

Annual Report 2019-20



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INTRODUCTION BY TIM PASSMORE

At the start of this financial year, I was very pleased to welcome our new Chief Constable, Steve Jupp, back from retirement to lead Suffolk's police force. Steve has set about the task ahead with strong drive and determination and has made it clear that he will continue the work of making Suffolk a hostile place for criminals.

This financial year (2019/20) saw a substantial rise in the policing part of the Council Tax, contributing an additional £6.5m of the overall budget rise of £9.2m. This extra funding has been put to good effect, paying for three proactive policing teams that focus on tackling violent crime and catching criminals. Another core function is the reduction of the threat from county lines and gangs which cause significant harm to our communities. In summary, 29 new police officers have been recruited along with 24 civilian investigators and a further 45 support staff to assist the Constabulary in their work.

It is especially heartening having a new government that places law

and order at the top of the agenda. The Government announced funding for an extra 20,000 police officers across the country and recruitment has already started. Operation Uplift provides Suffolk with 54 new officers in each of the next three years – a real step change for our police force.

Even with the increased funding, budgets remain tight and I am doing everything possible to improve efficiency and effectiveness. Better use of internal audit processes is making a very positive contribution to the organisation; the importance of collaboration and joint ventures within policing and other sectors has never been more crucial. The joint public sector estate programme continues with the new hub at Mildenhall, as does the multi-million pound investment project with Suffolk Fire and Rescue. In January the Eastern Region's seven police forces launched a new combined procurement function and work is progressing on a single vetting department.

We have extended victims' services contracts to provide better continuity

and certainty for staff and victims. Norfolk and Suffolk Victim Care has a new three-year contract and the independent domestic violence advisory (IDVA) service with Leeway lasts for three years with an optional two-year extension.

Support for charities and voluntary groups through our Crime Disorder and Reduction Grant funding continues to assist communities and individuals countywide – especially those in difficulty or at risk.

A major highlight of the year was the launch of the new Suffolk Youth Intervention Fund which is run jointly between Suffolk Community Foundation and the Office of the PCC. My office allocated £80k of public money, which was matched with philanthropic donations of an extra £170k. I am deeply grateful for these extraordinary acts of generosity and compassion from individuals who care passionately for our county.

The threat from County Lines continues and there has been good progress in reducing this threat due to many agencies and



individuals harnessing that power of collaboration for which our county is justifiably proud.

Suffolk still does not receive a fair share of national policing resources so the effort to change this injustice remains. I will continue to lobby Government for fairer funding for Suffolk Constabulary.

Overall a good year for policing and crime prevention in Suffolk and I would like to thank everyone involved for their hard work and dedication.



Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 48p
- Constabulary budgeted workforce of 2,108
- Number of officers per 1,000 residents = 2.7
- Policing budget of £133.70m in 2019/2020



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 745,500
- 7 Members of Parliament
- 6 local authorities

Tim Passmore
Police and Crime
Commissioner for
Suffolk



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 PCC.

The Police and Crime Plan ensures the Constabulary focusses on issues the PCC has determined are a priority for our communities. It reinforces the organisation's focus on those suffering harm, with a heavy emphasis on prevention.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services continue to grade the Constabulary as 'good' in relation to effectiveness, efficiency and legitimacy and it is vital that as an organisation 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.



Pictured above: Chief Constable Steve Jupp with young people at the Haverhill Big Day Out in August 2019.

My officers and staff continue to work hard for you to meet ever more complex and high-risk demand. I am very proud of how the organisation has responded to the outbreak of Covid-19 that has led to restrictions to all our lives.

The increase in the policing element of precept for 2020/21 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. Much of this work will enable us to work even more effectively in partnership with other agencies and organisations.

I will continue to ensure that Suffolk Police is as efficient and effective as it can be and delivers against the objectives set out in the Police and Crime Plan 2017 - 2021.

I have recently launched a new 3-year strategic plan with emphasis on improvement and innovation to catch criminals, keep people safe and further improve the service that we provide to all our communities. The purpose of this plan is to set the priorities for Suffolk Constabulary for the years to 2023 and identify areas where we want greater focus in the coming years.

We will work hard to stop crime happening in the first place with a renewed focus on preventing harm, particularly concerning the most vulnerable in our communities. I am proud to say that we have an amazing workforce and as Chief Constable I will be investing in training, development, health and well-being so that we continue to be hardworking, selfless and courageous.



Pictured left:
Chief Executive,
Christopher Jackson
with President,
John Bassett, and
Secretary, Nikki
Talbot Hadley,
both barristers,
of the NALQC
who delivered the
training.

Governance Developments by Christopher Jackson

The year 2019/20 has seen the OPCC preparing for the long-awaited third and final phase of the reforms to the police complaints and conduct system and which comprised a new regulatory framework when it was introduced on 1 February 2020.

At this date the PCC took over responsibility for the review of complaints decisions made by the Chief Constable.

The detail of the review process and the PCC's other responsibilities under the regulatory framework are set out in the Statement of Policy and Procedures issued on the change in the law. Whilst this new responsibility has placed a new administrative burden upon the OPCC no new bespoke staff have been brought in to tackle this new duty.

The new framework has wrought many changes and including in relation to the conduct of misconduct hearings. It is a PCC's responsibility to maintain lists of legally qualified

chairs to preside over such hearings, sitting with an independent member and a senior police officer. Suffolk together with the other OPCCs in the region have formed unified lists of legally qualified chairs and independent members.

