



Annual Report 2020-21

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INTRODUCTION

BY TIM PASSMORE

This year was one of the most extraordinary most of us have ever experienced, because of the global pandemic. Who would have thought in March 2020 the whole of the UK would experience a year of lockdown?

As we now know, sadly many lost their lives, the economic scars are deep, and our way of life was dramatically changed. The same applied to Suffolk Constabulary who led the charge in persuading, and where necessary enforcing, the public health restrictions and guidelines. The Constabulary's task was made much easier by the common sense shown by Suffolk people resulting in very few enforcement penalties being issued.

The whole force responded to this challenging environment with great determination and commitment. It was an enormous and remarkably successful team effort from not only front line officers, but the many civilian staff who operate vital public safety departments such as our control room, ICT and the estates team which ensured those who had to attend the workplace were kept safe and secure. I am sure you would all join me in expressing our huge gratitude for all they delivered.

It is also worth noting the government has been generous with their ongoing financial support for the extraneous costs accrued for policing the pandemic and for any loss of revenue. BP's support for providing free fuel during the spring was also very welcome.

Policing has to continue and our recruitment drive to fulfil the commitments from the additional Council Tax and the national uplift programme has been a huge success. There was a net increase of more than 70 fulltime police officers in the past year.

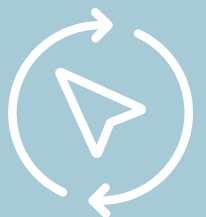
In some categories crime levels have fallen probably because of lockdown – acquisitive crime and robberies for example, but conversely there has been a significant rise in recorded levels of domestic abuse and a surge in online offences. I want to reassure everyone these areas are continuing to be addressed by the Constabulary which will be helped by the rise in officer and staff numbers.

There have been some excellent results in combatting drug-related crime and county lines and the successful work of the new Sentinel and Kestrel teams in hunting down



Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 52p
- Constabulary budgeted workforce of 2,111 (as of March 31 2021)
- Constabulary budgeted officers numbers of 1,211 (as of March 31 2021)
- Number of officers per 1,000 residents = 1.6
- Policing budget of £143.82m in 2020/21



criminals county wide is particularly welcome. Unfortunately criminals also take advantage of any major changes in society and this has been the case during the pandemic – cold-calling, scams and incidences of fraud, fly-tipping and illegal drug sales illustrate how criminals’ methods of operating have changed accordingly to the detriment of Suffolk. As a result, the need for greater multi-agency working is more important than ever.

Our commissioning work to support victims of crime, especially those affected by domestic abuse and serious sexual offences, has been well supported by the Ministry of Justice with extra funding. Again, it has been remarkable how so many voluntary organisations and charities have demonstrated their flexibility and continued their work during the pandemic. We are all extremely grateful. For the recipients of our crime and disorder reduction grants we have maintained support for organisations who have been unable to deliver their programmes during the pandemic and adjusted funding timescales so work can resume as soon as conditions permit.

Understandably, our public



Tim Passmore
Police and Crime
Commissioner for
Suffolk

engagement events were unable to go ahead and I missed the opportunity to meet many of you in person which was very regrettable since those meetings provide a very valuable opportunity to listen to your views and suggestions for preventing crime and keeping home and businesses safe. Nevertheless, we were able to take part in several online forums which proved very useful for keeping in touch. Some online public meetings actually had greater attendance from all over the county – something for us to consider for the future.

Overall, I believe in spite of the pandemic, a great deal has been delivered in the fight against crime during the year as we all strive to continue to make Suffolk a safer place in which to live, work, travel and invest.

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 761,200
- 7 Members of Parliament
- 6 local authorities



Steve Jupp
Chief Constable

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.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continue to grade Suffolk Constabulary as 'good' in relation to effectiveness, efficiency and legitimacy. HMICFRS will inspect the Constabulary again in 2021 and will publish their report in the Autumn. Their findings will help inform our work as we continue to demonstrate our willingness and our ability to continually 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 meet ever more complex and high-risk demand as well as ensuring they are as visible as possible and solving problems in our communities.

I am immensely proud of the courageous and selfless way that Officers, Staff and Volunteers have worked throughout the Pandemic. The Constabulary has planned, and is prepared for a busy summer and year as restrictions are eased.

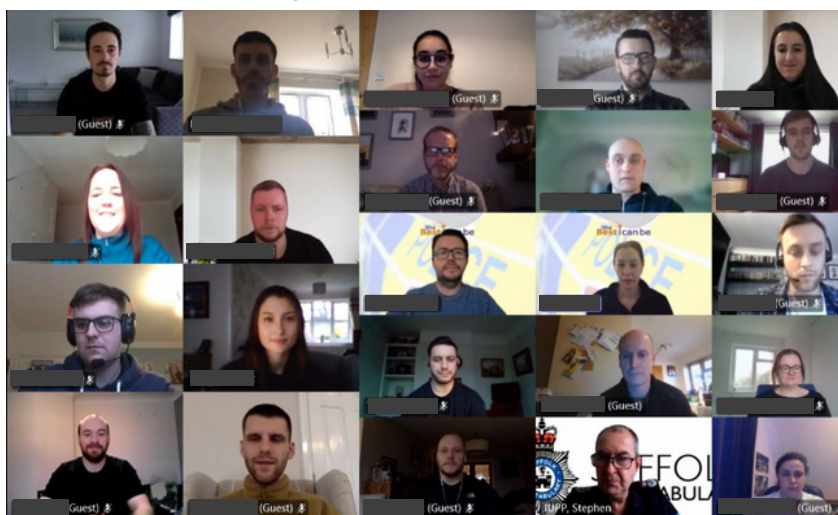
My three-year strategic plan is embedded across all parts of the Constabulary. This year we will continue with new ways of working through the 'Modern Workplace' programme and see new Police Officers join under the Police Education Qualification Framework.

The increase in the policing element of precept for 2021/22 is already 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. This investment, together with the arrival of additional officers through the national uplift programme will enable us to do more for our communities and be even more effective in catching and convicting criminals and keeping people safe.

Some of the areas I am looking to invest in during 2021/22 include the Contact and Control Room to improve the way people can contact us and the service they receive as well as modernising our learning and development facilities. We will also embark on a 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 a new Police and Crime Plan and continue to adapt and deal with Suffolk's modern-day policing challenges effectively and efficiently.

Pictured below: Chief Constable Steve Jupp welcomed new student officers to the force in February 2021 via a virtual meeting.



Governance Developments

by Christopher Jackson

The year 2020/21 has brought us the Covid-19 pandemic. From a governance perspective the year has shown the resilience of our corporate governance arrangements to good effect which have been able to flex with modest adjustment to enable business to carry on as normal.

The Annual Governance Statement for 2020 demonstrated how the Office of the PCC (OPCC) adapted and this will again be reflected in the Statement for 2021. Key to the adaptability has been the arrangements for our virtual meetings which are open to the public and which, unlike in other sectors of local government, will continue for the foreseeable future. The PCC is not so constrained by formalities as some and has great flexibility of approach.

