

# SUFFOLK POLICE & CRIME COMMISSIONER

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## ANNUAL REPORT 2023/24



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## INTRODUCTION BY TIM PASSMORE

In policing one thing is certain, the patterns of crime continue to change and become more complex, public expectations rise and technology, whilst welcome, provides yet more opportunities for criminality - often on a national and global scale.

In Suffolk, we are fortunate to have a very good force. This year, the Office for National Statistics crime data placed our county in the top five nationally with 64.1 crimes reported per thousand residents annually. Bearing in mind the refusal of the Home Office to deliver a more equitable financial settlement for policing in Suffolk, this is an outstanding achievement in comparison to other constabularies.

Another welcome milestone reached this year was under the government's Operation Uplift which enabled us to recruit more than 200 additional police officers over the last three years. Suffolk now has around 1425 police officers – more than ever before. This will, in time, help reduce crime and improve detection

and conviction rates as recruits complete their three-year training.

The employment of an additional 27 call handlers for Suffolk Constabulary's contact and control room is now complete and, consequently, the 101 service has improved significantly, which is good news for Suffolk. To make sure this more favourable performance continues, the Constabulary is committed to maintaining the call handling staff strength of 140 operators.

It is always a difficult decision to increase the level of your policing council tax and this year was no exception. The ravages of Putin's invasion of Ukraine and the dilatory approach of the Bank of England's Monetary Policy Committee on setting interest rates has had a profound impact on the inflation rate and this has stretched the force's financial resources further. That said, our financial position is strong and as your Police and Crime Commissioner I can reassure you I will do

everything possible to improve efficiency and effectiveness, so taxpayers' value for money continues to improve.

Any organisation can and should improve physical and financial performance. The national review on policing productivity provides interesting study in comparing data across the 43 forces. I look forward to part two of this review where I expect the findings to make recommendations on options for increased policing productivity.

My programme of public engagement and discussion has once again been a highlight for me. Feedback from this engagement, combined with monthly analysis of all correspondence, really helps me hold Suffolk Constabulary to account on your behalf.

Some crimes require further attention going forward such as combatting shoplifting, theft, rural crime, and improving women's safety. The one area of concern raised at all meetings is the illegal drugs trade and the implications it has for increasing violence, intimidation, and acquisitive crime. I share these concerns and whilst there continues to be some excellent results for detection and arrests, the way forward has to be reducing demand through education, coupled with very tough

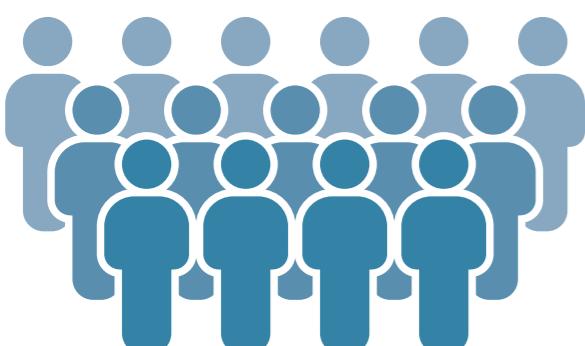


enforcement. This helps maintain our county's deserved reputation as being one of the lowest crime areas nationally.

The value of my team's commissioning work and partnership with the Suffolk Community Foundation continues to strengthen and delivers invaluable outcomes for many individuals, businesses, and communities it supports. Once again, partners in the voluntary and charitable sector deserve our gratitude for all their work countywide. Tackling domestic abuse and serious sexual offences remain as top priorities in all we do.

During this year Suffolk Constabulary has delivered a brand-new policing model which has been particularly well received and the new Right Care Right Person initiative for mental ill-health is really having a positive effect.

Challenges remain but we can all look forward with confidence for our future.

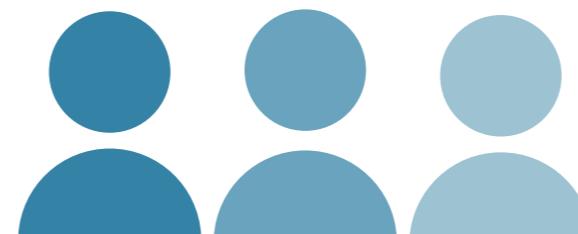


## Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 59p
- Workforce establishment of 1,047(at 31.03.2024)
- Number of officers (at 31.03.2024) 1,425
- 1.8 officers per 1,000 residents
- Policing budget of £168.403m in 2023/24

## Geography & scale

- 1,500 sq miles
- 60 miles of coastline
- 480 villages and hamlets
- 5 military establishments
- 3 major ports and 28 marinas
- 1 nuclear power station



## People & politics

- Population of approx 775,600
- 8 Members of Parliament
- 6 local authorities
- 30,945 businesses

*Tim Passmore*

**Tim Passmore**  
Police and Crime Commissioner for Suffolk

## THE ROLE OF YOUR PCC

Police and Crime Commissioners were originally introduced across 41 police force areas in England and Wales in 2012. I was democratically elected in November 2012, re-elected in May 2016 and again in May 2020. The next election will take place in May 2024.

As Suffolk's Police and Crime Commissioner, I represent you and your concerns, ensuring the policing needs of your community are met. Each PCC and their respective Chief Constable were established in law as corporations sole within the Police Reform and Social Responsibility Act 2011. Chief Constables are charged with the direction and control of all constables and staff within the police force that they lead. The PCC must not fetter the operational independence of the police force and the Chief Constable who leads it.

The public accountability for the delivery and performance of the police service is placed into the hands of the PCC on behalf of their

electorate. The PCC has a mandate to set the strategic objectives of their force area in consultation with the Chief Constable. PCCs are accountable to the electorate and the Chief Constable is accountable to their PCC. The Police and Crime Panel within each force area is empowered to maintain a regular check and balance on the performance of the PCC in that context.

The PCC has the legal responsibility to:

- set the strategic direction and objectives of the force through the Police and Crime Plan, which must have regard to the Strategic Policing Requirement set by the Home Secretary
- appoint the Chief Constable; and dismiss if necessary
- scrutinise, support and challenge the overall performance of the force against the



*The Police and Crime Panel challenges and supports me in my role. I sit before the panel four times a year. The meeting held at the county council's HQ in Ipswich is open to the public.*

priorities agreed within the Police and Crime Plan

- decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the force area
- provide the local link between the police and communities
- prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Police and Crime Plan
- ensure that all collaboration agreements with other Local Policing Bodies and forces deliver better value for money or enhance the effectiveness of policing capabilities and resilience
- responsibility for the enhancement of the delivery of criminal justice in their area.

In addition, the PCC has the power to:

- bring together Community Safety Partnerships at the force level
- make crime and disorder reduction grants and commission services for victims of crime within their force area
- enter into collaboration agreements with other PCCs, other policing bodies and partners that improve the efficiency or effectiveness of policing in consultation with the Chief Constable.

### Holding the Chief Constable to account

I hold the Chief Constable to account against the areas identified within my Police and Crime Plan Performance Framework.

It is really important that this process is open and transparent. Accordingly, the Accountability and Performance Panel meetings are held in public and give the electorate the opportunity to see me challenge the Chief Constable on the Constabulary's performance.

The public can attend these Accountability and Performance meetings in person or view them online. The meetings are also recorded and available to view on the PCC website.

### Police and Crime Panel

In my role I am challenged and supported by the Suffolk Police and Crime Panel which comprises 11 representatives of the county's six councils and two co-opted independent members.

The Police and Crime Panel has the role of scrutinising my performance as PCC. It also challenges and supports my activities over a range of areas, including delivery of my Police and Crime Plan.

The Panel also has a role in the handling of complaints against the PCC and the confirmation of key staff posts within my office and of the Chief Constable.

Over the past year panel members have questioned me on many aspects of my work, including the progress towards achieving the strategic objectives as set out in the Police and Crime Plan.

In January each year I present my proposal for the Council Tax increase for the policing element of the precept to the panel. I was very pleased that in January 2023 the panel supported my plan to increase the precept by 6% for the 2023/24 financial year.

Further details of the Panel, and papers from the meetings, are available on Suffolk County Council's website: [www.suffolk.gov.uk](http://www.suffolk.gov.uk).



## CHIEF CONSTABLE'S STATEMENT

As Chief Constable, I have operational independence for the Constabulary and am held to account by the Police and Crime Commissioner.

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continues to grade Suffolk Constabulary well in relation to effectiveness, efficiency and legitimacy. This, together with other inspections regarding specific areas of policing, helps inform our work as we continue to adapt in a way that provides the best possible services to those that live, work, travel and invest in Suffolk. My officers and staff continue to work hard to deal with incidents and carry out investigations that are often complex and high-risk, to keep people safe.