Suffolk has played a leading role in ensuring that the region has sufficient chairs and members of the required quality and experience for the new framework. This has involved recruiting additional legally qualified chairs to the current pool as well as training all chairs and members in the new misconduct regime.

Hosted in Suffolk in March 2020, the region held the inaugural training event run in association with the National Association of Legally Qualified Chairs to train its complement of chairs and members on the new law. This has helped ensure that Suffolk and the region have a high quality and trained pool of chairs and members for their misconduct hearings.



Christopher Jackson
Chief Executive
Office of PCC

The role of your PCC

- Police and Crime Commissioners were introduced across 41 police force areas in England and Wales in 2012. I was democratically elected in November 2012 and re-elected in May 2016. The May 2020 election was postponed due to Covid-19, and will now take place in May 2021.
- As your Police and Crime Commissioner, I represent you and your concerns, ensuring the policing needs of your community are met. The role is a complex one. I set the direction of policing through my Police and Crime Plan and also set the policing element of the Council Tax precept. I recruit the Chief Constable and he has operational independence for the Constabulary which I cannot interfere with.
- The role of PCC includes:
 - Setting the strategic direction and accountability for policing**
 - Working with partners to prevent and tackle crime and re-offending**
 - Invoking 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: An Accountability and Performance Panel meeting, where the PCC holds the Chief Constable to account for the performance of the Constabulary. These meetings are held in public at Police HQ. Agendas and minutes of the meetings are available through the PCC's website.

PCC Responsibilities

"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."

Through my Police and Crime Plan for Suffolk, I set the direction and the budget for policing. The four objectives of my 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 ASB
- Delivering efficient and effective services with the right resources.

Holding the Chief Constable to account

I hold the Chief Constable to account against each of 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.

Issues that have been discussed over the past year include:

- the Constabulary's compliance with the Victims' Code
- the use of Stop and Search

- a regular review of the financial position and financial forecasting
- the evaluation of body worn video
- update on the spend of the precept increase.

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

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 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 the panel unanimously supported my plan to increase the precept by 4.69% this year.

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

The policing budget for 2019/20

Suffolk's budget for policing in 2019-20 was £133.7m, which remains one of the smallest budgets of all forces nationally.

The cost of policing per day, per head of population, is 44p which makes Suffolk Constabulary excellent value for money.

In view of the enormous demand that the Constabulary was facing, in January 2019, I increased the policing part of the precept by the maximum allowed by the Treasury which was £24 per annum for a Band D property for the financial year 2019/20.

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.

I was very pleased that the Police and Crime Panel supported my proposal

which enabled me to increase the precept as planned.

The additional precept funding for this financial year (2019/20) addressed two major concerns—the increase in violent and drug-related crime and improved visibility. The additional funding saw eight new police officers in Ipswich and a targeted squad of 21 officers to fight drugs and serious violence which will operate across the county, known as the Sentinel teams. It also gave us four civilian investigators, a share of 45 police staff with Norfolk and increased investment in technology.

By increasing the precept the average payment for the policing element of the Council Tax in Suffolk increased from £188.82 to £212.76 per year for 2018/19 (based on a Band D property).

Full detail of the impact of the precept increase 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 our 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 £928k in 2019/20.

The breakdown of the current budget is listed below:

How my office budget is spent

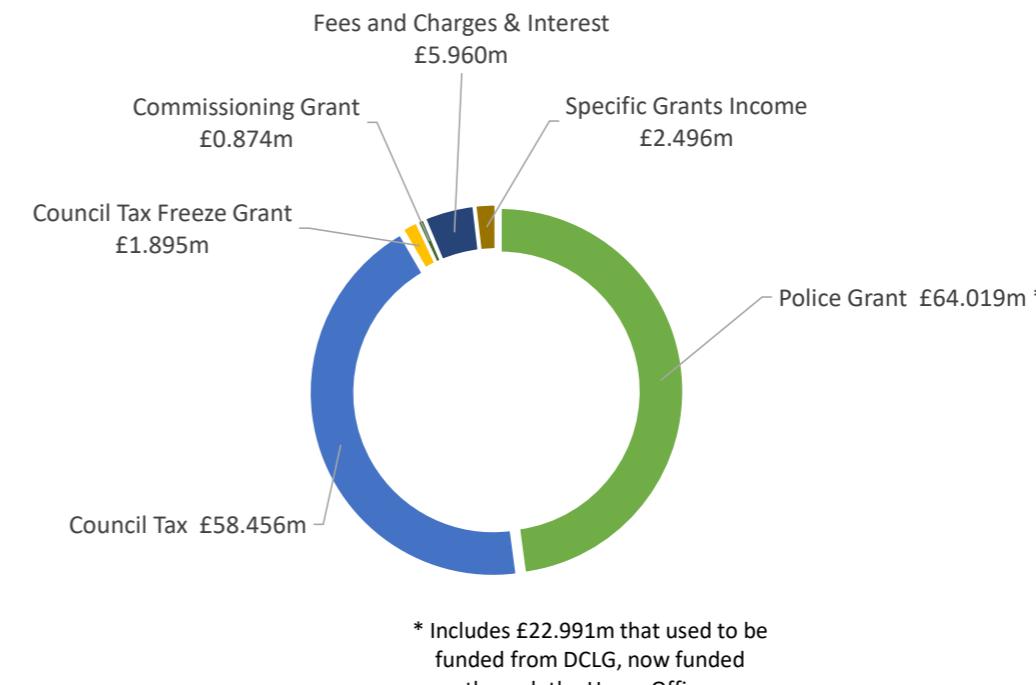
Employee Costs (pay & travel)	572k
PCC Costs (salary & travel)	103k
Supplies & Services, fees and contingency	173k
Internal & External Auditors and Audit Committee	80k