The virtual nature of meetings has not resulted in any material diminution in our governance capability. More information about the OPCC's governance arrangements, including the Annual Governance Statements, can be found in the extensive library of documentation on the PCC website.

Once again in 2020/21 the OPCC successfully gained the CoPaCC transparency accreditation for its publication of key information as prescribed by legislation.

The information to be published is now being increased at the behest of

government and steps are in hand to ensure that the additionally required information will be published as it becomes available during the remainder of the year.

Broadly the additions relate to national performance measures, HMICFRS inspection activity and the new complaints regime that I reported upon last year in the Annual Report. In this latter regard the implementation of the new obligations upon PCCs has progressed most satisfactorily where the review of complaints responsibility has been discharged efficiently and effectively (and upon which a report is now produced and published on the OPCC website) and the regional panel of legally qualified chairs and independent members for misconduct hearings has responded well to the reformed police conduct system. In this regard the public can be confident that the PCC is discharging the various statutory responsibilities imposed upon the office.



Christopher Jackson
Chief Executive
Office of PCC



The role of the PCC

Police and Crime Commissioners were introduced across 41 police force areas in England and Wales in 2012. I was first elected in November 2012 and re-elected for a second term in May 2016. This second term runs until May 2021, a year longer than expected due to the postponement of the election in May 2020.

Police and Crime Commissioners represent their local communities and their concerns, ensuring the policing needs of communities are met. The role is a complex one. PCCs set the direction of policing through their Police and Crime Plan and also set the policing element of the Council Tax precept. PCCs recruit the Chief Constable who has operational independence for the Constabulary.

The role of PCC includes:

- **Setting the strategic direction and accountability for policing**
- **Working with partners to prevent and tackle crime and re-offending**
- **Being the voice of the public, the vulnerable and victims**
- **Contributing to resourcing of policing response to regional and national threats**
- **Commissioning victims' services and grants.**



Pictured above: The PCC and his statutory officers, and the Chief Constable and his senior officer team met virtually for the Accountability and Performance meetings during this year. The public are invited to view the meeting live or watch a recording which is uploaded onto the PCC website shortly after the meeting.

PCC Responsibilities

Through my Police and Crime Plan for Suffolk, I set the direction and the budget for policing. The four objectives of my current plan are:

- Responding to calls for urgent assistance
- Caring about victims, communities, the local economy and our workforce
- Protecting vulnerable people and communities by preventing, reducing and solving crime and reducing anti-social behaviour
- Delivering efficient and effective services with the right resources.

Holding the Chief Constable to account

I hold the Chief Constable to account against my performance measures and I also monitor information relating to operational policing, staffing issues, finance and complaints.

It is really important that this process is open and transparent so 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. This year, because of restrictions, the meetings have been held virtually with a recording available on the website.

Issues discussed over the past year include:

- data quality
- the financial position and financial forecasting
- complaints and professional standards
- monitoring of the spend of the Council Tax policing precept.

Details of the public accountability meetings are available on the PCC website: www.suffolk-pcc.gov.uk.

Police and Crime Panel

I am challenged and supported by Suffolk's Police and Crime Panel which comprises 11 representatives of the county's six councils and two co-opted independent members. The chairmanship of the panel changed this year, with Cllr Mark Jepson from East Suffolk Council taking over the role from Cllr Patricia O'Brien, who had chaired the panel since its inception in November 2012.

The 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 the panel members have questioned me on many aspects of my work, including a review of my Police and Crime Plan objectives and the Constabulary's response to the pandemic.

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 2021, the panel supported my plan to increase the precept for the next financial year.

Further details of the Police and Crime Panel, and papers from the meetings, are available on Suffolk County Council's website: www.suffolk.gov.uk

My role is to ensure an efficient and effective police service and to represent you and your concerns, ensuring the policing needs of your community are met

The policing budget for 2020/21

Suffolk's budget for policing in 2020/21 was £143.82m, which remains one of the smallest budgets of all forces nationally.

In view of the enormous demand the Constabulary was facing, I increased the policing part of the precept by the maximum allowed by the Treasury which was £10 per annum for a Band D property for the financial year 2020/21.

Although this was a difficult decision to make, it was one that had to be taken to allow the Constabulary to adapt to changing demand and meet some of the financial challenges we faced.

The additional funding made available through the increase enabled the Chief Constable to make operational changes and improvements and saw the introduction of an additional 19

police officers and 17 police staff. The Chief Constable's plans focussed on the following themes:

- Improving the standards of police investigations to bring more offenders to justice.
- Enhancing Suffolk Constabulary's capacity and capability regarding pro-active policing to tackle serious and organised crime, county lines and knife crime.
- Making Suffolk's roads safer.
- Enhancing the Constabulary's ability to prevent crime happening in the first place and working with our partners to solve problems that matter most to our communities.

The Chief Constable provided regular updates on all plans throughout the year which can be found on my website, www.suffolk-pcc.gov.uk.

The Office of the PCC budget

The cost of the Office of the PCC including detail of salaries and expenses can be found on the PCC website, www.suffolk-pcc.gov.uk.

Over the past seven years the budgeted cost of the office has reduced from £1.257m in 2013/14 to £890k in 2020/21.

The breakdown of the current budget is listed below:

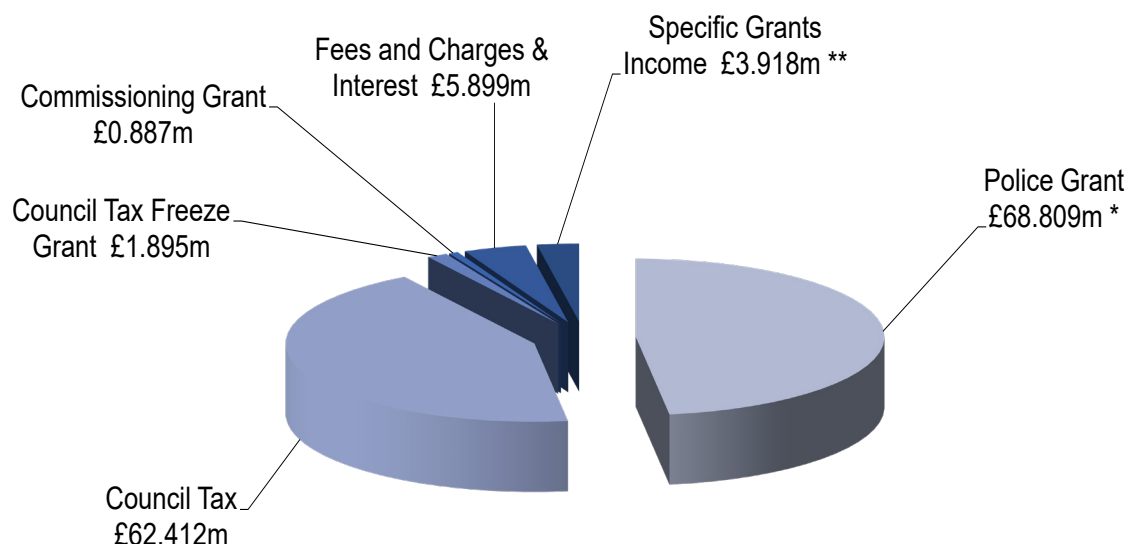
How my office budget is spent

Employee Costs (pay & travel)	£620,780
PCC Costs (salary & travel)	£104,690
Supplies & Services, fees and contingency	£127,530
Internal & External Auditors and Audit Committee	£37,000