I have produced a strategic plan for the Constabulary that is built around people, fairness, safety and justice, and is underpinned by our values. This plan sets out how the Constabulary will deliver the Police and Crime Commissioner's Police and Crime Plan for Suffolk.

This year we will continue our work to attract, retain and develop talented staff and provide them with the resources they need to meet current and future challenges. The Constabulary has successfully met recruitment targets to have 1425 police officers by the end of this financial year, and work will continue to maintain this level.

Looking forward, we will continue to invest in technology to ensure the Constabulary continues to be as efficient, effective and productive as possible. Furthermore, we aim to continue the work to transform and modernise the contact and control room that deals with emergency and non-emergency



calls as well as online contact from the public, as we recognise how important this is to the public and the performance of policing services across the county.

This coming year we will also progress our leadership training programme, that a number of other police forces have shown interest in, as well as further enhancing our work to create an anti-discriminatory culture and a workforce that reflects and represents the diverse communities we serve. We will also continue our programme to reduce the Constabulary's carbon footprint.

I look forward to continuing to work closely with the PCC to develop and be accountable for the delivery of the Police and Crime Plan, and continue to adapt and deal with Suffolk's modern-day policing challenges effectively and efficiently.

**Rachel Kearton**  
**Chief Constable**

## CHIEF EXECUTIVE'S UPDATE



The year 2023/24 was the last year of the electoral cycle leading up to the election in May 2024, bringing as elections do, the possibility of change.

The previous year had been a year of change with the appointment of the then new Chief Constable in December 2022 and a new Chief Finance Officer in July of that year. As with many organisations, change is a constant feature and 2023/24 was no exception.

In January 2024 the Audit Committee met for the last time in its then guise to review the financial and governance statements for 2021/22 before the newly constituted Audit Committee met in March 2024 with its substantially new membership. I take this opportunity to place on record my thanks to the four outgoing Audit Committee members who, over a number of years, have done so much to contribute to the success of our corporate governance arrangements across the Constabulary and the Office of the Police and Crime Commissioner.

The year has also been notable for myself. On the last day of 2023/24 I retired after 11 years as Chief Executive and Monitoring Officer and brought the curtain down on over 37 years of involvement in policing in Suffolk, including seeing governance in operation through the Police Committee, the Police Authority and latterly the PCC.

Throughout my time in the Office of the PCC I have been very keen to ensure that the governance arrangements of the office, witnessed by the many corporate documents and processes, have been of the first order. Good governance is important



Chief Constable Rachel Kearton presented Christopher Jackson with a Constabulary shield to mark his retirement and service to policing in the county.

to not only achieving policy and organisational objectives but also providing a touchstone for order and good administration in times of change.

I have been and remain satisfied that the governance arrangements that operate in the office are both efficient and effective and of the highest quality. I pay tribute to the diligence and hardwork of the staff, who whilst making up one of the smallest teams in the country, have worked so enthusiastically and professionally to make a success of our governance and administrative arrangements as well as delivering on the statutory mission for PCCs. I wish them and my successor well for the future.

**Christopher Jackson**  
**Chief Executive and Monitoring Officer**  
(to March 31 2023)

## CHIEF FINANCE OFFICER'S UPDATE



**A £75k Crime and Disorder Reduction Grant from the PCC allows Catch 22 Suffolk Positive Futures to offer a county-wide sports based social inclusion youth project**

Policing in Suffolk continued to operate amidst the backdrop of a challenging financial environment in 2023/24. Whilst inflation levels came down within the year, the Consumer Price Index (CPI) was much higher than target rates of 2% and the impact of higher levels of inflation continued to be seen through increased prices and higher than budgeted pay awards.

Despite this challenge, the Revenue and Capital Outturn Report for 2023/24 shows that planned savings of £2.306m were delivered in line with the savings profiles set out in the Medium-Term Financial Plan 2023/24 to 2026/27, and that areas of budget overspend within the year were mitigated by an underspend in pay and higher levels of income versus the forecast. Capital expenditure for 2023/24 was £1.126m lower than budget due to underspends driven by the timing of capital projects, and resultantly some slippage has been carried forward to 2024/25.

Forecasting for 2024/25 remained difficult due to both the uncertainty over the speed and stability at which inflation would reduce and the political uncertainty around when a general election was likely to be called. The Medium-Term Financial Plan for 2024/25 to 2027/28 was published in January 2024 and based on the planning assumptions set out in the report, it considered the financial implications of increasing the precept by £9.99 or £12.96 (based on a Band D Property) per annum for 2024/25.

It is within the context of uncertainty that the PCC made the decision to increase the precept by 4.9% equivalent to £12.96 (for a Band D property) in 2024/25 to help to ensure the effectiveness of the Constabulary. There remains a commitment to identify efficiencies where possible and to achieve substantial savings targets, with planned savings of £1.331m expected to be delivered in 2024/25 and further savings to be identified across the next



four years. Monitoring and oversight of the implementation of savings plans, together with consideration and approval of future business cases and savings will continue to be undertaken through existing established governance arrangements.

We continue to pro-actively monitor financial risk through several mechanisms, including detailed monthly financial reporting in respect of year-to-date financial performance and year-end projections. These reports are considered in detail by the PCC at the public meetings of the Accountability and Performance Panel, and any remedial action taken as required.

The anticipated funding outlook remains challenging in the short term. However, there is continual work ongoing to identify efficiencies, opportunities to improve systems and processes are being taken, and value for money continues to be a key focus as we navigate through 2024/25.

**Colette Batson**  
**Chief Finance Officer**

## THE POLICING BUDGET FOR 2023/24

Suffolk's budget for policing in 2023/24 is £168.403m, which remains one of the smallest budgets of all forces nationally.

The cost of policing per day, per head of population, is 59p which makes Suffolk Constabulary excellent value for money.

As your Police and Crime Commissioner, setting the budget is one of my most important responsibilities. I must ensure that the Constabulary has the resources needed to provide an efficient and effective service, whilst ensuring that I use Suffolk taxpayers' money for the maximum benefit.

Suffolk is one of the lowest-funded forces in the country and faces significant challenges. In addition to our government funding I use the council tax precept to raise funds for policing. The additional £3.9m raised through the council

tax in this financial year gives the Constabulary the resources it needs to keep pace with the increased demands.

In addition to the seven extra officers and 17 staff to be funded by this precept, Suffolk Constabulary's establishment has increased by 228 police officers since 2020. This will mean we will have 1,425 officers in Suffolk by the end of March 2023, many more than there has ever been. This is good news for Suffolk because it will clearly help improve policing visibility countywide.

By increasing the precept the average payment for the policing element of the Council Tax in Suffolk increased from £247.68 to £262.62 per year for 2023/24 (based on a Band D property).

Full detail of the impact of this precept increase and of previous financial years can be found on my website.

## THE OFFICE OF THE PCC BUDGET

The cost of the Office of the PCC, including detail of salaries and expenses, can be found on our website, [www.suffolk-pcc.gov.uk](http://www.suffolk-pcc.gov.uk).

The budgeted cost of the office in 2023/24 was £990k, which remains a significant reduction compared to £1.257m in 2013/14.

The breakdown of the current budget is listed below:

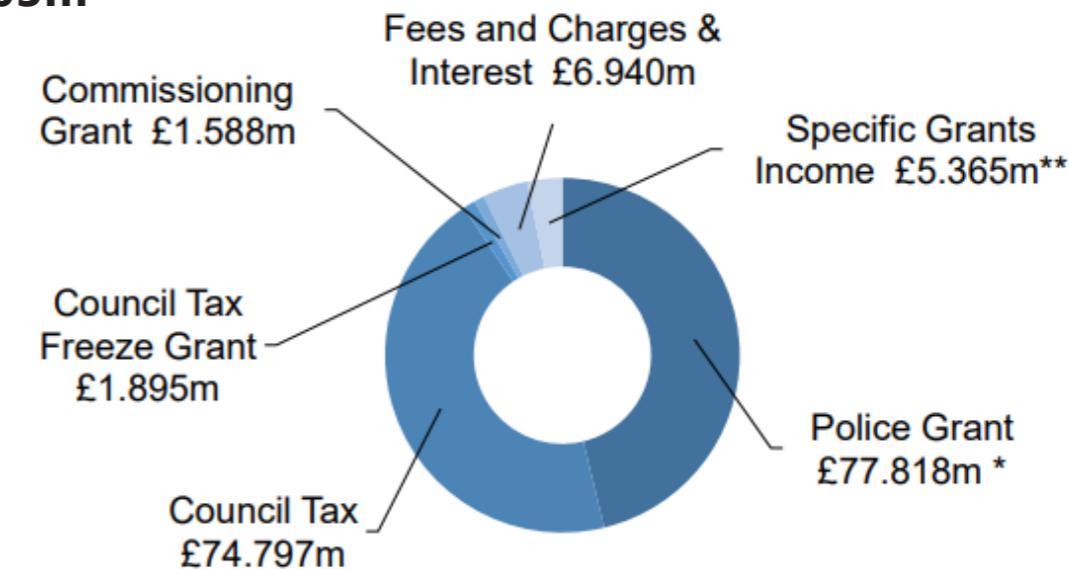
### How my office budget is spent:

Employee Costs (pay & travel)	£639,370
PCC Costs (salary & travel)	£102,220
Supplies & Services, fees and contingency	£122,410
Internal & External Auditors and Audit Committee	£126,000
<b>Total:</b>	<b>£990k</b>

## HOW THE 2023/24 POLICING BUDGET IS SPENT

### Where the money comes from:

**£168.403m**

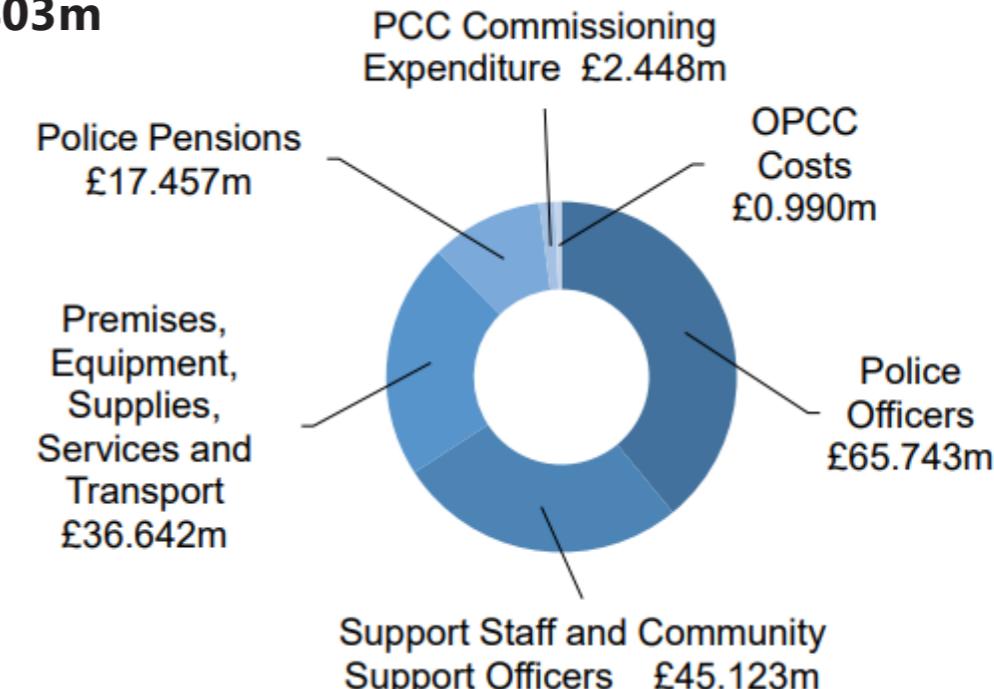


\* Includes £27.401m previously funded from Department for Communities and Local Government, now funded through the Home Office

\*\* Includes £2.477m ring-fenced uplift grant

### Where the money is spent:

**£168.403m**



## HOW YOUR MONEY IS IMPROVING POLICING IN THE COUNTY

As your Police and Crime Commissioner, setting the budget is one of my most important responsibilities. I must ensure that the Constabulary has the resources needed to provide an efficient and effective service, whilst ensuring that I use Suffolk taxpayers' money for the maximum benefit. I will continue to hold the Chief Constable to account on all financial matters accordingly.

Setting the budget, and the level of council tax we all pay for policing in the county, is not a decision I take lightly. It is always a difficult balance and this year, the financial situation we find ourselves in nationally has presented additional challenges. We face

economic uncertainty but we must deliver an efficient and effective police force, which is sustainable, in the face of this uncertainty.

The economic backdrop of 2023 has been challenging, we have seen significant price increases from existing providers and continue to face cost pressures in 2024.

Suffolk remains one of the lowest-funded forces in the country and faces significant challenges. In addition to this, demands on policing are ever growing. We have taken significant steps towards managing these demands and will continue to do so.

Following extensive consultation, firstly with



the Chief Constable, and then more widely with partners, stakeholders and the public, I decided to increase the policing element of the council tax for the next financial year (2024/25) by the full 4.9% permitted by the Policing Minister.

In January 2024 I took my proposal to the Police and Crime Panel, the scrutiny body for PCC. The panel supported my proposal to increase the precept by 4.9%, which equates to £13 a year for a Band D property. Ten panel members voted for my proposal and 1 voted against.

Whilst we will receive an increase in core government funding on last year, this does not cover the impact of inflation and the increased costs we are having to pay, so the increase is essential to cover this. The additional funding will increase the policing budget by £3.4million and give the Constabulary the resources it needs to keep pace with the increased demands placed upon it.

I can absolutely assure everyone, the Constabulary has undertaken an extensive

savings and budget setting exercise aimed at delivering the right levels of service in the right areas, and this will continue to ensure we are providing the best possible value to the Suffolk taxpayer.

I have a duty to maintain an efficient and effective police force for Suffolk and in order to meet the costs of inflation, pay awards and other cost pressures. Regrettably I felt I had no option other than to propose increasing the precept by 4.9%. This enables us to maintain a standard of service that the public expect.

At a time when demands on policing are growing ever more rapidly, it is essential that the Constabulary is properly resourced and equipped to deliver a high-quality service and ensure Suffolk continues to be a safe place in which to live, work, travel and invest.

As the population of Suffolk grows, develops and diversifies, this proposed additional funding will go a long way in enabling us to ensure the Constabulary continues to provide a good policing service to all Suffolk's communities.

**This is what the £13 increase for a Band D looks like for other Council Tax bands in 2024/25 :**

Council Tax band	2024/25 rate	Annual increase	Weekly increase
A	183.72	8.64	0.17
B	214.34	10.08	0.19
C	244.96	11.52	0.22
D	275.58	12.96	0.25
E	336.82	15.84	0.30
F	398.06	18.72	0.36
G	459.30	21.60	0.41
H	551.16	25.92	0.50

# SUFFOLK'S POLICE AND CRIME PLAN

Each Police and Crime Commissioner is responsible for setting the strategic objectives for policing in their force area. I do this through Suffolk's Police and Crime Plan and budget-setting responsibilities.

The current Suffolk Police and Crime Plan was consulted upon in the late autumn of 2021, formally approved through the Police and Crime Panel in January 2022 and published in February 2022 alongside an associated

Performance Framework which explains how I will monitor police performance through my Accountability and Performance Panel arrangements. You will find the Police and Crime Plan on my website.

The objectives in the Police and Crime Plan are consistent with my key functions as a Police and Crime Commissioner and where the public and Police and Crime Panel, might choose to scrutinise my decisions and activity.

## Police & Crime Plan objectives

Suffolk's Police and Crime Plan is structured around four key objectives which are fundamental to the delivery of my role as Police and Crime Commissioner:

### Objective 1: An efficient and effective police force

I will work with the Constabulary to deliver the Medium-Term Financial Plan and consider how we challenge government to revise the funding formula. I would ideally like funding settlements to properly consider equity between forces. I will work with the Chief Constable to exploit legitimate income generation opportunities to mitigate ongoing financial challenges.

Overall, I need to consider how we sustain effective resourcing in the years to come, particularly given the multi-faceted landscape of requirements on policing.

The Chief Constable has operational independence for the day-to-day running of the police service in Suffolk. However, the choices about how policing is funded, the Medium-Term Financial Plan ambitions and the focus for policing, as set out in my Police and Crime Plan, are choices I make as PCC. These decisions are fundamental to support the police service to perform its role effectively.

I want a clear focus on effective policing which I will monitor through my performance framework and accountability arrangements. I want to ensure that through effective planning and budgeting, I work with the Chief Constable to target resources, so the force has the right people and capability to police the communities of Suffolk effectively. [Detail of delivery of Objective One is outlined on page 20.](#)

### Objective 2: Provide services which support victims of crime and invest in initiatives which reduce crime and disorder

I made a commitment to keep victims of crime, young people, and projects which reduce reoffending and support crime prevention, at the heart of my plan, my grant-awarding activity and my commissioning.

I will continue to commission services which support victims of crime to cope and recover from their experience. [Detail of delivery of Objective Two is outlined on page 22.](#)

### Objective 3: Engage with communities to understand their views about policing and crime and keep them informed and updated about the work of the PCC and the Constabulary

Engaging with Suffolk communities about policing is a fundamental part of my role. I am committed to looking for every opportunity to engage with people across Suffolk, ensuring communities can discuss their views with me, and know how to contact my office.

