary – Lead Officer: D/Supt (Investigations)

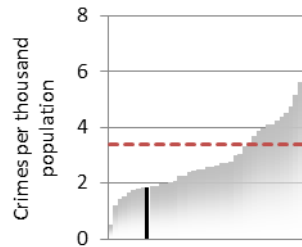
Burglary of domestic dwellings, including attempts and distraction offences

Crimes recorded				Solved rate			
Last 12 months*	1,322	Year to date*	324	Last 12 months*	15.0%	Year to date*	16.0%
3-year baseline	1,573	National ranking	9/43	3-year baseline	21.2%	National ranking	18/43

Monthly & average crime rate



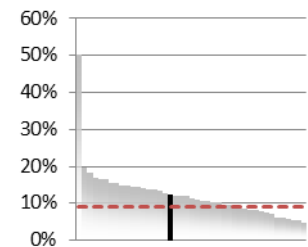
National ranking & average



Rolling annual solved rate



National ranking & average



Performance Summary

There were 1,322 domestic burglaries in the last 12 months, down 11.7% on the previous year. This equates to around 5 fewer burglaries per week in Suffolk compared to last year.

The rolling 12 month solved rate has increased recently. In June the solved rate stood at 15% for the year, which was the highest it had been since September 2015.

Analysis

Crime Scene Investigator attendance rate at dwelling burglary offences has risen, from 88% in June 2015 to 94% in June 2016. This is reflected in victim satisfaction data which shows that 93% of burglary dwelling victims are satisfied with the first police contact they receive.

The improvement in performance has been achieved despite the reallocation of Priority Crime Teams from the Western and Southern areas in July (these teams are now focused on protection of vulnerable victims of serious sexual offences and domestic abuse).

Policing Response

There is an increased scrutiny of domestic burglary offences, with all Detective Inspectors auditing for validity of classifications and prioritisation of enquiries. A focus on management of forensic hits has reduced the number of outstanding hits from 311 in December 2015 to around 100 at the time of writing.

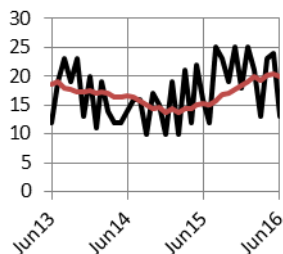
The introduction of a team of Detectives who focus solely on working with burglary dwelling offenders has yielded the improvement in solved rates. This team works with known offenders to identify additional crimes they have committed to be taken into consideration by the court. The team has added 41 extra detections.

Robbery – Lead Officer: D/Supt (Investigations)

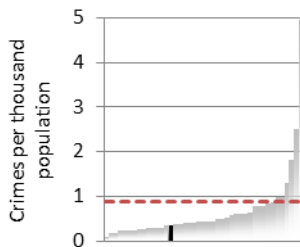
Theft, or attempted theft, of personal or business property by use or threat of violence / force

Crimes recorded				Solved rate			
Last 12 months*	241	Year to date*	60	Last 12 months*	21.2%	Year to date*	15.0%
3-year baseline	208	National ranking	15/43	3-year baseline	33.4%	National ranking	26/43

Monthly & average crime rate



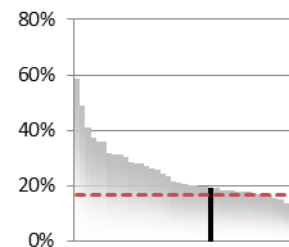
National ranking & average



Rolling annual solved rate



National ranking & average



Performance Summary

For the rolling 12 month period, there have been 214 recorded offences of robbery, an increase of 31% on the previous 12 months. Year to date there were 60 offences, up 20% on the previous year. However there was negligible change from the previous quarter, suggesting that demand is stabilising.

The rolling 12 month solved rate remains comparatively reduced (standing at 21.2% for the year, down 7% on the same time last year), however again performance appears to have stabilised with the solved rate changing only minimally in recent months. The arrest rate for robbery currently stands at 24%.

Analysis

Drug or alcohol related robberies accounted for 34% of a recent audit sample, inflating crime figures, while at the same time limiting opportunities for resolutions. Half of all robberies currently take place in Ipswich.

Policing Response

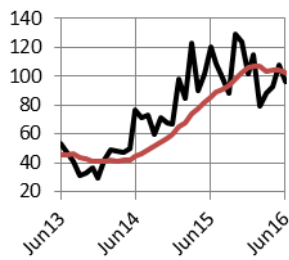
Officers are currently provided weekly with robbery maps to focus visible policing activity, as well as identification of emerging series.