Total:	£890k
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How the policing budget is spent

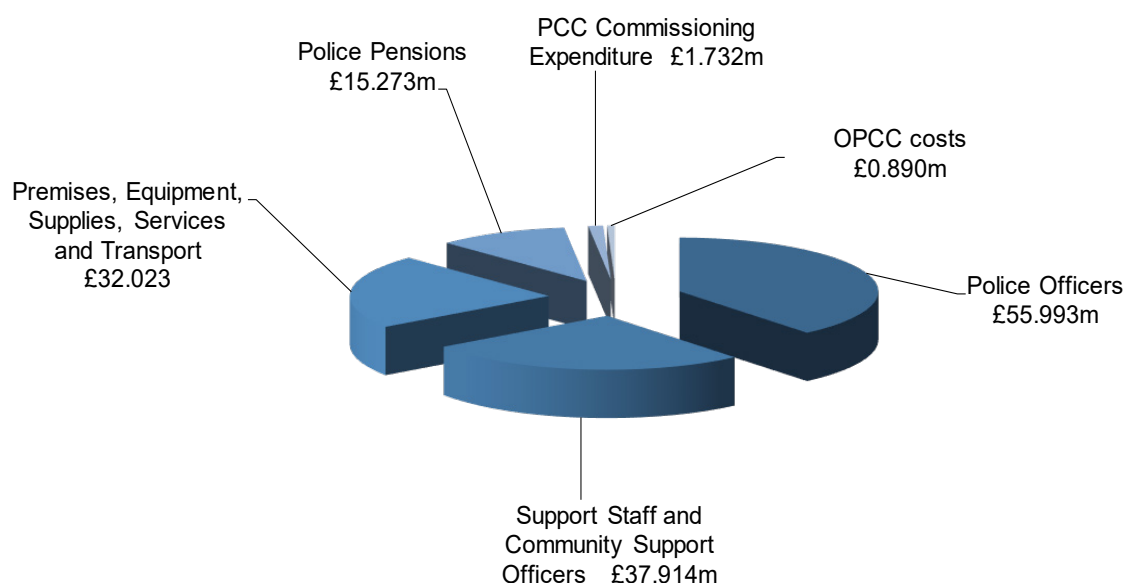
Where the money comes from: £143.82m



* Includes £24.56m that used to be funded from DCLG, now funded through the Home Office

** Includes £1.513m ring-fenced uplift grant

Where the money is spent: £143.82m



How this year's precept decision will improve policing in the next financial year

One of the most important decisions I make in this financial year affects the policing service you receive in the following year and that's setting the budget.

I must ensure that the Chief Constable has the resources he needs to provide an efficient and effective police service for the people of Suffolk.

In January each year I have to set the budget for the next financial year and take my proposals to the Police and Crime Panel, the scrutiny body which supports and challenges the PCC role.

In January 2021, the Policing Minister gave PCCs the ability to raise the policing element of the precept for the financial year 2021/22 by up to £15 a year for a Band D property. In January 2021, I opted for this maximum increase and my decision was supported by the Police and Crime Panel.

I really do appreciate how difficult this past year has been for everyone, especially those whose livelihoods have been affected by the pandemic. However, this pandemic has also shown just how important policing is to us all. Suffolk is a relatively small force and one of the lowest funded, per head of population, and if we are to continue to improve policing in the county it really is absolutely necessary.

The plans for the precept investment addresses some of the major areas the Constabulary needs to focus on to continue to be efficient and effective and meet the needs of residents and

businesses in the county.

I have worked closely with the Chief Constable to agree how this additional funding will be allocated. The Chief Constable's plan will focus the precept investment in three key areas:

- Improving investigations and protecting vulnerable people, to keep us safe and ensure criminals are brought to justice
- Modernisation and transformation, to enable better agile working and ensure the Constabulary is equipped to deal with the challenges it faces
- Public engagement, making it easier to contact the police and have a say in policing across Suffolk.

This increased investment in policing will deliver 25 additional officers and 27 police staff, which with the additional officers from the government's Operation Uplift, will increase police numbers in Suffolk to over 1,300, the highest number for over ten years. This will be instrumental in ensuring the Constabulary continues to be efficient and effective, and able to deal with modern day policing challenges.

The Constabulary's share of Home Office funding from the national Operation Uplift programme has enabled the recruitment of 53 additional officers in 2021/22. All Forces are required to provide officers to special operations units across the country and Suffolk is required to provide two to the

Eastern Region Specialist Operations Unit. In addition, 11 of the 53 Suffolk officers will work in the joint teams with Norfolk Constabulary, with the remaining 40 being deployed into Suffolk Constabulary posts across the county.

From 2021/22 this additional precept funding will provide:

- 5 civilian Investigators
- 2 Problem Solving PCs; 3 NPT Sergeants; 1 Hate Crime PC and 3 Children & Young People PCs
- 2 civilian Intelligence Development Officers; 1 Detective Sergeant; 3 Detective Constables to investigate serious organised crime
- 6 Digital Support Officers
- an additional proactive policing Kestrel team in the west of the county, of 1 Sergeant and 6 PCs
- 5 civilian Control Room Operators and 1 Control Room Trainer

- 1 Citizens in Policing (CiP) Police Constable Trainer; 1 CiP Attraction & Engagement Officer and 1 Specials & Volunteers Coordinator; 2 Police Constable posts within the Police Development unit
- 1 Sustainability Manager
- 1 Income Generation officer
- 4 civilian Victim & Witness Care officers within Joint Justice Services
- 2 civilian Case Workers to work within Joint Justice Services
- 1 Business Crime/Fraud Prevention officer.

Together with the Chief Constable, I will publish a document in each quarter of 2021/22 to provide an update on how the precept is being used to improve policing in Suffolk and will include an overview of broad policing outcomes and the operational benefits across Suffolk. This public document will be available via my website.

This is what the 6.7% increase will be for all Council Tax bands in 2021/22

Band	2020/21 rate	Annual increase	Weekly increase
A	£158.46	£9.96	19p
B	£184.87	£11.62	22p
C	£211.28	£13.28	26p
D	£237.69	£14.94	29p
E	£290.51	£18.26	35p
F	£343.33	£21.58	41p
G	£396.15	£24.90	48p
H	£475.38	£29.88	57p

Delivery and monitoring of Suffolk's Police & Crime Plan

Police and Crime Commissioners are responsible for setting the strategic objectives for policing. I do this through Suffolk's Police and Crime Plan and budget-setting responsibilities.

My Police and Crime Plan was last reviewed and re-issued in 2019 to consider significant national developments in terms of tackling

serious violence. The updated plan increases the emphasis on protecting the most vulnerable in our communities and keeping victims at the

heart of service delivery. These remain important to my approach and will continue to be reflected as I develop the next Police and Crime Plan with the Constabulary over the coming year.