Total:

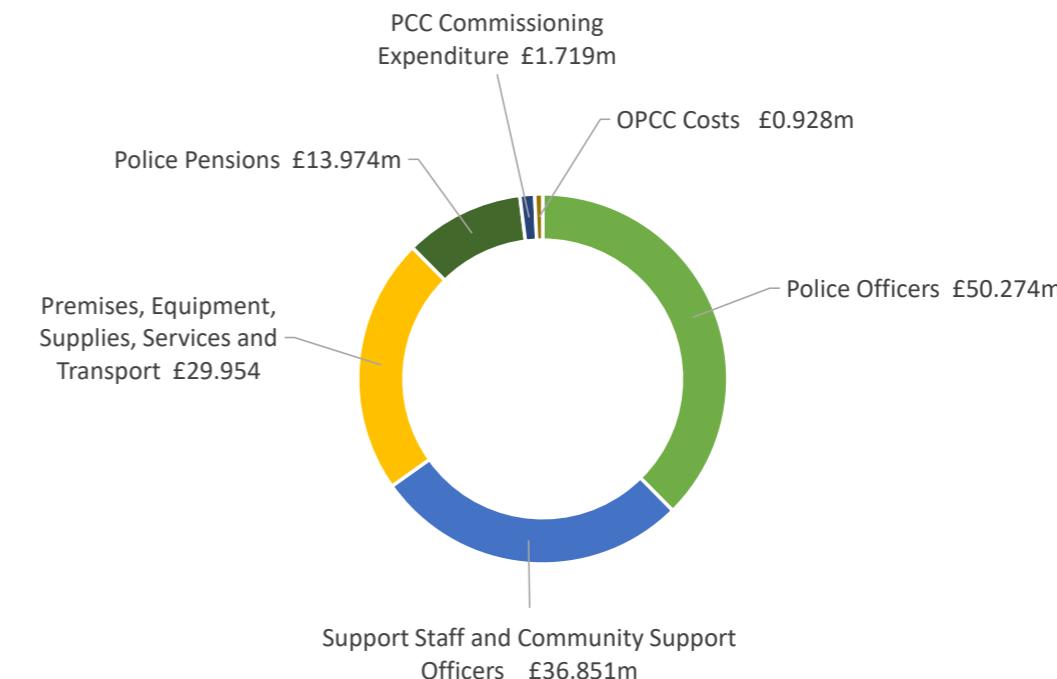
£928k

How the policing budget is spent

Where the money comes from: £133.70m



Where the money is spent: £133.70m



How your money is improving policing in the county

Suffolk is one of the safest counties in the country, but that is not to say there are not challenges ahead. That is why I made the decision in January 2020 to increase the policing element of the Council Tax by the maximum possible for the next financial year.

I am well aware it is another increase and I understand it was unwelcome news for some people, but this will enable us to increase proactive policing and make Suffolk a hostile environment for criminals, which is what we all want.

The precept increase for 2020/21 of 4.69%, which equates to £10 a year, or 83p a month, for a Band D property, will see 20 extra police officers across the county in areas such as serious crime disruption, roads policing and rural crime. This is in addition to the 54 new officers which will be added to the establishment by March 2021 from the government uplift.

The precept increase allows the Chief Constable to improve the standards of police investigations to bring more offenders to justice; enhance the Constabulary's capacity and capability to tackle serious and organised crime, county lines and knife crime; make Suffolk's roads safer and enhance the Constabulary's ability to prevent crime happening in the first place, which is what residents of Suffolk have asked for.

Seven of these additional officers will form a new, pro-active neighbourhood

policing team, which will be deployable to any part of the county to deal with operational threats and challenges

This team will comprise highly-visible, uniformed officers tasked to deal with violent crime, burglary, robbery, vehicle crime, drugs and anti-social behaviour. The remaining 13 officers will be deployed in an additional serious crime disruption team, the rural policing team, the outcome resolution team, a new domestic abuse perpetrator scheme and a new commercial vehicle enforcement unit.

The precept will also fund six civilian investigators to support the Sentinel teams introduced last year and the serious crime disruption team and ten police staff working in areas including modern slavery, domestic abuse and digital support.

I take no pleasure at all in increasing the policing element of the precept but if we are to improve policing in the county it is necessary. I really appreciate the unanimous support of the Police and Crime Panel for my proposal.

Difficult decisions had to be made, but the overwhelming view of the public that I talked to said they want more officers policing the county and this proposal gives us exactly that. I also held an online precept survey and of the 957 respondents, 69% supported my proposal.

Last year's extra money for policing



from the Council Tax has been well invested and the increased focus on organised crime groups, violence and county lines and illegal drug use has produced impressive results.

There is a page on the PCC website

which sets out exactly how last year's precept was allocated and the impact that it has had.

Details of this financial year's precept spend will be updated throughout the year in the same way.