I will endeavour to support the public to understand my role, and in my relationship with the Chief Constable I will strive to balance the importance of operational independence, with

transparent public accountability for the benefit of the people of Suffolk. [Detail of delivery of Objective Three is outlined on page 32.](#)

### Objective 4: Work in partnership to improve criminal justice outcomes and enhance community safety

I will work with private, public and voluntary sectors partners locally and nationally to achieve more together than we can separately.

I will continue to play my part in key partnerships in Suffolk to ensure that I advocate the needs of victims, support crime and disorder reduction and act as a voice for policing. [Delivery of Objective Four is outlined on page 36.](#)



# DELIVERING AN EFFICIENT AND EFFECTIVE POLICE FORCE

## OBJECTIVE ONE

There are two key ways I ensure an efficient and effective police force, firstly through effective budget setting arrangements (the detail of which are set out in page 14) and secondly, through effective holding to account arrangements.

I hold the Chief Constable to account against a programme of monitoring reports set out in the Performance Framework of my Police and Crime Plan. It is really important that my arrangements for holding to account are open and transparent so my Accountability and Performance Panel meetings are held in public and gives the electorate the opportunity to see me challenge the Chief Constable on the Constabulary's performance.

The public can attend these meetings in person or view online and submit questions related to the reports. The meetings are also recorded and available to view on the PCC website.

Issues that are routinely discussed as set out in my performance framework are:

- Financial Monitoring Update (each meeting)
- Responding to calls for assistance, which includes information on emergency and non-emergency call handling and emergency response
- Improving confidence and satisfaction: Monitoring the force's approach to public confidence, victim satisfaction and learning from complaints
- Tackling serious violence, which includes information on County Lines, violent crime, homicide and knife crime
- Use of police powers, which reports upon use of force, Stop and Search and external scrutiny by the Stop and Search Reference Group

- Supporting Children and Young People, which includes safeguarding, preventing unnecessary criminalisation and engagement
- Supporting Vulnerable Victims, which includes data and context regarding the approach to tackling domestic abuse, sexual violence, modern slavery and hate crime and compliance in delivering the Victims Code
- Workforce: Monitoring how the force is attracting, developing, recruiting and supporting its workforce including its approach to volunteering and staff well-being
- Neighbourhood Crime and Anti-Social Behaviour, which includes a focus on burglary, robbery, vehicle crime and ASB
- Managing Offenders and reducing re-offending, which includes adult conditional cautions, managing offenders and delivery of the Integrated Offender Management Scheme
- Keeping our roads safe from criminality and illegal behaviour (annually)
- The police response to fraud (annually)
- Update from the Rural and Wildlife Crime Team (annually)

*Reporting is six monthly unless stated.*

Details of the public accountability meetings are available on the PCC website: [www.suffolk-pcc.gov.uk](http://www.suffolk-pcc.gov.uk).

## Strategic Policing Requirement revisions

The Strategic Policing Requirement sets out the threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans.

It supports PCCs as well as Chief Constables to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities.

A revised version of the Strategic Policing Requirement was published in February 2023 which provided strengthened detail around the action required from policing at the local and regional level to the critical national threats. The 2023 Strategic Policing Requirement sets out seven identified national threats. They are: Serious and Organised Crime; Terrorism; Cyber

crime; Child Sexual Abuse; Public Disorder and Civil Emergencies. These remain from the 2015 version with the addition in 2023 of Violence Against Women and Girls, reflecting the threat it presents to public safety and confidence.

As Police and Crime Commissioner I am confident I have given due regard to the six threat areas identified in the previous Strategic Policing Review in my Police and Crime Plan and in my role holding my Chief Constable to account.

Violence Against Women and Girls, while not previously contained in the Strategic Policing Requirement, nonetheless is a key and pressing issue on which I update in this report and will be prioritised in future iterations.

A copy of the Strategic Policing Requirement 2023 can be found on the gov.uk website.



*Our Accountability and Performance Panels are held six times a year at Police Headquarters. It is a public meeting where I hold the Chief Constable to account against a programme of monitoring reports set out in the Performance Framework of my Police and Crime Plan.*

## COMMISSIONING SERVICES TO SUPPORT VICTIMS AND REDUCE CRIME

### OBJECTIVE TWO



Safer Street 5 has funded TeenChill on the Howard Estate in Bury St Edmunds providing young people aged 11-16 with a safe place to relax and socialise.

In 2023/24 I continued with my commitment to commission support services to victims of crime in Suffolk.

We moved into year 2 of a 3-year funding settlement for victim services; delivering on a key objective in my Police and Crime Plan to secure longer term funding which, alongside my own local PCC investment, ensures the continuity and stability of these vital services.

PCC commissioned services supporting victims of crime were awarded a total of £2m in this financial year, supported by a core grant of £908k and a specific grant of £734k for domestic abuse and sexual violence services from the Ministry of Justice.

Details here:

#### Commissioned services to support victims in 2023/24:

VICTIMS	Victim Support - Norfolk & Suffolk Victim Care – Multi-crime Referral & Support Service	£316,302
	Restorative Justice Service - Intervention service between offender and victim	£57,054
<b>TOTAL FOR VICTIMS</b>		<b>£373,356</b>
DOMESTIC ABUSE	Anglia Care Trust – toward the provision of a specialist Money Advice Service for victims	£35,000
	Alumah – support for children and young victims in West Suffolk	£6,500
	Bury St Edmunds Women's Aid – toward the specialist support centre in West Suffolk	£50,000
	Compassion – toward community based support and recovery programmes in Babergh	£20,000
	Leeway - Independent Domestic Violence Advisor (IDVA) Service – County-wide support and safety planning for high risk victims of domestic abuse	£692,706
	Leeway - County-wide support for children of IDVA service clients who have experienced domestic abuse	£115,396
	East Suffolk & North Essex NHS Foundation Trust (ESNEFT) – Specialist IDVA supporting elderly victims of domestic abuse	£40,850

Continued overleaf...

## COMMISSIONED SERVICES TO SUPPORT VICTIMS

### OBJECTIVE TWO

<b>Commissioned services to support victims in 2023/24:</b>		<b>GRANT</b>
<b>DOMESTIC ABUSE</b>  (continued from page 23)	Lighthouse Women's Aid - support for the Women's Centre in Ipswich	£75,000
	PHOEBE - support for minority communities and migrant women	£45,000
	Waveney Domestic Violence & Abuse Forum - to support their work with victims and forum members	£35,000
	<b>TOTAL FOR DOMESTIC ABUSE</b>	<b>£1,115,452</b>
<b>SEXUAL OFFENCES</b>	Brave Futures - therapeutic support for child victims of sexual abuse	£60,000
	Independent Sexual Violence Advisors (ISVAs) - services to victims of SV through risk assessment and safety planning	£267,314
	Restitute - Dedicated countywide support for families whose children have survived abuse	£30,000
	Survivors in Transition - therapeutic support for adult survivors of child sexual abuse and for male victims of sexual violence	£90,000
	Suffolk Rape Crisis - to support work with female victims including counselling and an outreach service	£90,000
	<b>TOTAL FOR SEXUAL OFFENCES</b>	<b>£537,314</b>
	<b>OVERALL TOTAL:</b>	<b>£2,026,122</b>

## CRIME & DISORDER REDUCTION GRANTS

### OBJECTIVE TWO

Crime and Disorder Reduction grants are awarded to organisations that secure, or contribute to securing, crime and disorder reduction in Suffolk in line with the objectives of my Police and Crime Plan.

This year I have awarded:

<b>ORGANISATION</b>	<b>GRANT</b>
Anglia Care Trust - Mediation Service - to reduce anti-social behaviour and neighbour disputes	£19,387
Catch 22 Suffolk Positive Futures – county-wide sports based social inclusion youth project	£75,000
HGV project co-commissioned with probation (£25k total) - driver training for those on probation to prevent reoffending	£5,000
Ipswich Town Foundation - DIVERT - supporting young people away from serious youth violence, delivery continues in 24/25	£14,500
Rotary Youth Leadership Awards - residential courses for young people from disadvantaged backgrounds to make positive changes and foster personal responsibility	£800
Suffolk Lowland Search and Rescue (SuLSAR) - specialist teams to support Suffolk Constabulary searches for high-risk vulnerable adults and missing children	£10,000
Taxi Marshals - work in the night-time economy in Ipswich to prevent crime and disorder and increase public safety	£7,000
Town Pastors - support for vulnerable people and defusing potentially aggressive situations in four towns in Suffolk supporting the night-time economy and Latitude festival	£24,000
The Safety Box Aspire Higher – co-commissioned with probation (£12.6k total) a violence reduction personal development programme for people on probation, delivery continues in 2024/25	£6,300
<b>TOTAL:</b>	<b>£161,987</b>

All grants awarded by my office are measured against clear deliverable outcomes. Here are just some of the impacts achieved from grants awards in 2022/23.