We all have a part to play in making Suffolk a safe, vibrant and thriving

community. To achieve this, we must provide policing that is fair, accessible, and able to meet the needs of all our communities.

Suffolk's current Police and Crime Plan includes a performance framework which links activity from the plan into a schedule of update reports, which are monitored at the public Accountability and Performance Panel to understand how effectively the plan is being delivered. These include reports on areas such as public complaints, financial updates, annual workforce report; delivering the Victims' Code, supporting children and young people, ensuring the Strategic Policing Requirement is met; use of stop and search and progress with HMICFRS inspections.

The framework also includes a key set of performance measures which my office regularly tracks through a performance priorities report. The performance measures for the year ending 2020/21 were monitored at the May 2021 Accountability and Performance Panel meeting.

Objective 2: Caring about victims, communities, the local economy and our workforce:

In relation to Objective 1, the force's performance over the past year in relation to answering 999 calls and providing emergency response has

Objective 1: Responding to calls for urgent assistance



Pictured above: Over the past year the Constabulary's emergency response has exceeded the standard set in the Police and Crime Plan.



Objective 3: Protecting vulnerable people and communities by preventing, reducing & solving crime

exceeded the standard set in the Police and Crime Plan.

Some activity within the plan is delivered directly by my office. For example, the work to support safer communities outlined in Objective 2 is supported by crime and disorder grants to support grass-roots work in communities by the voluntary sector. Support to vulnerable victims, as outlined in Objective 3, is delivered through PCC powers to commission services for victims as well as by the forces approach to delivering the Victim Code and ensuring victims of serious crime get effective support.

The force has continued to exploit opportunities to collaborate, utilise technology and control the financial health of the organisation to support efficient delivery of the service as outlined in Objective 4.

I continue to respect the importance

of partnership and multi-agency working as reflected in the Police and Crime Plan. Examples include my involvement in the Local Criminal Justice Board, Suffolk Public Sector Leaders and the Safer Stronger Communities Board.

The partnership works to tackle Violence Against Women and Girls, Men and Boys has never been more important. I am proud of the work that Suffolk agencies, public and voluntary, do to support vulnerable people.

Suffolk's Police and Crime Plan is clear about the continued desire to work with local communities and partners. I remain convinced that with the collective power of all our public sector partners, the business community, voluntary, charitable and social enterprises, it is possible to deliver more effective, coordinated solutions which are fundamental to making Suffolk a safer place in which to live, work, travel and invest.

Pictured above: The PCC and Detective Chief Supt Eamonn Bridger with the new Domestic Abuse Perpetrator Unit (DAPU) which works one-to-one with domestic abuse perpetrators to address and alter their behaviour, protect victims and reduce demand on the force.

Objective 4: Delivering efficient and effective services with the right resources

Constabulary Performance 2020-2021

Objective	Measure	Year to 31 Mar 2021	Three year average
Domestic Abuse Crimes	Number of crimes	9,358	8,298
	Solved number	996	1,205
	Solved rate	10.6%	14.5%
Serious Sexual Offences	Number of crimes	1,749	1,871
	Solved number	106	108
	Solved rate	6.1%	5.7%
Child Sexual Abuse <i>(By keyword - Athena data only)</i>	Number of crimes	1,196	1,871
	Solved number	123	108
	Solved rate	10.3%	5.7%
Public Safety	% 999 calls answered within 10 seconds	92.1%	90.9%
	% emergencies attended within target <i>(15 mins - urban 20 mins - rural)</i>	91.6%	91.0%
Confidence	Due to the pandemic the ONS did not report Crime Survey of England and Wales confidence data during this period.		

With the exception of domestic abuse crime, there was generally a reduction in the level of crime over 12 months to 31 March 2020, when considered against the 3-year (long-term) average. The pandemic has impacted certain crime types, for example residential burglary and robbery saw significant reductions. There has been a focus locally, and nationally, over recent years to encourage victims who experience domestic abuse and sexual offences to report crime and seek support from the police and specialist services (so those crimes have been highlighted above). That focus continues alongside a strengthened government response to tackling Violence Against Women and Girls.

The Constabulary performs well in terms of responding to emergency calls. 92% of 999 calls have been answered within 10 seconds (that is despite receiving over 100,000 emergency calls in the year). 91% of emergency incidents have been attended within the standard.

The full performance report for the year went to the Accountability and Performance Panel in May 2021 and provided detailed narrative about action the force is taking to improve performance. Details of all Accountability and Performance Panel reports can be found on the PCC website: www.suffolk-pcc.gov.uk.

Consultation and Engagement

On-going engagement and consultation is important so that I can be satisfied the police service the people of Suffolk receive is meeting the needs of our communities. Throughout this year I have endeavoured to engage with Suffolk residents to obtain community views despite the challenges of the pandemic.

Our usual public meetings were not possible so this year we needed to find new ways to engage with the public to enable open and frank two-way dialogue with all sections of the community.

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

Public engagement over the past year included:

- updating my website to ensure all information is clear and accessible
- attending virtual meetings hosted by business and general interest groups to talk about the work of the PCC and discuss policing issues
- taking part in 'hot seat' phone-ins on BBC Radio Suffolk with the Chief Constable to hear public views on policing and answer questions
- an online public survey on my proposal to increase the policing element of the Council Tax precept, this resulted in over 957 respondents, of which 69% supported the increase
- meeting parish councillors through virtual meetings in conjunction with Suffolk Association of Local Councils (SALC)
- inviting public questions through a web-chat with the Chief Constable
- responding to correspondence into my office on a variety of local issues.



Pictured above: Over 80 local parish and town councils joined the online SALC meeting to discuss road safety with local police officers and county council road safety officers.

Commissioning services to support victims and reduce crime

Commissioning for services supporting victims of crime amounting to £1.6m was supported by a core grant of £921,244 from the Ministry of Justice. The OPCC has invested £4.9m into services in Suffolk supporting victims of domestic abuse since my first election in 2013. Just over £1.35m has supported specialist organisations delivering services to victims of sexual violence.

In 2020/21 £927,588 of funding was provided to specifically support victims of domestic abuse and £316,919 for victims of sexual violence. This totals £1,244,385 and the additional investment was made possible by £357k of Covid-19 Extraordinary funding from the Ministry of Justice, secured through two rounds of bidding for services in Suffolk.



Pictured above: Positive Futures offers sport related activities to young people. My office allocated £85k to fund this project which helps transform young people's lives to reduce crime and youth violence in local communities.