This is what the £10 increase for a Band D looks like for other Council Tax bands:

Band	2020/21 rate	Annual increase	Monthly increase	Weekly increase
A	148.50	6.66	0.55	0.13
B	173.25	7.77	0.65	0.15
C	198.00	8.88	0.74	0.17
D	222.75	9.99	0.83	0.19
E	272.25	12.21	1.02	0.23
F	321.75	14.43	1.20	0.28
G	371.25	16.65	1.39	0.32
H	445.50	19.98	1.66	0.38

Pictured above:
The official launch of the Sentinel team in June 2019. The team was funded by the policing precept increase in 2019/20.

Suffolk's Police & Crime Plan: delivery and monitoring

- 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.
- In May 2016, the second Police and Crime Plan was published, to set out objectives through to 2021. This was reviewed in early 2019 to consider emerging issues such as the emphasis on serious violence. This updated plan, which was published in July 2019, increases the emphasis on protecting the most vulnerable in our communities and placing victims at the heart of service delivery.
- To achieve these objectives, I must ensure that the Chief Constable has the resources to respond to demand and prioritise those where they are most needed. Suffolk has one of the smallest budgets of all police forces and one of the smallest workforces; despite this, our communities are



Pictured left: With roads policing officers at the launch of the Christmas Drink Drive campaign at the fire station in Bury St Edmunds.

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.

The Police and Crime Plan includes a detailed action plan and performance framework. The action plan is structured around four objectives and the performance framework links activity from the action plan into a schedule of update reports which are monitored at the public Accountability and Performance Panel. It is at the Accountability and Performance Panel that I monitor the Constabulary's commitments to the Police and Crime Plan.

Pictured right:
The PCC Fund provides funding for a youth worker at the Whitton Youth Partnership. Here she helps young people make fruit kebabs, one of many activities on offer at the youth club in north west Ipswich

Performance against the plan is measured by ongoing reports on activity relating to key functions within the Constabulary. 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 2019/20 were monitored at the May Accountability and Performance Panel meeting.

Some activity within the plan is delivered directly by my office. For example, the work to support safer communities is supported by crime and disorder grants to support grass-roots work in communities by the voluntary sector in Objective 2.



Support to vulnerable victims, as outlined in Objective 3, is delivered through PCC powers to commission services for victims.

Exploiting opportunities to collaborate as outlined in Objective 4, is delivered by wider governance and decision-making responsibilities. All the decisions made by my office are published on the PCC website.

Finally, there is the important difference that is made from working with partner agencies to improve systems for victims of crime in Suffolk. The importance of partnership and multi-agency working is reflected in Suffolk's Police and Crime Plan. Examples include my involvement in the Urban Gangs & County Lines Leadership Group, chairmanship of the Local Criminal Justice Board and the partnership work to tackle Violence Against Women and Girls, Men and Boys to name a few. I am proud of the work that Suffolk agencies, public and voluntary, do to support vulnerable people.

Constabulary Performance 2019-2020

Objective	Measure	Year to 31 Mar 2020	Three year average
Domestic Abuse Crimes	Number of crimes	8,918	7,204
	Solved number	1,224	1,263
	Solved rate	13.7%	17.5%
Serious Sexual Offences	Number of crimes	2,083	1,734
	Solved number	106	118
	Solved rate	5.1%	6.8%
Child Sexual Abuse (By keyword - Athena data only)	Number of crimes	1,126	1,254
	Solved number	103	130
	Solved rate	9.1%	10.4%
Public Safety	% 999 calls answered within 10 seconds	90.8%	90.9%
	% emergencies attended within target (15 mins - urban 20 mins - rural)	91.3%	90.3%
Confidence **	% of public who agree police are doing a good job	50%	56.7%
	% of public who agree police deal with community priorities	48.3%	53.7%
	% of public who agree police would treat them fairly	65.9%	67.4%
	% of public who have confidence in the police overall	69.8%	74.3%

** This data is from the Crime Survey for England and Wales which is reported on a quarterly basis.

The data above shows increases in relation to domestic abuse and serious sexual offences over 12 months to 31 March 2020, when considered against the 3-year (long-term) average. 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 services.

The Constabulary performs well in terms of responding to emergency calls. Over 90% of 999 calls have been answered within 10 seconds. In terms of emergency attendance 17,124 (91%) emergency incidents have been attended within the standard.

Reports on the performance priorities in the Police and Crime Plan are received four times a year to the Accountability and Performance Panel. These reports provide detailed narrative about action the force is taking to improve performance. In addition to the measures above, the Constabulary annually reports data on burglary, violent crime, robbery and ASB. Details of all Accountability and Performance Panel reports can be found on the PCC website: www.suffolk-pcc.gov.uk.

Consultation and Engagement

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 Suffolk in my endeavours to meet as many partners, colleagues and members of the public as possible.

On-going engagement and consultation is important so that I can be satisfied we are 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 right across the county 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.

Public engagement over the past year includes:

- held public meetings with the Chief Constable to hear directly about the issues impacting on local communities business and general interest groups to talk about the work of the PCC and discuss policing issues
- joined local community police officers in towns and villages across the county to talk to residents about policing
- updated my website to ensure all information is clear and accessible
- attended meetings hosted by
- taken part in 'hot seat' phone-ins on Radio Suffolk with the Chief Constable
- updated local county and district councillors annually at their council meetings
- invited public questions through a web-chat with the Chief Constable.



