



How your money is improving policing in Suffolk in 2019/20

ISSUE 1: MAY 2019

In December 2018, the Suffolk Police and Crime Commissioner published the Chief Constable's plans for the police element of the precept increase for 2019/20. This report can be viewed on the [Suffolk OPCC website](#). This document provides an update as to how this money is improving policing in Suffolk in 2019/20.

Chief Constable Steve Jupp



It is my privilege to write as the new Chief Constable for Suffolk Police. Like many other Police Services, Suffolk Constabulary is working hard to meet ever-more complex and high-risk demand. Whilst this does cause significant strain on the organisation we will continue to work hard to ensure that we are there to meet our communities needs as well as keeping people safe. Together with the Police and Crime Commissioner for Suffolk I will continue to ensure that Suffolk Police is as efficient and effective as it can be and delivers the Police and Crime Plan. Particular emphasis will continue to be given to improvement and innovation to protect the most vulnerable and invest in technology to better manage demand and improve the service we provide.

This publication sets out how money from the increase in the Precept for 2019/20 is being used to good effect to ensure we have the right people with the right skills and resources to deal with modern day challenges effectively.

Police and Crime Commissioner Tim Passmore



A major part of my role as Suffolk's PCC is to distribute the policing grants from government and set the policing element of your council tax.

For this financial year the Policing Minister gave PCCs the ability to raise the policing precept by up to £24 per annum for a Band D property. This put me in a very difficult position, but I felt I had no choice but to impose the maximum increase because without it, the policing capability across the county would be compromised. When I made the decision, I promised the people of Suffolk I would tell them exactly what the extra funding would provide and I would monitor the implementation of these new officers and initiatives to ensure Suffolk residents receive value for money.

The Chief Constable's plan for this financial year, which is detailed in this booklet, addresses two major concerns – the increase in violent and drug-related crime and improved visibility. The Chief Constable and I will update you on the progress of this plan throughout the year.

Police & Crime Plan Objectives

The proposals set out in this document support the delivery of the Police and Crime Plan for Suffolk 2017 - 2021.

Objective 1 - Making Suffolk Safer - Responding to calls for urgent assistance

Objective 2 - Making Suffolk Safer - Caring about victims, communities, the local economy and our workforce

Objective 3 - Making Suffolk Safer - Protecting vulnerable people and communities by preventing, reducing and solving crime and reducing anti-social behaviour (ASB)

Objective 4 - Making Suffolk Safer - Delivering efficient and effective services with the right resources

The Police and Crime Plan for Suffolk 2017/21 can be found at:

<https://www.suffolk.police.uk/about-us/our-organisation/police-and-crime-plan>

Suffolk Constabulary Vision, Mission Values

Suffolk Constabulary's key priorities and principles are set out in its Vision, Mission and Values. The proposals set out in this document support the ambition and delivery of these priorities.



Suffolk Proposal

Cost
£m



<p>1. Enhanced Automatic Number Plate Recognition (ANPR) coverage across Suffolk. Additional three police sergeants and 18 police constables (Total of 21 officers). Provide additional equipment and technology including a police drone.</p>	<p>1.0 0.6</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Manage demand Prevent crime & ASB Modernise</p>
<p>2. Provide an additional 8x Police Constables to Ipswich Safer Neighbourhood Teams (SNT).</p>	<p>0.4</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Modernise Build confidence Respond Protect the vulnerable</p>
<p>3. Provide an additional 24x Police Staff Investigators to support Detectives leading serious and major crime investigations (3x Supervisors and 21 Investigators).</p>	<p>0.7</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Modernise Build confidence Respond Protect the vulnerable</p>
<p>4. Additional Data Communications posts (jointly with Norfolk Constabulary).</p>	<p>0.1</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Modernise Build confidence Respond Protect the vulnerable</p>
<p>5. Additional Police Staff for the Bail Management Team (jointly with Norfolk Constabulary).</p>	<p>0.1</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Manage demand Build confidence Protect the vulnerable Prevent crime & ASB</p>
<p>6. Additional Virtual Court Custody Detention Officers - 18 months temporary funding - (jointly with Norfolk Constabulary).</p>	<p>0.1</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Manage demand Build confidence Modernise Prevent crime & ASB</p>
<p>7. Back office</p>	<p>0.1</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Manage demand Build confidence Modernise Prevent crime & ASB</p>
<p>8. Additional police staff to further enhance ATHENA Investigation Management (jointly with Norfolk Constabulary).</p>	<p>0.3</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Prevent crime & ASB Modernise Build confidence</p>
<p>9. Additional temporary police staff posts (Vetting, Information Management and Learning & Development).</p>	<p>0.4</p>	<p>Objective 1 Objective 2 Objective 3 Objective 4</p>	<p> Improve satisfaction Build confidence Respond Protect the vulnerable</p>
<p>10. Fund Digital Asset Management System (DAMS) and Digital Evidence Transfer System) for Suffolk. Joint purchase with Norfolk Constabulary.</p>	<p>0.3</p>	<p>Objective 1 Objective 2 Objective 3 Objective 4</p>	<p> Improve satisfaction Build confidence Modernise Manage demand Protect the vulnerable Collaborate</p>
<p>11. Fund Workflow Solution and Digital Public Contact. Joint purchase with Norfolk Constabulary.</p>	<p>0.1</p>	<p>Objective 1 Objective 2 Objective 3 Objective 4</p>	<p> Improve satisfaction Build confidence Modernise Manage demand Respond</p>
<p>12. Digital Forensics/Hight Tech crime data storage and infrastructure (jointly with Norfolk Constabulary).</p>	<p>0.2</p>	<p>Objective 2 Objective 3 Objective 4</p>	<p> Improve satisfaction Build confidence Manage demand Modernise</p>
<p>13. Revenue funding of short life digital assets.</p>	<p>0.4</p>		