Support for victims

In this financial year we commissioned grants worth £673,000 to specifically address domestic abuse and £214,535 for sexual violence, plus £353k for victim support. The specific grants are detailed here:

Commissioned services to support victims in 2020/21:		
VICTIMS	Victim Support - Norfolk & Suffolk Victim Care - Referral & Support Service	£315,000
	Restorative Justice Service - Intervention service between offender and victim	£38,000
	TOTAL	£353,000
DOMESTIC ABUSE	Leeway - Independent Domestic Violence Advisor (IDVA) Service. Supporting high risk victims of DA in Suffolk with Safety Planning	£525,000
	Lighthouse Women's Aid - support for their Women's Centre in Ipswich providing support for victims of domestic abuse	£60,000
	Bury St Edmunds Women's Aid - to support specialist centre with services to victims of DA in the west of Suffolk	£60,000
	Waveney Domestic Violence & Abuse Forum - to support their work with victims of domestic abuse and forum members	£20,000
	Compassion - to support community-based DA programmes in the Babergh district	£8,000
	TOTAL FOR DOMESTIC ABUSE	£673,000
SEXUAL OFFENCES	Fresh Start - new beginnings – therapeutic support for child victims of sexual abuse	£60,000
	Independent Sexual Violence Advisors (ISVAs) – additional posts to support victims of sexual violence	£34,535
	Survivors in Transition – therapeutic support for adult survivors of child sexual abuse and for male victims of sexual violence	£60,000
	Suffolk Rape Crisis - to support work with female victims of sexual violence including counselling and an outreach service	£60,000
	TOTAL FOR SEXUAL OFFENCES	£214,535
	OVERALL TOTAL	£1,240,535

Crime & Disorder Reduction grants

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

This year grant awards were impacted by the Covid-19 pandemic and periods of lockdown affected the ability to deliver projects and services. This had a consequent effect on the requirement for funding.

This year I have awarded the following grants:

Organisation	Grant Awarded
Catch 22 Suffolk Positive Futures - countywide sports based social inclusion youth project, adapted to online sessions and activities during periods of lockdown	£85,000
Catch 22 Mediation Service – to address neighbourhood dispute cases, including anti-social behaviour, family conflict, property boundaries, parking and harassment when referred from Suffolk Constabulary.	£7,333
Town Pastors - to provide support for vulnerable people and defuse potentially aggressive situations in ten towns in Suffolk supporting the Night Time Economy. Funding covered overheads and provided training whilst the Pastors were unable to patrol because of the pandemic.	£15,500
Suffolk Youth Justice Service - for a Criminal Exploitation Worker to support early identification and intervention for children and young people involved, or at risk of involvement, with County Lines in the west of the county..	£31,214
Suffolk County Council – Multi-agency project to prevent Modern Slavery. The PCC secured £3k from the Modern Slavery Organised Immigration Crime Programme. This, along with match funding from SCC and the PCC of £1,500 each, enabled the creation of short films to support modern slavery practitioner training, and awareness raising.	£1,500
Framlingham Area Youth Action Partnership (through the Youth Intervention Fund)- to support the Pagent Field Youth Drop-in, a weekly outreach session where young people were able to access advice and mentoring on a range of issues and help to develop their physical, mental, social and moral capacities.	£11,137
TOTAL:	£151,684

Extra funding secured for victim services during pandemic

My office successfully secured over £350K from the Ministry of Justice's Covid-19 Extraordinary Fund to support vital support organisations financially disadvantaged by Covid-19.

Government made extra funding available to support victims and survivors of domestic abuse, sexual violence, vulnerable children and their families during the Covid-19 pandemic; a proportion of this was allocated to Police and Crime Commissioners to support local services.

I am really delighted the MoJ recognised the vital work done by the voluntary and charitable sector in Suffolk and the increased pressure these organisations face because of Covid-19. The extra funding made

such a difference to the victims of these terrible crimes to help them overcome their traumatic experiences.

Providing support for victims is a key part of my role. Each year we allocate significant amounts of money to support victims of domestic abuse and sexual violence and I know many of the organisations that provide this support had to find new ways of interacting with victims during this pandemic, which can be more costly than normal.

We applied for funding to support 14 organisations working right across the county and received £208,410.55 in the first round of funding and £148,600 in the second round.

The grants awarded are detailed here:

Covid-19 Extraordinary Ministry of Justice Funding for Domestic Abuse Support Services in Suffolk	Total grant across both rounds
Alumah CIO: Towards additional resource and technology to support online delivery of 'The Freedom Programme' and 'Creative Group', along with telephone support.	£14,783.76
Anglia Care Trust: Towards additional capacity for the 'Freedom from Financial Abuse' money advice service, to support the anticipated increase in demand, and additional technology costs.	£24,983
Bury St Edmunds Women's Aid Centre: To address the increase in service demand, loss of income due to not being able to fund raise during the pandemic, and additional technology.	£18,920
Compassion: For additional resources to support online delivery of 'The Freedom Programme', additional support to address the increase in demand, and loss of income due to not being able to fund raise during the pandemic.	£12,987.85

Home Start Mid & West Suffolk: Towards staff and volunteer costs to provide practical and emotional support for families, and loss of income due to not being able to fund raise during the pandemic.	£5,000
Leeway: To support additional equipment and staff hours for the IDVA Service, staff for the multi-lingual service for minority communities, the advice and support line, loss of income due to not being able to fund raise during the pandemic.	£59,277.22
Lighthouse Women's Aid: To support existing posts that would usually be covered through fundraising.	£30,791
One Voice 4 Travellers: To continue support for work with Gypsy, Roma and Traveller women, address the increase in demand for the service, and increased costs in operating the service.	£7,654.33
Orwell Housing Association: Additional resource and technology to support online delivery of 'The Freedom Programme'.	£17,788
PHOEBE: To support the specialist work for women and children from minority communities, additional costs for technology, loss of income due to not being able to fund raise during the pandemic.	£52,482



Pictured above: The PCC with Treasurer, Sanna Chinenyanga; Chairperson, Shirley Layne and Director, Mollin Delve from PHOEBE which supports women and children from minority communities affected by domestic abuse. A £52,482 grant covered additional costs incurred during the pandemic.

Waveney Domestic Violence and Abuse Forum: Towards additional hours worked by the Forum Coordinator to meet increased demand, additional administration hours, and other operating costs.	£9,959.14
Covid-19 Extraordinary Ministry of Justice funding for Sexual Violence Support Services in Suffolk	Total grant across both rounds
Fresh Start - new beginnings: For additional counselling hours to deal with the increase in demand for services, safe working practices, and to address loss of income due to not being able to fund raise during the pandemic.	£45,436.25
Restitute: Funding for counselling sessions and telephone support for survivors of sexual violence who also have caring responsibilities.	£18,916
Suffolk Rape Crisis: For additional technology to facilitate the change in working practices, additional counselling capacity to deal with the increase in demand for services, and funding for posts where income has been lost.	£38,032
OVERALL TOTAL:	£357,010.55

Successful funding bid to support the Domestic Abuse Perpetrator Programme

An intervention service, which supports domestic abuse perpetrators to change their behaviour, received over £238K from the Home Office this year.

The successful bid for funding, submitted by the Office of the PCC on behalf of partners Suffolk Constabulary, Suffolk County Council and local charity Iceni, was awarded in October 2020.

This programme of work is being delivered by Suffolk Constabulary who are now working with perpetrators on a one-to-one basis. Iceni has also been able to expand the Venta Programme, a unique group programme tackling offending behaviour, which was redesigned to be delivered online to meet Covid restrictions.