#### Victim Services

Norfolk and Suffolk Victim Care, made an offer of support to over 10,000 victims of crime in Suffolk.

Of the victims supported, 21% had been the victim of violent crime; 12% theft and 15% fraud. Overall victim satisfaction with the service was 88%.

"Thank you for giving the time and being so kind and understanding with me... as my health conditions make it difficult for me".

*Victim of ASB and Hate Crime (disability) supported by Norfolk and Suffolk Victim Care to report the crime to the police.*

#### Specialist services supported:

- 978 victims of sexual violence
- 5,010 victims of domestic abuse
- 219 victims of child sexual abuse

2,687 of the victims supported in the time period had provided feedback saying that they were better able to cope and build resilience to move forward with daily life; a key outcome for all our victim services.

Commissioned services supported 1,121 young victims of crime. Those aged between 13-17 years old were most likely to receive help for violent crime, domestic abuse, other crime and sexual violence, whereas services for those under 12 were predominantly for domestic abuse, reflecting the additional investment I made in these services over the past two years.

#### Crime and Disorder Reduction

I continue to support Catch22 Suffolk Positive Futures with an 'early intervention' approach to tackling crime and anti-social behaviour.

Their delivery of sports-based activity provides a compelling alternative for young people in areas of high deprivation and where higher rates of crime and ASB are reported. For every £1 invested by my office a further £1.13 was secured by the project ensuring my investment goes further and is felt right across the county.

During the year more young people were supported by the project than ever:

- 1,536 young people were engaged in the programme with 1,161 hours of activity delivered and 10,477 attendances
- 25% of participants were girls and 27% of participants were from a Black, Asian or other minority ethnic background
- 25 young people not in education worked towards a recognised qualification and 20 started volunteering placements
- 98% of participants surveyed felt safer in their community as a result of participation
- 83% said they now had access to role models
- 19% said they were no longer getting into trouble and 20% said they were no longer hanging about on the streets

Suffolk Lowland Search and Rescue (SuLSAR) reported on the second year of their PCC funding. The service not only saves lives (33 lives saved in six years), but provides expert and specialist support which relieves pressure on the police during high risk missing person searches.

In total, 95 SuLSAR members supported the police with more than 31 incidents in 2023, contributing over 12,000 volunteer hours. The funding contribution from the PCC equates to 82p per volunteer hour delivered.

Each year, I award grants of up to £20k to support the work of voluntary, community and social enterprise organisations to deliver services that help make Suffolk a safer place in which to live, work, travel and invest. This is known as the Police & Crime Commissioner's Fund.

Suffolk Community Foundation manages the PCC's Fund on my behalf, and the Chairs of each Community Safety Partnership in Suffolk join me to consider the projects.

In 2023/24, I awarded a total of £286,536

through the PCC's Fund, supporting 20 projects with an estimated 2,876 beneficiaries over the next 12-24 months.

Just under £110k went to multi-year projects, supporting sustainability for organisations and projects – including grants for 4YP who are expanding their detached youth work across Ipswich, and Emmaus who will develop a training programme for offenders and prison leavers.

A full list of projects awarded in 2023/24 is below:

ORGANISATION	GRANT AWARDED
<b>COUNTYWIDE</b>	
Clean Sheet – employment support for people with convictions living in Suffolk.	£4,818
Hal Company – for an awareness-raising play for sixth-form students to challenge negative portrayal of prisoners.	£3,240
Missing People – a digital support service for young people (13-18) to empower those in exploitation, abusive, and coercive situations.	£8,526
Rock, Paper, Scissors – a community art project around schools with high incidences of anti-social behaviour.	£4,995
<b>IPSWICH</b>	
ActivLives – work experience placements for high-risk offenders on probation.	£14,700
Emmaus Suffolk – a learning and development programme for offenders, ex-offenders and prison leavers.	£39,775 (2-years)
For Children & Young People – and expand their detached youth work in anti-social behaviour and vulnerable hotspot areas	£40,000 (2-years)
Murrayside Community Development – youth provision in an anti-social behaviour hotspot area.	£9,718

Continued overleaf...

Northampton Saints Foundation – to deliver a programme to prevent exploitation and supporting vulnerable young people (7-16) who have disengaged with mainstream education.	£20,000
River Church – to provide the River Church football project, 'Bridge the Gap'.	£5,000
St Thomas the Apostle and Martyr – to provide youth provision in an anti-social behaviour hotspot area and advice on drug misuse.	£8,000
Union Romani Voice – to provide core support services within the Roma community.	£10,000
<b>WEST</b>	
Abbeycroft Leisure – to provide youth provision in a Mildenhall anti-social behaviour hotspot area.	£10,403
Haverhill Community Trust – to provide a free theatre production on anti-social behaviour/weapon-related crime, and a street art project addressing the effects of knife crime.	£18,046
Room 4 – to offer trauma-recovery focused psycho-therapeutic intervention for young people at risk of exploitation.	£30,000 (2-years)
<b>EAST</b>	
Ipswich Community Foundation – to support a leadership programme delivered to prisoners at HMP Hollesley Bay.	£2,000
Level Two Project – to develop a container conversion to provide additional youth provision in Felixstowe.	£20,000
Pathways Care Farm – to provide woodwork courses to ex-offenders in Lowestoft.	£16,200
Right Time Counselling – to provide solution-focussed therapy for offenders, repeat offenders, and recent prison leavers.	£3,840
Volunteer it Yourself – towards a refurbishment project of a community café in Lowestoft, involving young people at risk of exploitation.	£17,275
<b>TOTAL:</b>	<b>£286,536</b>

All grants awarded by my office from the PCC's Fund are measured against clear deliverable outcomes. Here are just some of the impacts achieved in 2023/24.

Since the beginning of my Police and Crime Plan in 2022, the PCC's Fund has significantly contributed to delivering key objectives in supporting victims and reducing crime and disorder – providing over £690k of funding to 44 key local projects and supporting an estimated 6,486 beneficiaries.

Over 40% of our funding went towards reducing offending and improving community safety, with another 40% tackling anti-social behaviour. Overall, children and young people have been the biggest beneficiary of the fund since the beginning of my current Police and Crime Plan – accounting for 60% of projects, totalling over £445k.

The report on grants awarded from June 2022-June 2024 can be found on my website.

Here are just a few examples of the impact from the projects successfully awarded funding in 2022/23:

In 2022, Room 4 received £7,000 to deliver trauma-based therapy sessions in Haverhill to those affiliated with gangs, County Lines, and child sexual exploitation. The project was incredibly successful, providing 644 hours of therapy and reducing traumatic effects in young people by 77%. In 2023, I decided to award a multi-year grant to continue this fantastic work.

The Forward Trust is an organisation offering recovery and reintegration services for prison-leavers. In 2022, I awarded £20,000 for their Suffolk programme, which led to 98% of participants not re-offending within the year after the programme.

In 2022, The Hive received £10,000 to support a new community space in Ipswich to encourage community cohesion in diverse communities – resulting in over 90% of beneficiaries feeling

safer within their community and improved mental health.

Suffolk Refugee Support received a multi-year grant to deliver a project reducing crime and protecting the refugee community in Suffolk. In its first year, 23 out of 30 clients involved in the Criminal Justice System evidenced improved outcomes.

**"No one has ever offered anything like this before"**

*Beneficiary who had never been offered an opportunity to build a crime-free life. Selig Housing (2022)*

**"I am surrounded by an encouraging community, where I am welcomed and included despite my past. I feel able to make a positive difference to others in my community"**

*Beneficiary of football sessions as an alternative to crime and ASB. River Church (2022)*

**"They hire kids because we're vulnerable"**

*Beneficiary of their school programme aimed at allowing students to better identify gang exploitation. St Giles Trust (2022)*

**"I wish I had this help earlier"**

*Beneficiary of their programme in primary schools for children involved in the criminal justice system. MN Well-Child Support (2022)*

## DOMESTIC ABUSE PERPETRATOR PROGRAMME

### OBJECTIVE TWO

This year, I successful bid for £650k (£320,059 in year one and £331,955 for year two) for a multi-year perpetrator programme to tackle domestic abuse. I used this to expand the Constabulary's Domestic Abuse Perpetrator Unit and support Iceni's Venta programme which works with perpetrators to reduce abusive behaviour.

Most importantly the funding was used to provide dedicated support to associated victims, including children and young people affected by domestic abuse working with Leeway Domestic Violence and Abuse Services.

This year the programme has worked with 118 perpetrators and supported 97 victims, including 17 children and young people. Most importantly, all 340 associated victims were offered dedicated support.