1

Enhanced Automatic Number Plate Recognition (ANPR) coverage across Suffolk.

Additional three police sergeants and 18 police constables (Total of 21 officers).

Provide additional equipment and technology including a police drone.

Budget allocated

£1.6m

Performance measures:

- Arrests
- Proceeds of crime seized
- Drugs recovered
- Offences identified
- Fixed Penalty Notices issued
- Searches carried out
- Disrupting Organised Crime Groups

Update

- New ANPR teams will be branded as Operation Sentinel.
- First of the three ANPR Teams will be operational by 28 May 2019 and will cover the Southern Area.
- East and West Op Sentinel teams will be operational by the end of 2019.
- All 21 Officers have been selected. The implementation is being phased to ensure other policing roles are not diminished.
- Work is underway to ensure the right vehicles and equipment are purchased enabling the team to be highly

effective using the most up to date technology.

- A supporting communications plan will ensure the public and police colleagues are updated as to the benefits of this team using traditional methods and social media.
- Additional investigating officers allocated to the first team will ensure offenders are brought to justice.

2

Provide an additional eight police constables to Ipswich Safer Neighbourhood Teams (SNTs).

Budget allocated

£400k

Performance measures:

- Tackling the serious violence issues for young people. Supporting work set out in the tackling youth and gang violence strategy.
- Community Engagement – Time spent and positive outcomes regarding community priorities.
- School Liaison – Time spent and positive outcomes.
- SNT Problem Oriented Policing – working on problem solving initiatives across the SNT's.

Update

In response to requests for more visible policing additional funding will provide eight more Police Constables in Ipswich Safer Neighbourhood teams.

It is planned to have these officers in post by October 2019 in line with the existing recruitment programme to minimise disruption on local policing across Suffolk.

This is in addition to moving over 104 police officers into Safer Neighbourhood Teams (SNT) across the county in 2018

The eight extra posts will cover a range of activities affecting significant areas in policing, to provide maximum value for money and support to our communities.

This includes:

- Youth Gang Prevention Unit - Supporting diversion schemes and interventions to prevent young people becoming involved in gang and county line activity.

- Community Engagement – consideration is being given to one of the additional posts as an extra Community Engagement Officer (CEO) in the South, supporting the public desire for more visible policing in support of local issues.

- School Liaison – we recognise a need for more engagement with schools and engagement with the Pupil Referral Units (PRU's); this will be supported with the extra resource.

- SNT Problem Oriented Policing – we recognise that working on problem solving initiatives across the SNT's is key in reducing demand on services and supporting our communities. The additional resource will enable us to work closely with our communities to address the issues that affect them the most. Development work around 'Problem Oriented Policing' has begun; this includes identifying best practice and initiatives from across the country.