Delivery in Lowestoft commenced in March 2021 and will be followed by expansion to West Suffolk. To the end of March 2021, 197 one-to-one sessions and 25 group sessions had been delivered with 41 perpetrators receiving interventions. Match funding from the PCC and Suffolk County Council will support continued delivery and evaluation of the programme between April and September 2021.

Suffolk PCC's Fund

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.

Suffolk Community Foundation manages the fund on my behalf and the Chairs of each Community Safety Partnership also consider the projects before the award is made.

In 2020/21 grants worth a total of £288,356 were awarded, supporting 20 different organisations across the county. These projects will deliver over the next 12 months and will each provide a report on the difference the project has made.

For grants completing in 2020/21 an impact report will be available on my website later this year.

PCC grants awarded in this financial year are as follows:

Organisation	Grant awarded
Anglia Care Trust: towards the continuation of the Money Advice Service for victims of financial abuse	£16,239
Emmaus Suffolk Ltd: towards 'Project Turn Around' - support for those who have offended or are on day release from prison	£19,630
RFEA – The Forces Employment Charity: towards 'Project Nova' support for veterans to reduce re-offending	£20,000
The Racing Centre: towards a detached youth worker to support young people in Newmarket	£10,000
The Reader: towards 'Through the Gate' - support for ex-offenders to have a more successful reintroduction to society	£7,527
Combat2Coffee: towards the 'Coffee Cell Café' - support for armed forces veterans who are ex-offenders back into society	£2,153
Fresh Start Future Enterprises: towards 'Pathways to Employment' support for offenders leaving Norwich prison residing in Suffolk	£17,712
Northampton Saints Foundation: towards the 'Values programme' social inclusion project for young people at risk of entering the Criminal Justice System	£20,000
Room 4: to support 'Future Possibilities Project' for young people in Haverhill at risk of offending or gang involvement	£2,500
Suffolk FA: Social inclusion project for disadvantaged young people in Ipswich	£19,563
Suffolk Refugee Support: towards core costs of supporting refugees and asylum seekers in Suffolk	£20,000

The Forward Trust: to support the recovery and reintegration services to inmates in three prisons in Suffolk	£20,000
Ormiston Families: towards 'Breaking Barriers' supporting children with a parent or significant carer in prison	£15,325
Suffolk Lowland Search and Rescue: towards core running costs of the service who support all emergency services	£5,439
The Mix Stowmarket: to support a detached youth worker in the 'Open Out Project'	£16,253
YMCA Trinity Group: towards the 'Youth Ipswich' project support for disadvantaged young people at risk of offending	£20,000
Green Light Trust: towards the 'Women's Woodland Project' nature-based courses for vulnerable women	£10,000
St Giles Trust: towards 'SOS+' mentor to run a programme for vulnerable students at high risk of criminal exploitation	£20,000
The Albany Pupil Referral Unit: towards the 'Building and Skills Project' for vulnerable young people to gain a qualification	£8,895
The Prince's Trust: towards 'Positive Pathways' for young people who have offended or are at risk of offending	£17,120
TOTAL:	£ 288,356



Access Community Trust, Green Light Trust, Ipswich and Suffolk Council for Racial Equality (ISCRE), Volunteering Matters and The Mix worked together to deliver the ground-breaking Vision and Voice project. This £100k project was jointly funded by £30k from the PCC and £70k from philanthropic donations. The PCC met with the five organisations delivering the project in October 2020 to hear how the project was progressing.

Impact of PCC grants

All grants awarded are measured against clear, deliverable outcomes. Full details of the grants are available on the PCC website. Here are just some of the impacts from the grants awarded in 2020/21.

PCC and Ministry of Justice funding in 2020/21 enabled over 37,000 victims of crime to be referred to Norfolk and Suffolk Victim Care and access specialist support services for victims of domestic abuse and sexual violence.

Extraordinary Covid-19 funding enabled services to adapt their processes to continue supporting victims of crime in a safe way during the pandemic. Services not previously commissioned by the PCC were also able to access funding including: Restitute; Phoebe; Leeway Project Safety Net; Alumah; One Voice 4 Travellers and Homestart, extending the volume and type of support available to victims and also providing specialist support to under-represented groups of victims. Together, these services supported 1,522 victims of sexual violence, 108 cases of child sexual abuse and exploitation and 7,911 cases of domestic abuse.

Analysis of data shows that PCC funded victim services in Suffolk are supporting

a higher proportion of victims from black and minority ethnic backgrounds than the proportion in the Suffolk population as a whole. This is a change from last year and is likely to be due to funding new specialist services.

"I am regaining confidence in my personal and professional life. I no longer doubt the decisions I am making, and despite a pandemic, my business has grown and I have employed more staff! This is not something that I could have seen happening when I was in the abusive relationship."