Improved use of the Technical Support Unit for obtaining evidence will further increase the Constabulary's ability to solve robberies.

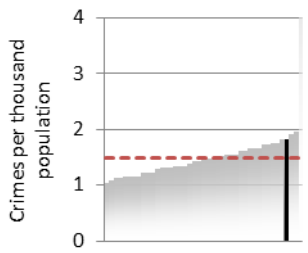
Intelligence questioning and intelligence input training has been provided to all Detective Constables and Detective Sergeants in June/July 2016. Similar inputs are ongoing with student officers and Safeguarding & Investigations staff, and sought for other operational staff including PIC personnel (all PICs have had inputs in the last two years, but will be revisited later this year). The purpose of this training is to raise awareness of the importance of gathering intelligence, particularly that which relates to policing priorities and local crime problems, including robbery and burglary.

Crimes recorded				Solved rate			
Last 12 months	1,230	Year to date	297	Last 12 months	12.8%	Year to date	9.4%
3-year baseline	641	National ranking	40/43	3-year baseline	20.6%	National ranking	42/43

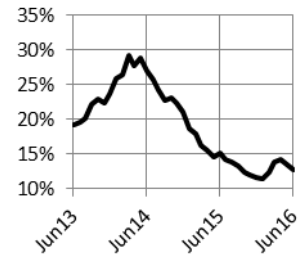
Monthly & average crime rate



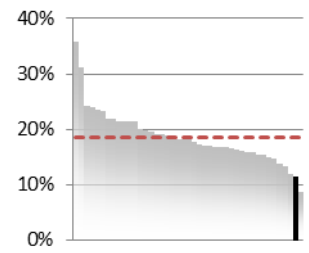
National ranking & average



Rolling annual solved rate



National ranking & average



Performance Summary

A slight decrease in offences in June 2016 follows a sustained increase since the beginning of the calendar year.

In the twelve months up to June 2016, there were 202 more offences than the previous twelve month period - an increase of 19.7%. Solved rates over the same two periods fell by 2.4 percentage points from 15.2% to 12.8%.

Suffolk currently sit 4th (of 8) among its 'most similar' forces for number of offences and 7th for detections.

Analysis

A sustained increase was seen in offending from May 2014, coinciding with the initial findings of a 'Crime Data Integrity' Inspection by Her Majesty's Inspectorate of Constabulary, and consolidated by the introduction of the 'Crime Integrity Group' in Suffolk in February 2015 and the introduction of 'THRIVE' in March 2015 – a method of assessment of demand according to Threat, Harm, Risk, Investigation, Vulnerability and Engagement opportunities in incoming calls.

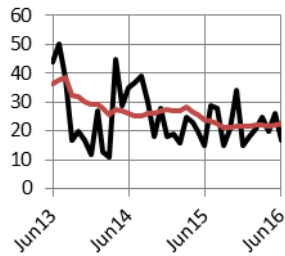
The trend can be observed in the figures to have levelled out from around the start of the year, indeed performance for the first half of 2016 has seen a 6.3% reduction on the previous year. However, long running 'live' cases continue to impact solved rates, and this is likely to continue in line with an increase in non-recent reporting.

Policing Response

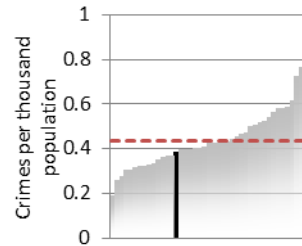
A Serious Sexual Offence panel will develop a multi-agency strategic approach to tackling offending. The Constabulary will focus work on victim services with an emphasis on supporting victims through the investigation process, and reducing the number of victims who withdraw support for prosecution. The first meeting will take place in the first week of September.

Crimes recorded		Solved rate	
Last 12 months*	269	Year to date*	63
3-year baseline	357	National ranking	15/43
Last 12 months*	76.2%	Year to date*	107.9%
3-year baseline	94.3%	National ranking	34/43

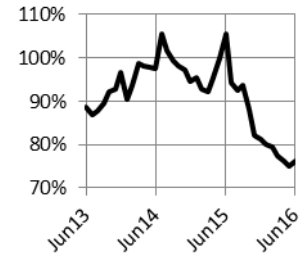
Monthly & average crime rate



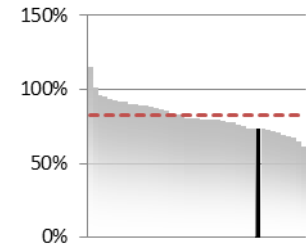
National ranking & average



Rolling annual solved rate



National ranking & average



Performance Summary

There were 269 drug trafficking offences in the last 12 months, a reduction of 6.6% on the previous twelve months. Year to date there has been a 1.6% reduction on the previous three months.