<p>3</p> <p>Provide an additional 24 police staff investigators to support detectives leading serious and major crime investigations (3 supervisors and 21 investigators)</p> <p>Budget allocated £700k</p>	<p>Update</p> <p>A project team is identifying where these staff will add most value, the roles they do and the training they require.</p> <p>Evidence based research and analysis shows increased capability is required to deal with digital evidence from phones, computers, wearables and domestic and commercial devices. These staff will ensure all digital evidence is correctly obtained, investigated and presented.</p> <p>Role profiles are being created to ensure highly skilled people with technical skill sets are recruited. This may impact on the number of people we recruit but ensure they have the expertise to deal with modern day challenges.</p> <p>Recruitment will begin in summer 2019 with staff in place and operational by the autumn.</p>
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<p>Performance measures:</p> <ul style="list-style-type: none"> • Cases assisted/supported • Number of devices reviewed/examined and data interpreted vs time saved for officers. • Evidential packages produced for investigations. • Giving evidence at court. • Live incidents supported/identification of otherwise missed evidential opportunities. • Peer feedback. 	
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<p>4</p> <p>Additional Data Communications posts (jointly with Norfolk Constabulary).</p> <p>Budget allocated £100k</p>	<p>Update</p> <ul style="list-style-type: none"> • This has been progressed quickly and two police staff have been recruited and are in post. • Work ongoing to see if further posts are effective and justifiable.
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<p>5</p> <p>Additional police staff for the Bail Management Team (jointly with Norfolk Constabulary).</p> <p>Budget allocated £100k (Suffolk share)</p>	<p>Update</p> <ul style="list-style-type: none"> • This has been progressed quickly and three people are in post. • Ongoing evaluation to assess whether additional savings can be made.
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<p>6</p> <p>Additional Virtual Court Custody Detention Officers - 18 months temporary funding (jointly with Norfolk Constabulary).</p> <p>Budget allocated £100k (Suffolk share)</p>	<p>Update</p> <ul style="list-style-type: none"> • Three Virtual Courts Detention Officers have been recruited and are already in post. • Work continues to see if further posts are effective and justifiable.
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7

Back office (3 police staff posts in our Information Technology department, 1 police staff post in our Finance department, 1 police staff Drug Expert Witness post).

Budget allocated

£100k (Suffolk share)

Update

- 3 x IT posts have been filled.
- 1 x Finance post has been filled
- The Drug Expert Witness post is a new role. This is being advertised and it is aimed to have this role filled by summer 2019.

8

Additional police staff to further enhance ATHENA Investigation Management (jointly with Norfolk Constabulary).

Budget allocated

£300k (Suffolk share)

Update

Athena is the name of Suffolk Constabulary's Investigation system for recording and managing investigations, intelligence, information and custody effectively.

This budget has enabled previously temporary funded posts to be permanently established so the system can be used to full effect to bring offenders to justice.

Recruitment is underway to fill these posts by June 2019.

Budget has been allocated to set up an Athena Support & Development Team to ensure the

system works effectively for our officers and staff and is used to its full potential. Recruitment of just over seven full time posts is underway and will be completed by June 2019.

The dedicated Athena Data Quality team has responsibility for fixing a number of data quality issues. This is important work as it impacts upon data held in national systems. Budget has been allocated for a team of staff to manage duplicate nominals, addresses, vehicles and other inaccurate information. This has been progressed quickly and the team is active and operational.

9

Additional temporary police staff posts (Vetting, Information Management and Learning & Development).

Budget allocated

£400k (Suffolk share)

Update

- Information Management - Three temporary Data Protection Assistant posts have been funded until 31st March 2020. One post has been filled. Interviews for the two remaining temporary posts have now taken place and appointments made. Recruitment processes will be fully concluded with all three staff in place by June 2019.
- Vetting – This has been progressed quickly and an additional post holder is in place
- Learning & Development – The Police Education Qualification Framework (PEQF) will begin in 2020 providing new routes into policing. This will further transform and modernise police training and an expansion is required to the Constabulary's Learning and Development team.

10

Fund Digital Asset Management System (DAMS) and Digital Evidence Transfer System for Suffolk. Joint purchase with Norfolk Constabulary.

Budget allocated

£300k (Suffolk share)

Update

- The Constabulary seizes and generates a large volume of digital assets and equipment. This presents challenges and risks such as storage, security, sharing with partners and information management. DAMS presents a single on-line solution to ingest manage and store data correctly.
- The Digital Evidence Transfer system enables us to safely and securely share this data with other criminal justice partners such as the Crown Prosecution Service.
- Budget allocated will enable these systems to be considered and purchased. A business case will be submitted in June 2019.

11

Fund Workflow Solution and Digital Public Contact. Joint purchase with Norfolk Constabulary.

Budget allocated

£100k (Suffolk share)

Update

- This investment in new software will enable front-line operational staff to have more efficient and effective access to police systems. The workflow solution provides officers with the information they currently have access through a desktop capability via a mobile device.
- The business case is due to be agreed by Chief Officers by the end of July 2019.

12

Digital Forensics/High Tech crime data storage and infrastructure (jointly with Norfolk Constabulary).

Budget allocated

£200k (Suffolk share)

Update

- Interim solution being tested with a view to the main infrastructure being delivered by Autumn 2019.
- The timescale for completion of this infrastructure work is expected to be in mid-September 2019.

13

Revenue funding of short life digital assets.

Budget allocated

£400k

Update

- This money will improve front-line mobile working for officers and staff to enable them to have access to police systems whilst mobile.



**SUFFOLK
CONSTABULARY**