Catch 22

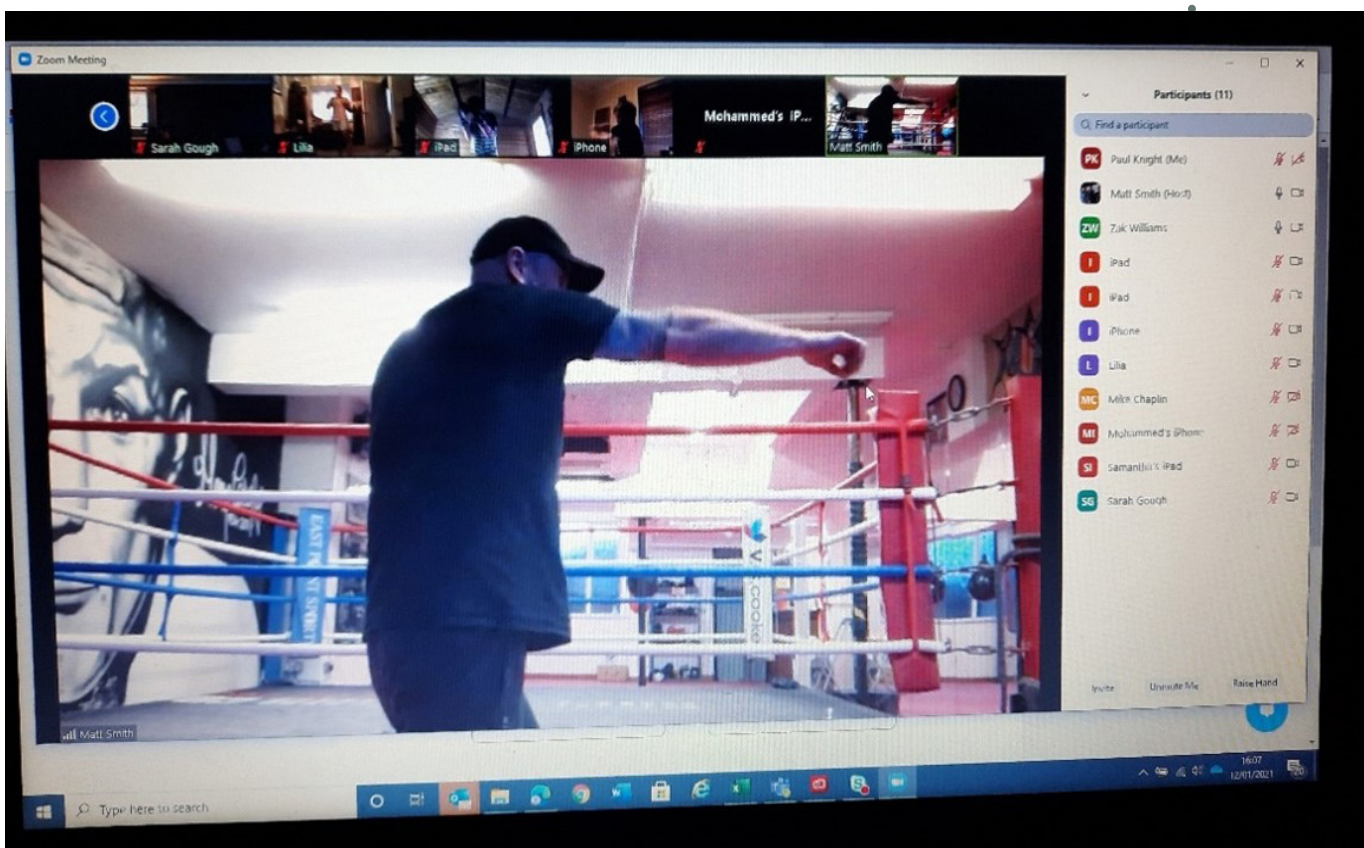
Mediation Service

The Catch 22 Mediation Service received 28 new referrals from Suffolk Constabulary since PCC funding was awarded and they have continued to work with 11 referrals from the previous period. In all, 155 people benefited from the service, 80 of which have directly engaged in mediation.

Many cases were as a result of, or made worse by increased stress or changed living conditions due to the pandemic. As well as reducing the number of calls and complaints to the police, the interventions also prevented escalation to criminal proceedings and had an overwhelming positive impact on service users.

Since the new PCC funding was awarded in November 2020, the following outcomes have been delivered:

- 90% of service users said that their issue had improved with 68% saying it was resolved.
- 87% of all service users responding reported a reduction in stress and 100% where mediation took place.
- 100% of referring Police Officers responding reported a reduction or complete cessation of calls/complaints.
- In five cases, where criminal proceedings were identified as



likely by referring Officers, this was prevented, with 100% of Officers responding reporting that mediation stopped an escalation of the dispute.

- Where mediation took place, so far, 100% of service users responding reported a reduction in stress.

Feedback from referring police officers confirmed the usefulness of the service and that standards had been maintained despite the pressures of working remotely:

"...this is the third referral I've done and so far each has assisted in easing a tempestuous situation/stalemate between warring neighbours where neither party will budge. I cannot rate Catch 22 highly enough a completely impartial 3rd party who are not police seems to do the trick"

"As far as I'm aware there have been no further issues reported to police involving these two parties, which is a stark contrast to the daily/weekly incidents being reported"

"I have had a couple of cases running during lockdown and Catch-22 have been very helpful"

"Contact maintained with clients throughout – helpful informative and instill confidence in the service"

Service users also confirmed the availability of the service and the impact it had:

"Having a third party to explain my position to my neighbour made all the difference"

"I felt heard, and very supported, even though neighbour wouldn't engage in mediation, the mediators still supported me"

continued >

**Pictured above:
Not deterred by the pandemic,
Positive Futures continued to deliver sport based projects including online boxing**

"The mediator always did her best to listen and mediate through phone where possible instead of a mediation meeting which enabled us to fix some of the problems"

"Yes, all of the issues have stopped, the complaints have also stopped. When you got involved things got better"

Positive Futures

A PCC grant supports Suffolk Positive Futures with core funding for the service with project delivery supplemented by funding from other partners. The project is designed to bring large groups of young people

together under one banner and then use the power of sport as a vehicle for change. Although sessions are open to all, the PCC's particular interest is on the impact of activity on young people at risk of offending, and those not in education, employment or training to encourage positive behaviour and reduce antisocial behaviour.

Project outputs were severely affected during periods of 'lockdown' amounting to eight months in total. Concerns about the impact of the pandemic on young people were raised early on particularly in terms of mental health and general health, social interaction and fitness levels. At the start of the pandemic the project

adapted quickly and then continuously responded to changes during the year to ensure engagement and diversion was maintained as far as possible and in a safe manner. Online sports challenges, a free football delivery service, access to other sports equipment and Zoom boxing enabled Positive Futures to

continue delivery and engagement and carry out informal welfare checks.

- 540 individual young people were engaged in the programme through the year. 20% of participants were girls and 26% participants were from a black, Asian or other minority ethnic background.
- 25 young people 'not in education' worked towards a recognised qualification in the period April 2020 to March 2021.
- 25 young people have taken up volunteering placements during the period April 2020 to March 2021.
- 100% of respondents felt supported by the project over the past 12 months.
- 96% felt safe at the sessions with the measures put into place to stop the spread of Covid-19.
- 70% of people surveyed did not undertake any other type of formal activity (outside of school) during the past 12 months - demonstrating the ability of Suffolk Positive Futures to adapt and keep running the service despite many other organisations having to close theirs.

Suffolk Positive Futures successfully completed the 'You vs Train' campaign to raise awareness amongst young people about the dangers of trespassing on railways.

The project was back to full capacity in April 2021 with face-to-face sessions being delivered in communities across the county. Online delivery of boxing will continue alongside the normal boxing sessions, delivering a cost-effective additional activity for young people and bringing together the different boxing projects from across the county.

"Suffolk Positive Futures provide a number of projects we are able to signpost and refer young people to. The projects not only provide structured activity but are delivered by positive role models who talk to young people openly about their choices and attitudes"

Scott Reynolds,
Operational Manager,
Suffolk Youth Justice Service

Volunteers continue to play crucial role in policing

The contribution made by volunteers to policing in Suffolk is absolutely remarkable. Volunteers continue to play an important part in our policing family and we are indebted to them for their unstinting commitment and enthusiasm.

During an exceptionally difficult year, volunteers continued to generously give their time as Special Constables, Independent Custody Visitors, Police Staff Volunteers (PSV), Community Speedwatch volunteers and Cadets.

The Special Constabulary, who are warranted officers with the same powers as regular officers, completed over 60,000 hours of voluntary policing from the beginning of lockdown to the end of this financial year. We are extremely grateful to all our Special Constables for their professionalism and sacrifice during this challenging year. I have nothing but admiration for all they do. I'm also very grateful to the employers who released Specials from their regular work to assist with policing during the pandemic.

The eight Cadets units have met remotely over the past year, but will meet face-to-face from April 2021 under strict Covid restrictions.

Most of the PSVs were stood down during this financial year due to Covid restrictions but the Constabulary's

Citizen in Policing team, which supports volunteers, held virtual drop-ins to keep in contact and the plan is to have all PSV's back in force as soon as it is safe. However four PSV's continued to volunteer in a covid-secure manner. These amazing volunteers completed over 2,800 hours from the first lockdown to March 31st 2021, delivering personal protective equipment (PPE) to ensure all police officers had the equipment they needed to stay safe.