In June 2016, the **monthly** drug trafficking solved rate was at its highest point since September 2015 (and 15 percentage points higher than June 2015). However, while the **rolling twelve month** solved rate is stabilising, it remains low and is currently 29.3% lower than at the same point last year.

Analysis

The reduction in solved rates is an administrative effect of new processes. Nearly all drug trafficking offences are solved because to be recorded an offender must be found in possession of a drug. The only offences where a drug is found with no offender tend to be those at prisons where drugs are thrown over fences.

Policing Response

Ongoing, intelligence-led operations continue in the three command areas to target London-based drug dealers, who are causing the most harm. Operations focus on protecting the vulnerable, as well as the community as a whole, from the impact of Class A drugs and associated criminality by making the area a hostile environment for criminal groups to operate. The strategy is intelligence-led and involves identifying and disrupting dealers, bringing offenders to justice, and reducing the market and availability of Class A Drugs. Local teams are working in partnership with other departments for specialist support, as well as other partnership agencies.

Other operations continue in conjunction with this work, for example on the Southern Area Operation STROBE targets interventions with young people who are regularly reported missing and assessed as high risk of becoming involved in drug-related criminality, whilst Operation RESERVOIR targets drug-related ASB and quality of life issues in Westgate ward (including Jubilee Park).

Incidents recorded	Year to date 3,751	Last 12 months 15,113	3-year baseline 24,897	National rank
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Performance Summary

Volumes of incidents of anti social behaviour remain historically low, with 15,113 recorded in the last 12 months, a reduction of 22%. However, levels appear to be levelling off and the quarter saw 3,751 incidents recorded, an increase of 6.7% on the previous three months.

Analysis

Fluctuations in anti-social behaviour have stabilised over the past two years, with only slight increases over the summer months in 2015 and with indications that a similar trend is emerging for this year.

The 6.7% rise in the last quarter is not unusual - it is usually observed at this time of year, although the seasonal impact appears lower than usual. In the last three years the first quarter has seen increases of 11%, 30% and 15% on the fourth quarter of the previous year.

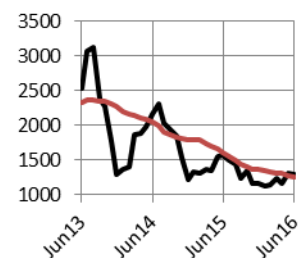
Concurrently, the rate of conversion for anti-social behaviour to crimes has increased over the last twelve months up to June, from 8.1% in 2014/15 to 10.2%. This increase is most noticeable in “Crime Other”, with the conversion rate almost doubling from 4.46% to 7.16%. 35.7% more anti-social behaviour incidents were converted to “Crime Other” than in the previous year, and with conversion to all other crime types dropping. This is an indication that call handlers are distinguishing between anti-social behaviour and crime more effectively at the outset – an effect of greater attention placed on crime recording.

Policing Response

The Children/Young People Co-ordinator will provide support, training and co-ordination to a network of anti-social behaviour Single Points of Contact to deliver effective anti-social behaviour resolution across the county. A review of anti-social behaviour reporting and recording systems is planned to ensure effective operation under the new local policing model.