Pictured above: The Chief Constable and I staged a series of meetings across the county to hear at first hand the issues concerning local residents. This is the East area meeting at Oulton Broad in October 2019.

REVIEW OF THE YEAR

APRIL

- Joined Supt Cutler and Angela Ransby, CEO of The Raedwald Trust, to welcome their new PCSO, funded by the Trust to work in its schools



- Approved £38k to fund the Restorative Justice Service in partnership with Norfolk.



JUNE

- Attended the Roadsafe Get On Board campaign launch supported by Ipswich Buses
- Spoke at the NFU Barn meeting to talk to National Farmers Union members about rural crime
- Created the Youth Intervention Fund and allocated £50k to kick-start the fund.

2019

MAY

- Joined Victoria Derbyshire on BBC to talk about domestic abuse
- Attended the third anniversary celebrations at the Care Farm in Lowestoft with local MP Peter Aldous
- I enjoyed meeting people at the Constabulary's stand at the Suffolk Show with officers and Morse the mascot.



JULY

- I met with senior officers at their Superintendents' meeting to hear their thoughts on policing in the county
- I supported the launch of Bishop's Fund to support young people in the county
- Approved £292k grant to Victim Support to deliver Norfolk & Suffolk Victim Care services up to March 2020
- Attended a drop-in public engagement event in Leiston
- I addressed the AGM of Suffolk Neighbourhood Watch in Woolpit.

SEPTEMBER

- The Chief Constable and I staged a public meeting in Bury St Edmunds to talk to residents about crime in the area
- Spoke to the Master Mariners, in Felixstowe about the role of the PCC
- Met Eye residents at a drop-in event in the town
- Was a guest at the presentation evening for young people taking part in the Rotary Youth Leadership Award course.



AUGUST

- Visited the Nansen Road Youth Club to see how they were engaging with young people in the area
- Attended the Haverhill Big Day Out with the Chief Constable
- Took part in an external webchat with the Chief Constable
- Approved £4.4k funding to Ipswich & Suffolk Council for Racial Equality (ISCRE) to deliver the Stop and Search Reference Group.

OCTOBER

- Joined Positive Future's 'Street Games' event for young people in half-term
- Staged a drop-in session in Stowmarket to hear from residents about policing in the area
- Presented an award at the Constabulary's Annual Award Ceremony at Wherstead Park
- Met Volunteering Matters to talk about their work with communities across the county.

2020

NOVEMBER



- I joined the Chief Constable and officer and staff representatives to lay a wreath at Police HQ on Remembrance Day

- I was guest speaker at the National Farmers' Union (NFU) AGM in Stowmarket to discuss policing issues affecting the rural community.

DECEMBER

- Launched Christmas Drink/ Drug Drive campaign with RoadSafe partners.
- My office undertook a three-yearly review of the Independent Custody Visitor appointments
- I spent the evening out with the Town Pastors in Bury St Edmunds.



FEBRUARY



- Visited the Shah Jalal Mosque in Ipswich with local officers to talk to the community about policing
- I spoke to new officers at their Passing Out Parade
- Attended the annual Chief Constable/PCC summit in London
- I was on a panel for the BBC Politics Show to talk about the Constabulary's work on county lines and drugs.

MARCH



#Covid19Suffolk

For more information, visit www.suffolk.gov.uk/coronavirus

JANUARY

- I took my proposal for the Council Tax increase to the Police and Crime Panel; they unanimously approved the 4.69% increase to the policing element of the precept.



- Suffolk Resilience Forum launched multi-agency Covid-19 response
- I spoke to the Felixstowe Port Users Association about crime issues affecting their industry
- Agreed to the formation of, and became a member of the BlueLight Commercial Limited.

Commissioning services to support victims and reduce crime

- Since 2012, the Office of the PCC has invested nearly £4m into services to support victims of domestic abuse in Suffolk. In addition, just over £1m has supported specialist organisations to deliver services to victims of sexual violence.
- Overall we have commissioned nearly £10.2m of services to support victims

and help to reduce crime and disorder since 2012.

This year, separate funds amounting to £1.7m have been set aside to provide support to victims, crime and disorder reduction, youth intervention and the PCC fund to help community organisations make Suffolk a safer place.



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



- Above: Representatives of the 13 organisations who successfully bid for funding from the Suffolk Youth Intervention Fund, more detail on the fund can be found on page 26.

Support for victims

Total commissioning for services supporting victims of crime amounted to just under £1.2m which was supported by a grant of £874,368 from the Ministry of Justice.

In this financial year we commissioned grants worth £678,050 to specifically address domestic abuse and £180,000 sexual violence, plus £330,367 for victim support. Details here:

Commissioned services to support victims in 2019/20:		
VICTIMS	Victim Support - Norfolk & Suffolk Victim Care - Referral & Support Service	£292,367
	Restorative Justice Service - Intervention service between offender and victim	£38,000
	TOTAL FOR VICTIMS	£330,367
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	£13,050
	TOTAL FOR DOMESTIC ABUSE	£678,050
SEXUAL OFFENCES	Fresh Start - new beginnings – therapeutic support for child victims of sexual abuse	£60,000
	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	£180,000
TOTAL:		£1,118,417

Crime & Disorder Reduction grants

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:

Organisation	Grant Awarded
Catch 22 Suffolk Positive Futures - countywide sports based social inclusion youth project	£85,000
Rotary Youth Leadership Awards - Residential courses for young people from disadvantaged backgrounds to make positive changes and foster personal responsibility	£3,320
Taxi Marshals - Work in Night Time Economy in Ipswich to prevent crime and disorder and increase public safety	£5,000
Town Pastors - Providing support for vulnerable people & defusing potentially aggressive situations in ten towns in Suffolk supporting the Night Time Economy	£49,995
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 West Suffolk. This project will continue into 2020	£10,405
Suffolk KickOff@3 - diversionary activity for young people to encourage positive engagement, breakdown barriers, raise aspirations and increase cohesion through sport	£2,000
TOTAL:	£155,720

A £2k contribution to the KickOff@3 tournament ensures a successful day. The tournament is staged nationally to encourage positive engagement, breakdown barriers, raise aspirations and increase cohesion through sport.