I have seen just how important working with

perpetrators is in protecting victims from abuse; from perpetrators with turbulent relationships, to successful co-parenting and communication with boundaries set by the victim and understood by the perpetrator. Participants on the programme, with a lack of understanding of their behaviour, gain stability through honest conversations and taking personal responsibility.

Whether it be through sessions driving behaviour changes in perpetrators, therapy to address trauma in victims, or sessions to build understanding of healthy relationships for children, all providers have reported a significant reduction in risk and an even more significant reduction in abusive behaviours. All of this has driven substantial reduction in police call-outs and social care interventions as well as increased safety and wellbeing for participants.

#### Domestic Abuse Perpetrator Programme

	GRANT AWARDED
Constabulary's Domestic Abuse Perpetrator Unit – funding Behaviour Change Workers, a victim support worker, training and clinical supervision.	£122,220
Iceni – funding for six Venta groups a year, victim support, training and clinical supervision.	£145,799
Leeway Domestic Violence and Abuse Services – funding for a worker to support the children of those on the programme.	£39,290
OPCC – part funding towards a Policy and Commissioning Officer to support governance and strategy.	£12,750
<b>TOTAL:</b>	<b>£320,059</b>

"He now has regular contact with his children including overnight stays and there have been no reported incidents for several months, including police call-outs or social care referrals"

"I can honestly say this programme has been life changing for me"

"If it can help me, it can help anyone"

"He admitted that he doesn't want his son to make the same mistakes he did"

## SAFER STREETS 5 FUND

### OBJECTIVE TWO

Following a successful bid to the Home Office, I secured over £811k from the Safer Streets 5 Fund to support a variety of initiatives to address anti-social behaviour, violence against women and girls, and neighbourhood crime across Suffolk. Match funding and in-kind contributions from partners will make this up to over £1.5m over two years.

This is undoubtedly excellent news for Suffolk and once again demonstrates how the power of collaboration with community safety partners benefits our county.

Whilst Suffolk is one of the safest areas in the country nevertheless there are specific areas where much more needs to be done to tackle and prevent crime and anti-social behaviour.

I really believe the Safer Streets 5 funding will have a very positive impact on community safety and therefore help improve the quality of life for homes and businesses in these areas.

East Suffolk Council has been allocated £273,887 to fund higher quality CCTV cameras in Lowestoft, provide outreach activities for young people, who have been excluded, or who are at risk of being excluded, who are perpetrating, or at risk of perpetrating, ASB and neighbourhood crime.

Ipswich Borough Council's allocation of £273,300

will be focused on a number of hotspot areas across the town which experience sustained anti-social behaviour. These include small shopping parades, churchyards, riverside areas and areas within the town centre. This will include CCTV, Crimestoppers Zones, an ASB awareness campaign, improved lighting in public spaces, better gating and fencing, youth and adult outreach support and environmental improvements.

Funding of £263,835 will focus on increasing the feeling of safety and personal security for residents and visitors in west Suffolk by focusing on violence against women and girls, anti-social behaviour and acquisitive crime. This will fund CCTV improvements, educational outreach work with young people targeting behaviour and attitudes and the impact on victims, environmental improvements, training and awareness on Violence Against Women and Girls and anti-social behaviour, and target hardening measures such as property marking, home security and awareness raisin

The chosen interventions for each crime time will be targeted to specific geographic areas within Bury St Edmunds, Haverhill, Newmarket, Sudbury, Stowmarket, Mildenhall, Brandon, Cornard and Needham Market.

SAFER STREETS FUND ROUND 5	GRANT AWARDED in YEAR 1
East Suffolk Council - funding for areas in Lowestoft focussing on Anti-Social Behaviour, street drinking and the nighttime economy.	£273,887
Ipswich Borough Council – funding for areas across Ipswich experiencing sustained anti-social behaviour.	£273,300
Partnership of West Suffolk Council, Babergh & Mid Suffolk District Councils and Suffolk Constabulary – focussing on violence against women and girls, anti-social behaviour and acquisitive crime.	£263,835
<b>TOTAL:</b>	<b>£811,022</b>

## CONSULTATION AND ENGAGEMENT

### OBJECTIVE THREE

Public engagement is a key responsibility of every PCC. In a large rural county like Suffolk this is quite a challenge. Therefore I make sure members of the public and businesses can engage with my office to discuss issues that affect them.

I have travelled all over the county in my endeavours to meet as many stakeholders, partners and members of the public as possible. On-going engagement and consultation is important so that I can be satisfied my office is meeting the needs of our communities. Throughout this year I have continued to engage with Suffolk residents to obtain community views.

Each year we hold public meetings to make it as easy as possible for people to engage with myself, the Chief Constable and other senior police officers. I encourage this open and frank two-way dialogue and pride myself on direct engagement with all sections of the community.

I have dealt with over 900 letters and emails on a variety of matters. A breakdown of the

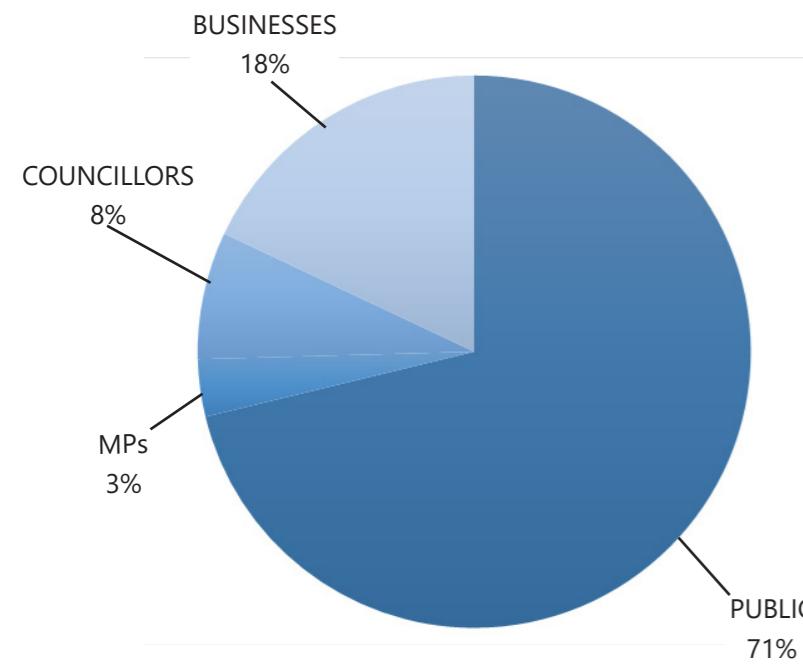
topics raised and the correspondents is detailed below.

My public engagement over the past year includes:

- a series of public meetings with the Chief Constable to hear directly about the issues impacting on local communities
- informal Street Meet events with local community police officers in towns and villages across the county to talk to residents about policing
- inviting public questions through an online meeting with the Chief Constable
- attending meetings with business and general interest groups to talk about the work of the PCC and discuss policing issues
- a public survey to gauge views on my council tax precept proposal
- updating my website to ensure all information is clear and accessible and as far as possible meets the Public Sector Bodies Accessibility Regulations 2018.