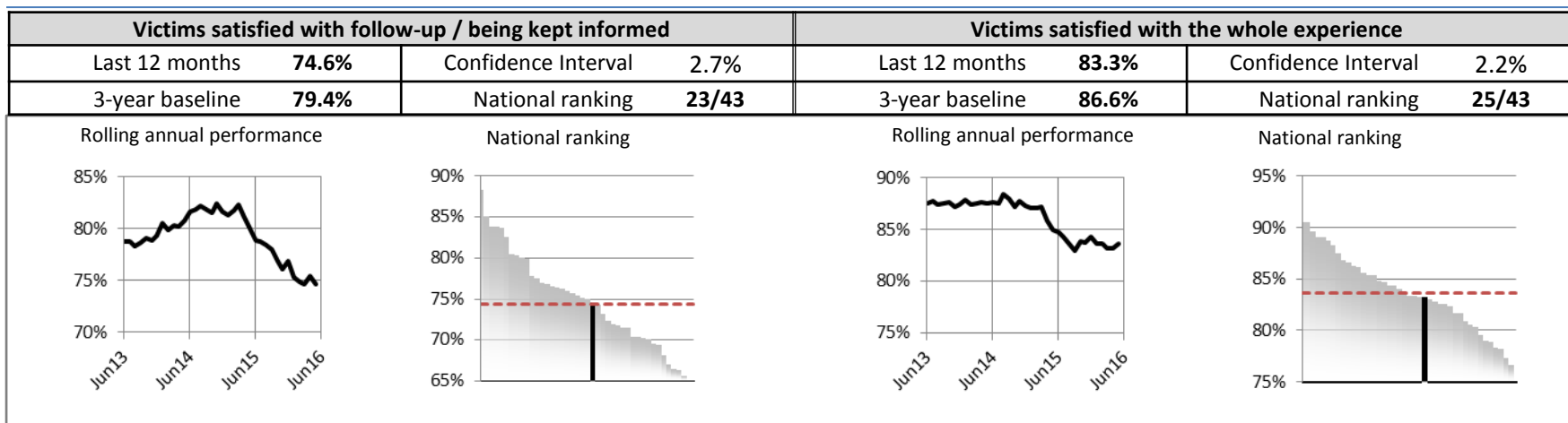
The new Athena IT system can be used to record all anti-social behaviour which requires a risk assessment. This will be enhanced through the use of a new partnership problem solving module, being developed with the support of innovation funding.

Monthly & average inc. rate



Victims' Satisfaction – Lead Officer: Supt. (Eastern)

Percentage of telephone survey respondents satisfied with the follow-up and their whole experience



Performance Summary

Performance in relation to these measures of victim satisfaction had been on a path of gradual decline since March 2015, however, some stabilisation has been seen in 'Whole Experience' with the low of 83% in September 2015 not breached since, with 12 month rolling performance fluctuating between 83.2% and 84.3%. The current satisfaction rate of 83.3% is down 1.5 percentage points on the same time last year.

Satisfaction with 'follow up' has fallen by 4.2 percentage points and while performance has remained static since March, it is too early to infer if the deteriorating performance has plateaued.

Analysis

The surveys used to measure victim satisfaction in Suffolk are strong, demonstrated in the small confidence intervals. While measures reported here are both slightly below the baseline, the confidence intervals in the survey mean actual performance may be up to 2.7% lower, or up to 2.7% higher than the percentages shown.

As mentioned in previous reports, only victims of vehicle crime, some violent crime and burglary dwelling are surveyed, and so only captures a narrow selection of victims of crime the constabulary comes into contact with.

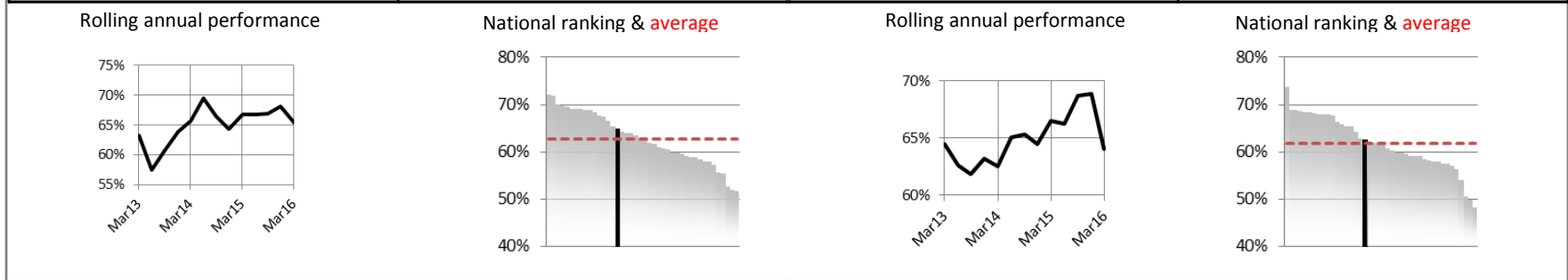
Policing Response

The Constabulary is currently conducting a thorough review of its response to victim satisfaction. This will lead to the formation of a new action plan in October 2016.