Police & Crime Commissioner's Annual Report 2019-2020

Early Intervention Youth Fund: Thinking Skills programme

Funding from the Home Office Early Intervention Youth Fund secured by the PCC has enabled the Thinking Skills programme to complete the second year of delivery with funding of £44,352.

In 2019/20 the 12 week programme was completed by 11 young people (aged 10-18) involved in offending through violence or gangs, on a Youth Offending Service statutory order and within the 'known cohort'.

Based on young people self-reports, and observations from others involved the following outcomes were observed:

- 100% of young people reported they had not been in trouble with the police since starting the programme
- The young people demonstrated their ability to use problem-solving skills in real life contexts, such as weighing up the 'pros and cons' before taking action and using alternative strategies for dealing with distress
- Young people, involved parents, and other practitioners

consistently reported relationships had improved as a result of the programme.

- There was evidence of improved interaction with statutory services including improved relationships with Youth Justice Service practitioners and an increased sense of connection to teachers
- Feedback from teachers indicated that young people appeared to be better managing the demands of education within the classroom and the participants had positive aspirations to continue within education and/or seek gainful employment in the future
- The 6-month follow-up of the initial pilot cohort indicated that young people had sustained and, in many cases, improved the gains they had achieved following completion of the Thinking Skills programme.

Modern Slavery Police Transformation fund

My office successfully secured £1,500 from the national Modern Slavery Police Transformation fund in this financial year.

This funding, along with match funding from Suffolk Constabulary and Suffolk

County Council, enabled six training events to be held with 150 practitioners from 19 different organisations, raising awareness of modern slavery and trafficking so that victims can be identified and supported.

Suffolk Youth Intervention Fund: a joint affair

A collaboration between myself, Suffolk Community Foundation and Suffolk philanthropists led to the Suffolk Youth Intervention Fund. This has been set up specifically to address the challenges young people in the county face and provide the support they need.

An initial match-fund pledge of £50k from my office started the ball rolling. Working with the Foundation's Staff and Trustees, further funds were raised from key private and business supporters in Suffolk totalling an additional £100,000.

Grants awarded were as follows:

Organisation	Grant Awarded
Alumah CIO - to support recovery interventions and counselling for young victims or witnesses of relationship abuse and awareness raising workshops	£5,980
Catch 22 - engagement with young people through sport, providing a safe environment to release energy, meet friends and learn new skills	£3,500
County Upper Wolves Basketball Club - offering outreach to young people and providing alternative activities	£15,000
Framlingham Area Youth Action Partnership - weekly outreach drop-in sessions where young people can get advice	£4,992
Ipswich Community Media - a programme of delivery to boost confidence, self-awareness and develop team working skills, communication and technical skills which will support progression into further opportunities	£17,500
Just 42 - to support a boat building project where young people who are Not in Education, Employment, or Training (NEET) can increase confidence and self-esteem, and work as a team on a regular weekly activity	£5,520
Level Two Youth Project - towards 'safe supportive space' delivering open access sessions, providing a safe place for young people to meet and socialise with peers	£17,790
Porch Project - to support a youth worker to extend the outreach work and educate and inform other local communities about how to set up similar projects	£20,000
Suffolk Refugee Support - enabling young people that SRS support to have a greater influence over activities provided, channel feedback to statutory services and work to improve their experiences of seeking asylum in the UK	£10,000

Suffolk Young People's Health Project - towards safe space drop in centres for young people, increase outreach work and provide additional group work, ensuring safer communities and providing a 'home from home'	£14,150
YMCA Trinity Group - to support two Shine Schools Workers to visit schools in Lowestoft delivering 1:1 support, group work and help with transitioning to high school	£15,510
Whitton Youth Partnership - to establish a weekly senior Youth Club for young people providing a safe environment and activities. Guidance and signposting will enable young people to make informed choices and provide the opportunity to discuss issues such as drugs and knife crime, steer them away from involvement with the drug gangs	£2,500
Young People Taking Action - to support school holiday activities. Positive activities will develop team skills and confidence with young people involved in, or at risk of being involved in, risk taking activities including ASB, substance misuse, county lines and gang culture	£7,093
TOTAL:	£139,535

The Vision and Voice fund

The Youth Intervention fund was so successful the PCC provided a further £30k 'top up' to the fund which was increased to £100k through philanthropic donations so that all the applicants could be funded. Five key local young people's charities are working in partnership to deliver the ground-breaking 'Vision and Voice' collaboration, they are:

Organisation	Grant Awarded
Access Community Trust - co-production of a programme with disadvantaged young people to help build resilience, boost confidence and self-esteem	£20,000
Green Light Trust - delivery of courses for young people who have had involvement in county lines, gangs or knife crime activities, or who are susceptible to exploitation	£19,881
Ipswich and Suffolk Council for Racial Equality - a youth led project that aims to breakdown perception, misconception and challenge narratives between the BAME young people and strengthen relationships	£20,000
Volunteering Matters - for young people to develop their own projects that are of value to their local community whilst improving their skills base, communication, learning to advocate for themselves, make decisions and take responsibility	£20,000
The Mix Stowmarket - towards a link worker for young people who will also increase knowledge of gangs and knife crime with school staff and deliver sessions to young people	£20,000
TOTAL:	£99,881

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 this PCC Fund on my behalf and the Chairs of each Community Safety Partnerships join me to consider the projects before the award is made.