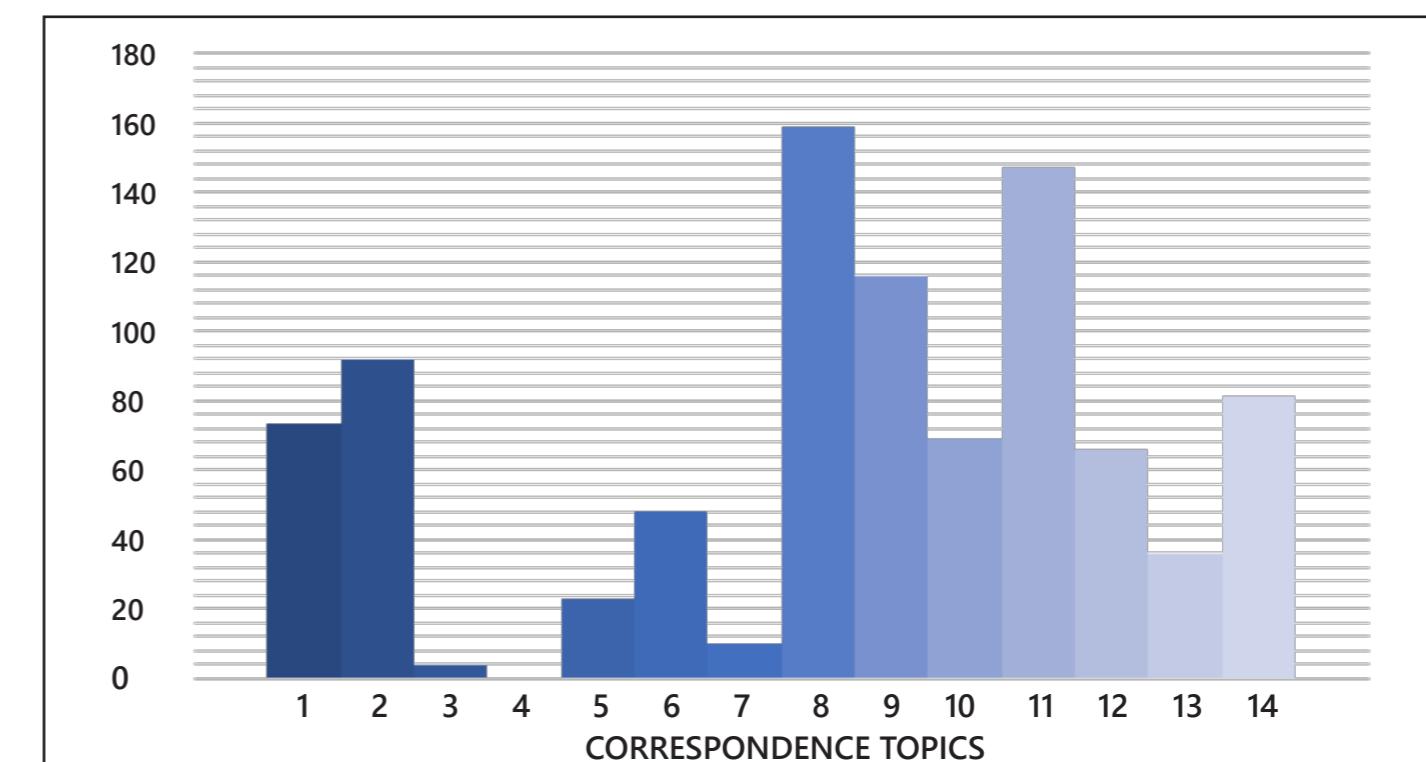
#### WHO HAS WRITTEN IN:



#### CORRESPONDENCE TOPICS:

1. ASB / Burglary / Drugs	73
2. Complaints	92
3. Compliments	4
4. Consultation	0
5. Freedom of Information	23
6. Fraud / Business Crime	48
7. Funding	10
8. Operational other	159
9. Other	116
10. Other Agencies	69
11. Parking / Speeding / Roads	147
12. Police Communication	66
13. Resource / Visibility	36
14. Rural Crime / Travellers	81

**TOTAL: 924**



# THIS YEAR IN PICTURES

## APRIL

My office successfully secured Safer Streets 5 Funding to address ASB, violence against women and girls, and neighbourhood crime. Ipswich Borough Council used some of the funding for an ASB awareness campaign.



## JUNE

I was joined by one of the Constabulary's Rural, Wildlife and Heritage Officers to discuss crime concerns with representatives of the National Farmers' Union (NFU).



# 2023

## AUGUST

I was proud to help Brave Futures promote its '1 in 10 - child sex abuse is closer than you think' campaign.

My office provides funding to Brave Futures to support children who have experienced sexual abuse.



## DECEMBER

I joined County Councillor Paul West to launch the new vehicle activated sign in the 30mph zone on the A1070 in Holton St Mary.



## FEBRUARY

I visited Innov8 which received a PCC grant to support young people excluded from school. Innov8 gives the students skills which help future employment opportunities.

## MAY

Each year I look forward to the Suffolk Show. It is a great opportunity for me and the Constabulary to engage with the local community.



## JULY

The One Big Multicultural Festival has secured its place as one of the key social events in our county town. It's a great opportunity to meet up with old friends and make new ones.

## SEPTEMBER

An afternoon at the Port of Felixstowe with local officers assigned to the National Vehicle Crime Intelligence Service (NaVCIS) gave me a valuable update on the work of this innovative team.



# 2024

## NOVEMBER

The Chief Constable and I made our annual presentation to the AGM of the Suffolk Chambers of Commerce.



## MARCH

Lowestoft's Business Innovation District held a business crime seminar in the town. I attended with the local town centre team to hear concerns of local traders and share crime prevention advice.



## JANUARY

I took my proposal for the precept to the Police and Crime Panel for its approval. The panel supported my proposal to raise the precept by the maximum allowed by Government.

The Police and Crime Commissioner works in partnership in a variety of ways with voluntary, charitable, public and private sector agencies to enhance Community Safety and Criminal Justice outcomes. The engagement and delivery of services and grants with the Voluntary, Community and Charitable sector is outlined under Objective 2 on page 22.

Another strand is the PCC's involvement in Suffolk's key partnership boards to assist, support and discuss issues with statutory partners. Specifically, the Safer Stronger Communities Board (the countywide board for community safety related matters), Suffolk Public Sector Leaders, which brings key leaders together to deal with issues pertinent to Suffolk (some of



*Forging partnerships with community groups, such as the Ipswich Romanian Community helps build understanding of my our local communities and enables me to explain my role.*

which impacts Community Safety); and the Norfolk and Suffolk Local Criminal Justice Board which brings together agencies responsible for delivering the justice system and considers how those agencies impact on areas such as the victims' code and offender management.

The priorities of the Safer Stronger Communities Board are referenced in the Police and Crime Plan and the Board is routinely updated on the work of the office of the PCC. The office also has a role in the activity (and sub-groups) related to Violence Against Women and Girls.

The PCC invites the three Community Safety Partnership chairs to his quarterly PCC Fund Panel, in line with the commitment in the Police and Crime Plan. We also prepare a quarterly update on the grants and services funded by the PCC, to ensure there is effective communication with community safety partners.

We continue to work with the Association of Police and Crime Commissioners, the Ministry of Justice and the Home Office to respond to consultation and policy change, and harness funding opportunities, that impact the role of the PCC, benefit victims of crime or support improvements to policing.

### Suffolk Fire and Rescue

Suffolk Constabulary's continued collaboration with Suffolk Fire and Rescue Service helps meet some of the financial challenges that both services face.

Collaboration between the Constabulary and Suffolk Fire and Rescue Service has resulted in 13 shared Police/Fire Stations across the county since 2011, making Suffolk pioneers of this blue-light collaboration.

The shared stations project is now complete and there are no future plans, however our joint estates programme remains one of the most important and significant examples of joint working nationally and is an excellent

example of what can be achieved by pooling resources and working together. A great result for Suffolk.

### Seven Forces

We entered into our fifth collaboration agreement relating to the policing areas of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk at the start of this financial year. This agreement represents a further progression and development of the collaborative arrangements originally agreed by the seven force areas in 2015.

This new collaboration agreement includes the following key areas:

- provision for the progression of projects, in relation to the Seven Force Forensic Case Management System, Five Force Digital Asset Management and the Emergency Services Mobile Communication Programme
- the Eastern Region Innovation Network
- the strategic governance requirements in respect of the Eastern Region Special Operations Unit and the Seven Force Single Procurement Function.

### Norfolk Constabulary

Suffolk Constabulary's collaboration with Norfolk Constabulary continues, and remains one of the most successful in the country and has yielded savings for Suffolk of £23.6m annually on a recurring basis up to the end of March 2024.

An extensive programme of collaborative work has delivered a number of joint units and departments in areas such as major investigations, roads policing, protective services, custody, transport and information technology.

# VOLUNTEERS CONTINUE TO PLAY CRUCIAL ROLE IN POLICING

The commitment and enthusiasm of our policing volunteers makes a huge difference to the police service delivered in Suffolk.

At the end of March 2024, Suffolk had 102 Special Constables who volunteered a total of 35,000 hours; 103 Police Support Volunteers working across 27 different roles who offered us just under 11000 hrs of their voluntary time and 160 cadets in eight units across the county which all have healthy waiting lists. All of our cadet units are now police-led and offer our young people a great understanding of policing along with community engagement activities to support their community policing teams

We have some amazing volunteers in our force with a variety skills and professions such as teachers, nurses, social workers, farmers, small business owners, PR executives, engineers and even an air traffic controller. Their skills and experience bring a new dimensions to policing. Their strong links to their own communities are invaluable to the Constabulary. The Citizens in Policing team ensures volunteers receive the support, recognition and development that they deserve and continue to look for applications across all three of the volunteering strands, - Specials, Police Support Volunteers and Cadets

## Special Constabulary

In Suffolk our Special Constables not only support the frontline with duties on response, they also focus on community policing, traffic, football, warrants, CID and major operations. Each Special Constable brings with them outside experience and a skill set that enhances the way the police interact with the public – improving public confidence and providing additional visibility.

Specialisms for special officers continue to be a high priority for the Citizens in Policing Team, to offer additional skills and development in areas such as traffic and criminal investigations to

volunteers who wish to enhance and develop further. Additional skills and specialisms are being explored for 2024 so it really is an exciting time to be part of Suffolk Special Constabulary.