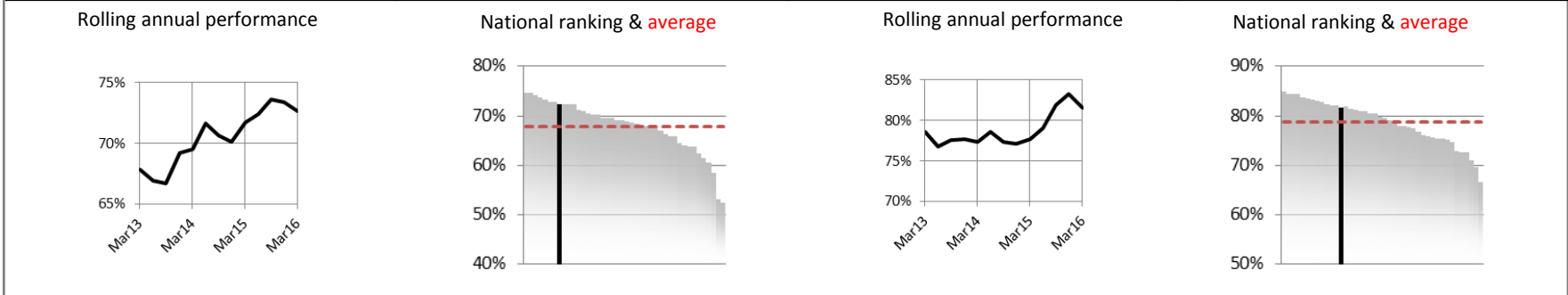
See 'public confidence' policing response update for further relevant details (combined update relevant to both areas).

Public Confidence – Lead Officer: CPC Commander

People who think the police do a good / excellent job				...who think the police are dealing with community priorities			
Last 12 months	65.4%	Confidence Interval	2.3%	Last 12 months	64.1%	Confidence Interval	1.9%
3-year baseline	64.2%	National ranking	15th	3-year baseline	63.4%	National ranking	16th



...who think the police would treat them fairly				...who have overall confidence in the police			
Last 12 months	72.6%	Confidence Interval	2.3%	Last 12 months	81.6%	Confidence Interval	1.5%
3-year baseline	69.2%	National ranking	6th	3-year baseline	77.2%	National ranking	14th



Public confidence data is taken from the Crime Survey for England and Wales. Current data is as per the last report, and only displays up to March 2016. Data to June 2016 will be included in the next report.

Performance Summary & Analysis

Suffolk remains above baseline levels, and is above national average rates of confidence in all four measures. However performance has declined in all areas in the last quarter and national rankings fallen, albeit remaining strong in sixth position nationally in terms of treating members of the public fairly. The Constabulary is ranked 14th nationally in terms of overall confidence in the police.

Policing Response

Areas of work have been agreed with the Change Team and the Joint Performance and Analysis Department looking at process improvements. In addition to focusing on communications and quality of interactions, academic research would suggest that the ‘bedside manner’ is likely to have the longer term and most significant impact on developing a public service-centred culture.

A working group has been set up to:

- Consider the outcomes of the victims confidence and satisfaction research and analysis work;
- Develop a new action plan for satisfaction and confidence incorporating the key elements in the current plan – this plan will drive the delivery of improvements in confidence and satisfaction for the next two years and beyond and will be outcome focused;
- Develop terms of reference for a revised Board arrangement including the governance framework that sits around the board – much of what is included in the current Terms of Reference remains fit for purpose;
- Report to Assistant Chief Constable Rachel Kearton by mid-October 2016 with outcomes and proposals;
- Initiate the first meeting of the new Board in November 2016 ahead of the HMIC Inspection;
- The first meeting of the Working Group is on 5 September 2016.

A presentation has been delivered to all County Policing Command Sergeants on victim satisfaction, while Inspector audits are taking place, including a review of victim satisfaction.

Victims’ Code training has been scoped (based on a package designed by West Midlands police) by the training department and the potential timeframe to begin this work is the end of October.