In 2019/20 grants worth a total of £259,380 were awarded, supporting 23 different organisations across Suffolk. These projects will deliver over the next 12 months and each provide a report on the difference the project has made.

A report illustrating the outcomes and impact from previous PCC Fund grants can be found on my website. Grants awarded in 2019/20 are listed here:

Organisation	Grant awarded
Porch Project: support for young people to help reduce anti-social behaviour	£20,000
Saints Youth Club: towards core costs for a safe space where young people can relax and learn	£4,000
Suffolk Family Carers: towards 'Who's in Charge' - work with parents dealing with a violent teenager	£11,226
Suffolk Refugee Support: towards staff and volunteer costs	£19,956
Tall Ships Youth Trust: towards 'Sailing Beyond Expectations' - for disadvantaged young people to learn new skills	£4,000
BSC Multicultural Services: towards 'Tackling BME Hate Crime' - sessions raising awareness, understanding and the importance of reporting hate crimes to the police	£15,595
Catch 22: to continue the Catch 22 Mediation Service	£14,194
Green Light Trust: rehabilitation activity for women suffering with drug or alcohol misuse	£19,805
Home-Start Mid & West Suffolk: towards 'Keeping Safe 2' - helping families overcome barriers	£19,930
Suffolk Young People's Health Project: towards core support services for young people across Suffolk	£15,170
Nansen Road Baptist Church: towards 'Nansen Road Community Day', to address community cohesion, gang and knife crime	£1,000
Access Community Trust: toward 'Access' - a skills project in Kirkley & Pakefield for adult offenders or young people at risk of offending	£19,250
Albany Pupil Referral Unit: towards outdoor learning space where disadvantaged young people are taught practical skills to aid future employment	£9,268

Eden's Project: to support 'Living My Best Life', offering mentoring and counselling for young people	£6,502
Future Female Society: to support delivery of 'Girls where you at?' - working with girls facing disadvantages and at risk of exploitation and gang involvement	£5,500
Greenfinch Church: towards start-up costs and running of the Freedom Programme for victims of domestic violence	£1,014
Ipswich Community Church: to help with the purchase and erection of a perimeter security fence	£2,000
Ipswich Community Media: towards 'Making Waves 2' - music programme engaging hard-to-reach young people to improve the outcomes for young people in the criminal justice system and those at risk of offending	£20,000
Ormiston Families: to support the costs of delivering 'Breaking Barriers' - supporting children with a parent in prison	£20,000
P.L.O.T Community Interest Company: alternative education provision for young people who are disengaged with mainstream education and at risk of criminality	£6,920
Reflections Youth Centre: to support activities and provide a safe environment for children and young people in the Nacton Road area of Ipswich	£2,300
The Prince's Trust: towards 'Positive Pathways' - preparing young people furthest from the jobs market for future employment	£19,250
Whitton Youth Partnership: to support a part time youth worker in north west Ipswich	£2,500
TOTAL:	£259,380



Pictured left: Albany Pupil Referral Unit in Bury St Edmunds received a grant of £9,268 towards an outdoor learning space where disadvantaged young people are taught practical skills to aid future employment

Impact of PCC grants

All grants awarded by my office are measured against clear deliverable outcomes. Full details of the grants are available on my website. Here are just some of the impacts from the grants awarded in 2019/20.

The PCC grant from the Ministry of Justice in 2019-20 of £874,368 enabled over 23,000 victims of crime to be referred to specialist support services including Suffolk Rape Crisis, Survivors in Transition, Fresh Start - new beginnings, the Independent Domestic Violence Advisory (IDVA) Service and Norfolk and Suffolk Victim Care. These services supported 792 victims of sexual violence, 627 cases of child sexual abuse and exploitation and 3,709 cases of domestic abuse.

Domestic Abuse

In 2019/20 my office commissioned services to support 792 victims of sexual violence, 627 cases of child sexual abuse and exploitation and 5,200 cases of domestic abuse

The Suffolk Independent Domestic Violence Advisory (IDVA) service continues to provide a service to victims of domestic abuse that have been assessed as high risk. Referrals continued to rise in 2019/20 with 1885 referrals to the service compared to 1,160 in 2018/19.

The highest number of referrals were from the Ipswich area, followed by Waveney and Bury St Edmunds. All referrals are contacted within 24 hours of receipt.

- 1,741 referrals were female and 144 referrals were male victims of domestic abuse.
- 73% of those who feedback said their feelings of safety had increased following IDVA support.

Particular developments during the year include working more closely with other agencies and organisations who support victims, providing emergency mobile phones for safety and moving swiftly to continue the service when the Covid-19 pandemic hit in March 2020.