Recruitment has continued this year, and the embedding of the specially designed Special Constabulary Foundation Learning and Development Programme has improved the quality of student officers on the completion of initial training, ensuring they have the best training and equipment to support their regular colleagues.

## Police Support Volunteers

The Citizens in Policing team welcomed 30 new Police Support Volunteers in this financial year supporting various roles, such as Mounted Volunteers, Cadet Leaders, Role Players, Museum Historians, Artwork Coordinator, Force Chaplains, Transport, Crime Reduction Volunteers and Special Operational Team support. Police Support Volunteers also support officers at Ipswich Town FC events.

This has been an award-winning year for the volunteers with Volunteer Cadet Leader, Inspector Matt Breeze winning the 2023 national Lord Ferrier Award for Leadership; Rural Crime Reduction Volunteer, Debbie Slaughter was awarded runner-up at the annual British Association of Women In Policing awards; Mounted Volunteer Sarah Hills and PSV Andy Butt both received Suffolk Constabulary's 'Quiet Brilliance' awards for their continued contribution to volunteering and Crime Prevention volunteers Eric and Hannah Sewell won the Suffolk Constabulary Police Support Volunteer of the year award.

## Volunteer Police Cadets

All eight Cadet units have been busy throughout this year, getting involved in many different



Independent Custody Visitor training for Suffolk and Norfolk volunteers was held at Police HQ in July 2023.

engagement events from the Suffolk Show, High Sheriff events, Remembrance Day events, Suffolk Day and Armed Forces Day. Cadets have also assisted local policing teams with crime prevention advice and engaged in local community projects which include litter picks and gardening.

The cadet scheme welcomes young people aged 13 to 18 from all backgrounds and communities. All weekly Cadet sessions have an educational element, where cadets learn about different elements of the police service, with practical exercises to demonstrate knowledge learnt, but always with a focus on having fun. Each term all the units try to take part in at least one activity such as climbing, karting, camping, bowling, BBQ and dragon boats.

Thanks as always goes to the brilliant cadet leaders who volunteer their time to ensure the Suffolk Cadet Scheme continues to be the success it is.

## Independent Custody Visitors

Independent Custody Visitors are volunteers from our local community who visit the county's Police Investigation Centres to check on the welfare of detained persons and the conditions in which they are held.

These volunteers help to fulfil my responsibility

to ensure that policing in Suffolk is carried out fairly, in accordance with relevant legislation and Home Office guidance, and with respect for the human rights of all those coming into contact with the police.

For each of the visits carried out throughout the year a report is provided to my office detailing what the Independent Custody Visitors had observed or discussed with detainees and/or custody staff at the time of the visit. This information provides a useful insight into the position in custody, reassurance in respect of the care provided, examples of good practice and highlights any issues arising.

The medical provisions within custody and the lack of availability of hospital beds for those held under the Mental Health Act, which delay moving people on from custody to the correct care, remain key concerns which I continue to discuss with Chief Officers and key partners.

Throughout the year custody visitors were well assisted by custody staff and I would like to take this opportunity to thank our custody visitors for their invaluable support and commitment to the Scheme.

More detail about the scheme and how to volunteer as an Independent Custody Visitor is available on the PCC website.

## LOOKING FORWARD

Following the Police and Crime Commissioner election in May, I am honoured and humbled to have been re-elected as Suffolk's Police and Crime Commissioner for a fourth term. I am deeply grateful to those who supported me and pledge to carry on working with everyone to make the county a safer place in which to live, work, travel and invest.

It is a statutory requirement for all newly elected PCCs to produce a new Police and Crime Plan for the force area within a year of their election and work on this has already started in Suffolk. This is the top strategic policing document that must be delivered by the Constabulary. This plan, which lasts for four years, is based on my recent election manifesto and will build on what has been achieved since I was first elected.

One key theme to be prioritised is demand reduction. This can be helped through greater focus on prevention and reducing re-offending rates. The government proposals to recruit a further 13,000 police and Police Community Support Officers (PCSOs) nationally will improve visibility and accessibility which obviously has a deterrent effect on criminality. This will complement the new local policing model launched in Suffolk last December. The conclusion of the Right Care Right Person initiative will also yield considerable benefits for the individual whilst reducing policing demand.

Our partnerships with the voluntary sector, especially within the crime disorder and reduction work, should be increased especially with younger generations. I also want to see a far greater emphasis on using the procurement processes for the purchase of goods and services providing opportunities for reskilling and employment for those who have lost their way. Greater emphasis on social value in tendering and awarding contracts is also required.

The focus on all victims of crime, including business crime will continue to be highlighted since keeping crime levels low is a vital component of securing economic growth. Our victims' commissioning work is crucial for Suffolk's collective wellbeing, and we will try to meet that increasing demand.

All this costs money and I expect the new government to ensure Suffolk receives a much fairer funding allocation from the Home Office and the Ministry of Justice. My campaign for a fairer settlement continues and I expect all our MPs to rise to the challenge and bat for Suffolk. The Home Office needs to utilise its equality impact assessment on funding settlements, bearing in mind the discriminatory approach it adopted under the previous government.

I also believe a proper economic assessment - long and short term - of the impact of crime needs to be included as this will help make better decisions on allocation of resources. Working across agencies would be assisted with this process bearing in mind policing alone will not solve society's difficulties, but a multi-agency approach should. We need to invoke a "Suffolk plc" approach.

The continuing and important economic development of Freeport East continues including Gateway 14. This, coupled with the advent of Sizewell C, requires additional policing resources and I hope the government takes note.

There is a cast iron commitment to revamp our Suffolk Control Room. We need to have a facility future proofed for the next 25 years with the very best technology. Decisions on the way forward will be made this year – doing nothing is not an option. Technology continues to advance and develop new capabilities. I think it is vital the force is ready to do everything possible to improve productivity and efficiency and there is huge potential to



I attended the 'Fresh Start new beginnings' 10th anniversary celebrations, which launched their new branding as Brave Futures. This charity changes and often saves lives by offering children who have suffered sexual abuse, a pathway to a more successful future.

harness these new capabilities however, this can only be achieved through the appropriate strategic investment for the long term. This will complement an in-depth estate review which includes a pragmatic approach to better use of scarce natural resources, and carbon reduction.

One of my most immediate tasks in this new financial year is to recruit a new Chief Executive following the retirement of Christopher Jackson who has been in post since I was first elected in 2012.

Chris, a qualified solicitor, retired on March 31 2024 after 37 years associated with policing in Suffolk as Clerk to the Police Authority, then Chief Executive to the Police Authority before transferring to the role within the Office of the PCC. He was my principle advisor in exercise of

my statutory duties, powers and responsibilities and supported me in the delivery of my priorities, so will be missed.

The recruitment of a new Chief Executive will now be undertaken with the support of key stakeholders to ensure we get the best person for the role. Someone who will lead the team going forward and ensure governance arrangement are effectively maintained.

There is a great deal to deliver but all of this will be tackled head on.

*Tim Parryone*

## CHIEF OFFICERS' REMUNERATION

Home Office Circular 006/2012 'Police Officer Remuneration and Conditions' provides that all benefits for chief officers and their values should be published in the annual report. The value of the salaries and benefits package of chief officers for the financial year 2023/24 are as follows:

### Chief Constable: RACHEL KEARTON

Salary	£158,013.50
Employers Pension Contribution	£48,984.19
Mileage Allowance	£11,111.16
Housing Allowance	£5,022.72
Reactive Insurance	£2,800.00

### Deputy Chief Constable: ROB JONES

Salary	£130,677.50
Employers Pension Contribution	£40,510.03
Mileage Allowance	£10,394.09
Reactive Insurance	£2,800.00

### Acting Assistant Chief Constable: EAMONN BRIDGER

Salary	£114,181.95
Employers Pension Contribution	£35,396.42
Mileage Allowance	£8,804.43
Reactive Insurance	£2,800.00

### Acting Assistant Chief Constable: JULIE DEAN \*post jointly funded by Norfolk (56.4%) and Suffolk (43.6%)

Salary	£54,965.43
Employers Pension Contribution	£17,039.28
Mileage Allowance	£2,263.11
Reactive Insurance	£1,220.80

### Temporary Assistant Chief Constable: MARINA ERICSON (from September 11 2023 to December 18 2023)

Salary	£30,807.59
Employers Pension Contribution	£9,550.35
Mileage Allowance	£331.84
Housing Allowance	£999.74

### Assistant Chief Officer: KENNETH KILPATRICK

Salary	£109,418.75
Employer's Pension Contribution	£21,883.75
Mileage allowance	£8,804.43
Professional subscriptions	£450.00

## CONTACT US



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