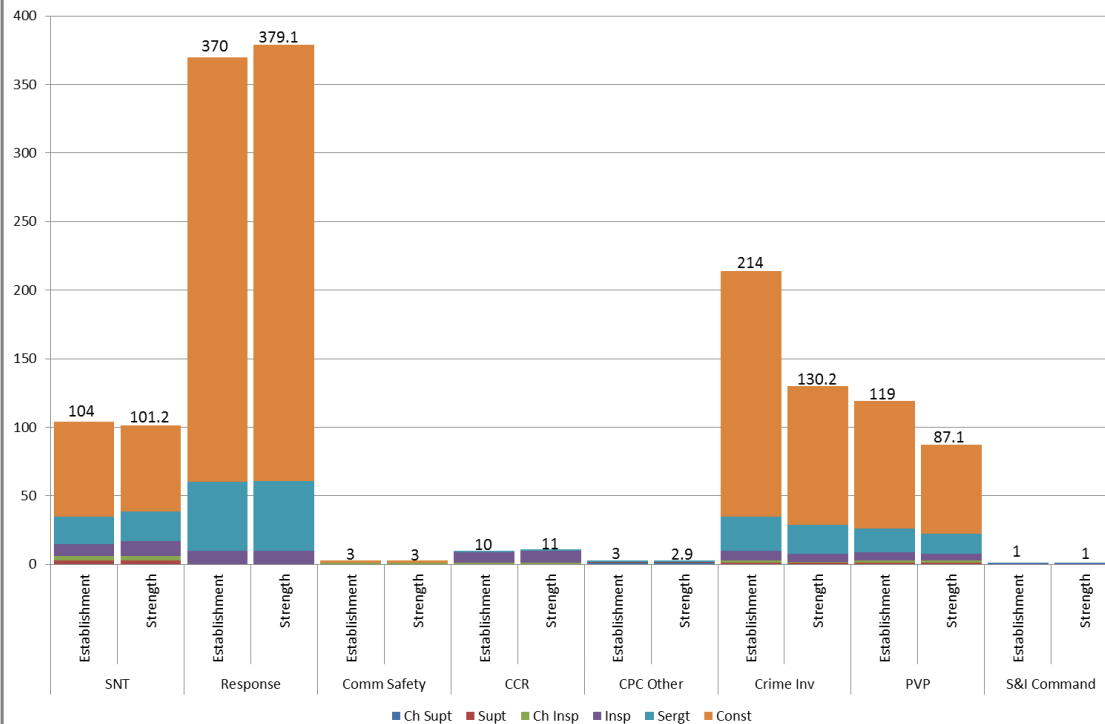
A Victim Strategy and promotional material relating to this will support the roll-out of the training – likely to be delivered in the Autumn. Liaison is taking place with the Corporate Communications Team in relation to branding.

A visit was made to the Cambridgeshire Constabulary Victims Hub, and a report submitted with a view to considering future options around the commissioning of victims services, and consideration of conducting victim surveys internally.

SNT newsletters continue to be developed, and information shared across the County Policing Command to ensure these are fit for purpose.

Total No Officers		Total No PCSOs		Total No Staff		Total No Specials
Current strength of officers	Officer FTE Establishment	Current strength of PCSOs	PCSO FTE Establishment	Current strength of police staff	Police Staff FTE Establishment	Current strength of Specials
1068.51	1,097.5	89.05	107	777.19	929.51	245

Current FTE Strength and Establishment of Police Officers by Suffolk Constabulary County Policing Command and Safeguarding and Investigations (as at June 30th 2016).



The current strength of Police Officers now stands at 2.65% below establishment (the number with provision within the budget). The strength of officers (the number actually employed) has reduced by 10.79 FTE (full time equivalent) since the end of the previous quarter. The overall police officer establishment has increased by 2.5 FTE since the end of the previous report.

PCSOs strength stands at 16.78% below establishment at the conclusion of the quarter. Following the implementation of the SLPR, the establishment has reduced from 166.00 FTE to 107.00 FTE.

The current police staff strength stands at 16.39% below establishment. The current establishment figure is taken from the Finance agreed 31 March 2016 position.