The mounted PSVs and Local Police Volunteers have continued to be the Constabulary's 'eyes and ears' in our towns and villages, ensuring their communities see a visual presence and supporting them in linking with their local policing teams.

I'd like to take this opportunity to thank everyone who generously gives their time to help make Suffolk a safer place, we are all very grateful.

In this financial year 116 Specials carried out 9,524 hours on duty, 47 Police Staff Volunteers completed 3,636 hours of duties and 14 Independent Custody Visitors made 90 calls/visits to detainees in police custody

Pictured below: Specials Supt Paul Smith (left) and Assistant Chief Constable Rob Jones (right) at the passing out parade of Specials cohort SC1/20



Collaboration

Suffolk Fire and Rescue

Our successful partnership with Suffolk Fire and Rescue Service continued this year with the start of work on a joint police/fire station in Ipswich, the twelfth joint facility across the county.

In December I joined the Chief Constable, Temporary Chief Fire Officer and the cabinet member for Public Protection to mark the start of works at the existing fire station in Princes Street. Construction started in early 2021 and the new base is expected to be operational in early 2022.

The funding for the £4.8m project will be shared between the two blue-light services along with support from the government, which has already been secured. This is another example of the significance of collaboration between police and fire in Suffolk where we are leading the way nationally.

This new building is designed to optimise the operational response

and effectiveness of both emergency services and I am particularly excited that the design details will help reduce the environmental impact of the building.

Plans are also progressing for a new-build station in Stowmarket which is expected to start in the financial year 2021/22 and become operational in the summer of 2022.

Norfolk Constabulary

The collaboration between Suffolk and Norfolk constabularies continues to deliver significant saving for both police forces.

In this financial year the partnership has yielded savings for Suffolk of £1.282m, increasing the total savings achieved through collaboration to £20.2m.

Police departments working in the joint space include major investigations, roads and armed policing, custody, the cyber-crime unit and 'back office' services such as HR, ICT and finance.

The Norfolk and Suffolk Roads and Armed Policing Team (RAPT) works across both counties





Seven Forces

The Seven Force Strategic Collaboration Programme was established in 2015 and is working across the Eastern Region to develop and implement successful collaborative solutions to protect the front line local delivery of policing.

The police forces that form the collaboration are Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk.

The Programme covers a geographic area of more than 9,000 square miles, serving nearly 8 million residents. This makes it one of the most ambitious police partnership programmes ever undertaken.

The programme is delivered by a dedicated 7 Force Strategic Collaboration Team consisting of a small number of members of police staff and officers from across the seven counties. The team engages closely with key stakeholders, managers and end users across the region to deliver a complex

programme of work, working in partnership while respecting the individual forces independence.

In January 2020, the single 7 Force Procurement Department went live covering all seven forces across the region.

The transformation from three independent Procurement functions to a single 7 Force Procurement Department has resulted in the creation of the second largest police procuring body in England and Wales, second only to the Metropolitan Police. By pooling investment in this capability, we are able to build resilience, increase attractiveness as clients and customers, reduce cost, improve service provision and become an attractive employer to talent and emerging talent in the highly competitive Procurement sector.

The 7F Procurement Pipeline shows savings of £8.455m over four years.

The official start of works for the new joint Police/Fire Station at Princes Street in Ipswich in December 2020. (l-r) Deputy Fire Chief, Dan Fearn; County Councillor Richard Rout, Tim Passmore and Chief Constable, Steve Jupp.

Looking forward

The emergence of our county from the clutches of the pandemic is moving ahead to the relief of many. The force has maintained operational delivery throughout the pandemic and will continue to focus on Covid's aftermath and preventing and tackling crime.

This year, I am confident the force will continue improving its performance and detection rates. The extra funds available from the Council Tax and the funding for additional officers through the government's Operation Uplift will be of considerable benefit to the Constabulary as it continues to meet the needs of residents and businesses in the county.

The Chief Constable and I will do

whatever we can to ensure other public sector organisations deliver their obligations and not increase the demand on the police. Based on evidence, we intend reducing that demand in crucial areas such as mental-health and missing persons.

The pandemic has adversely affected too many of our young people. I am looking forward to building on the success of our youth intervention fund with new initiatives helping ensure Suffolk youngsters achieve the best balance between aspiration, optimism and future prospects and making the right choices so they all have worthwhile and fulfilling lives.

In this next financial year I will publish my new Police and Crime



The PCC and Supt Marina Ericson (centre) at the official launch of the Kestrel team in September 2020. A second Kestrel team will be introduced in 2021/22 to complement the fanatastic work of this team this year.

Plan. This plan sets the path for operational policing and our commissioning work for victims, and crime and disorder reduction. Suffolk's Police and Crime Plan will be used to hold the Chief Constable to account and also involves enhancements to our regular public Accountability and Performance Panel.

My quest for a fairer funding settlement for Suffolk from the Home Office continues. Ministers have told us there will be a funding formula review as part of the Comprehensive Spending Review and if that comes to fruition, Suffolk will be ready to make a case.

The focus on violent and high harm criminals will continue. The new Kestrel, Sentinel and Serious Crime Disruption teams have delivered excellent results and I am particularly confident that success will be augmented in areas such as county lines, people trafficking and exploitation of many "at risk" individuals.

There has been much discussion on climate change and carbon reduction. The Constabulary will be involved in relevant countywide initiatives. I am always looking for

ways to ensure both the force and the Office of the PCC make better use of scarce natural resources and reduce waste as much as possible.

Lastly, Suffolk Constabulary will be doing everything possible to keep crime levels low and bring offenders to justice. The new Freeport at Felixstowe could bring considerable prosperity to Suffolk if developed in the right manner with highly paid world class employment opportunities – hydrogen and other forms of energy have considerable potential in my opinion. Major planning decisions are also looming on the horizon at Sizewell which will impact on policing in the east of the county.

Whatever the decisions made, I am confident the force is more than ready to meet these challenges head on – it promises to be a very interesting year ahead!



Tim Passmore
Police and Crime Commissioner
for Suffolk

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 as at 31 March 2021 are as follows:

Chief Constable: Steve Jupp

Salary	153,612.30
Mileage Allowance	6,637.62
Reactive insurance	3,074.00

Deputy Chief Constable: Rachel Kearton

Salary	122,391.75
Employer's Pension Contribution	37,941.44
Housing / Rent allowance	4,329.96
Mileage allowance	6,637.62
Reactive insurance	3,074.00

Assistant Chief Constable: Rob Jones (from May 5th 2020)

Salary	99,175.10
Employer's Pension Contribution	30,744.28
Mileage allowance	6,442.97
Reactive insurance	2,817.83

Temporary Assistant Chief Constable: David Cutler (to August 31st 2020)

Salary	45,692.50
Employer's Pension Contribution	14,164.68
Housing / Rent allowance	777.65
Mileage Allowance	3,136.43
Reactive Insurance	3,074.00

Assistant Chief Officer: Kenneth Kilpatrick

Salary	101,914.86
Employer's Pension Contribution	21,605.95
Mileage allowance	6,637.62

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