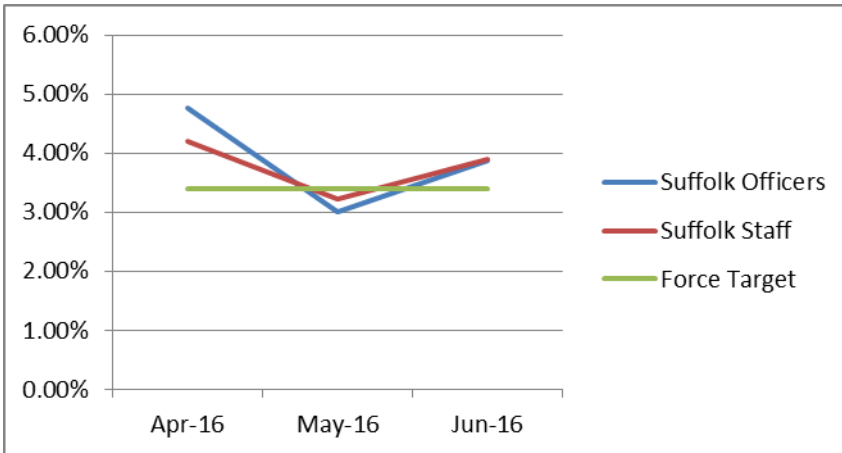
The current strength of the Special Constabulary has reduced by 10 (1.93%).

Human Resources – Long and Short Term Sickness

Number of officers and staff on sickness leave

Percentage of working hours lost	Current officer Current staff	3.9% 3.9%	Target	3.4%	National Ranking	N/A
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Percentage of working hours lost to sickness absence 2016/17



This graph shows the percentage of working hours lost to sickness absence for the period April 2016 – June 2016

Police Officers

Sickness absence for Suffolk Police Officers and staff in Quarter 1 2016/2017 has decreased in comparison with the previous Quarter (Q4 2015/2016) from 5.0% to 3.9%

In terms of the year to date sickness position, this shows that the Constabulary is 0.5% over the Constabulary target for sickness absence for both Police Officers and Police Staff

Given that the levels of sickness absence remain higher than the target across the quarter, there are a number of initiatives in place to assist line managers with managing sickness effectively. These include facilitating absence master classes, holding HR clinics in key areas and ensuring regular attendance at senior management meetings by HR Business Partners to discuss sickness absence.

Total No. Officers	Current	108	12 month average	N/A	National Ranking	N/A
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Total figures for Suffolk officers who are on Restricted or Recuperative Duties as (at the 28th July 2016) are set out below:

	July 2016
Restricted	32
Recuperative	76

In response to the regulation changes, the Norfolk and Suffolk Constabularies have introduced a new Limited Duties Policy setting out the position on the management and deployment of Police Officers and Staff who fall under the Limited Duties definition. This policy completed the full consultation process in September 2015 and has now been fully implemented.

Following these changes there is new terminology which is now used for describing Limited Duties and these are used above.

Adjusted duties are defined as “duties falling short of full deployment in respect of which workplace adjustments have been made to overcome barriers to working.” Recuperative duties are defined as “duties that fall short of full deployment, undertaken by police officers and staff following an injury, accident, illness or medical incident, during which the individual adapts to and prepares for a return to full duties and the full hours for which they are paid.”

Following the introduction of the new policy, there has been a renewed focus on this area by management teams supported by the HR Business Partners. Managers have met all those affected by the Limited Duties policy, and reviewed each case individually.

As at 28 July 2016, there are currently 76 individuals carrying out recuperative Duties and 32 carrying out Adjusted Duties. Of the 76 individuals carrying out recuperative duties, 46 are situated within the County Policing Command and of the 32 carrying out adjusted duties, 17 are within the County Policing Command.

% of Workforce	BME	2.11%	Female	42.14%	Lesbian, Gay, Bisexual	2.62%
	Part-time	19.36%	Disabled	4.75%		

Proportions of Black and Minority Ethnic (BME) Officers, Staff and Specials increased slightly compared to the previous quarter (0.01%), and have been relatively consistent over the last year.

The female to male ratio of the workforce increased marginally this quarter. There is generally greater female representation among police staff (61.65%) compared to PCSOs (42.55%), police officers (28.51%) and Special Constabulary (32.65%).

80.64% of the workforce is full time, which has increased marginally from the previous quarter.

Sexual Orientation is unknown in 32.23% of the workforce although this percentage has been reducing gradually since 2012/13. The proportion of Lesbian, Gay & Bisexual Officers, Staff and Specials increased slightly in comparison with the previous quarter (2.62%).

The Positive Action Recruitment Advisor is currently planning an Access Course aimed at encouraging BME individuals to apply to Suffolk Constabulary, with launch, and recruitment lines due to be opened, around early November. The Advisor has also met with the Ipswich and Suffolk Council for Racial Equality (ISCRE) to progress a five year recruitment strategy for the Constabulary, with a consultation event due to take place in September.