I also awarded grants to Lighthouse

Women's Aid, Waveney Domestic Violence and Abuse Forum, Compassion and Bury Women's Aid who between them provided support to 1,491 victims of domestic violence and abuse.

Sexual Violence

I supported three charities in 2019-20 to provide countywide services to victims of sexual violence:

Survivors in Transition supported 49 adult survivors of child sexual abuse and 11 cases of male acute sexual assault; 86% reported improved health and wellbeing, 90% were better able to cope with aspects of everyday life and 90% reported increased feelings of safety.

Fresh Start – new beginnings supported 32 children and young people who were victims of child sexual abuse to improve identified symptoms at the point of discharge.

Suffolk Rape Crisis supported 549 women victims of sexual violence with counselling and a new outreach service. Of those finishing counselling and providing feedback, 94% rated the service as excellent and the remainder as good. 84% of women return scores that indicated positive change following counselling in indicators relating to: self-esteem; general wellbeing; relationships and how they are coping.

Stay Safe Online

Projects funded through the PCC Stay Safe Online Fund, awarded in 2017, reported on their success this year.

The grants had a meaningful impact on 10,231 beneficiaries (1,027 adults

and 9,204 children and young people). 1,650 participants completed evaluation surveys of which 42% strongly agreed and 45% agreed that the sessions were helpful. 95% of parents, 75% of children and 73% of young people learnt something new about online safety as a result of the projects.

"The feedback we had from the workshops is that the children really enjoyed them, and they were a really good way of consolidating what the children already knew and raising the profile of e-safety and internet safety awareness in general. There were still discussions going on about it in the days afterwards, so it had a lasting effect."

Headteacher, St Gregory CoE Primary School

"One refugee mother stated she now understands about the dangers of her children playing on her mobile phone and has learnt to set the safety setting to prevent them accessing inappropriate content."

Suffolk Refugee Support

Positive Futures

Despite pausing activity three weeks early due to the Covid-19 pandemic, Positive Futures had a successful year delivering sessions across Suffolk and within pupil referral units. In 2019-20 there were 13,540 attendances from 1,862 young people; 31% of were female and 12% identified as BAME.

91 young people provided feedback on the impact of the project on their lives:

- 83% said the project has improved their confidence, an increase from 58% in 2018/19
- 47% said the project has stopped them hanging around on the



Pictured above:
A £5k grant to the Taxi Marshals scheme supports the Night Time Economy in Ipswich to prevent crime and disorder and increase public safety

Night time economy

I continued to support safety in the Night Time Economy by funding Taxi Marshals and Town Pastors. Town Pastors recorded 20,927 actions during 2019/20 the majority of which involved caring for people involved in or affected by drunkenness and anti-social behaviour as well as those with substance misuse and mental health issues.

Town Pastors contributed to the personal safety and wellbeing of 708 people, alerted CCTV/police to 153 incidents or persons of note and prevented or reduced crime on 145 occasions, diffusing fights and calming aggressive situations.

An early evening scheme commenced in Beccles to engage with young people and reduce ASB. Patrols were suspended in March 2020 due to the Covid-19 pandemic.

A full report on the impact of grants can be found on the PCC website.

New contract to support victims



Norfolk & Suffolk Victim Care HELPLINE

0300 303 3706
8am-5pm

0808 168911
24 hours



My counterpart in Norfolk, Lorne Green and I have awarded a new three-year contract to help victims of crime cope and recover from what they have experienced.

The current provider Victim Support will continue to run Norfolk and Suffolk Victim Care service, which has been offering victims of crime across both counties free, confidential help, advice and support since it was launched in April 2018.

As PCCs, we are responsible for providing victim support services in our police force areas and receive dedicated funding from the Ministry of Justice (MoJ) for that purpose.

Designed by our two offices, the Norfolk and Suffolk Victim Care service was initially commissioned for two years, and delivered by Victim Support's staff and volunteers based in Norwich, Ipswich, Bury St Edmunds and Lowestoft.

In its first 12 months of operation, thousands of referrals were received across the two counties, delivering tailored support to more than 1,500 victims of crime.

With the existing contract due to end in March 2020, an open tender process was run to find an organisation to deliver the service in



In this financial year, the service received 41,548 valid referrals. NSVC made contact with 92% of those and 2,368 accepted support. Of those assessed, 96% showed they benefitted from the support they received across the outcome themes:

- Ability to Cope
- Experience of the Criminal Justice System
- Feeling Informed
- Perception of Safety
- Reintegration
- Wellbeing.

2020 and beyond. Victim Support was successful in securing the new contract which will see its Norfolk and Suffolk-based teams continue to deliver the victim care service until at least March 2023.

The impact of crime on victims can vary hugely and it is crucially important that support is available to meet the needs of every individual victim. Victim Support has provided an excellent service to date so I am pleased to see this relationship with our offices will continue.

Supporting victims of crime is a key part of my role and this contract with Victim Support will enable victims of crime across the county to access professional and expert support at their time of need, tailored to their specific requirements.

Victims do not always want, or feel able, to contact the police so it's really important to highlight that this support to victims is available regardless of police involvement.

The new contract runs from 1 April 2020. The initial contract term is three years with an option to extend by a further two years. The maximum value of the contract over five years is £3.15m. This is funded through the MoJ victim services grant.

Collaboration

Suffolk Fire and Rescue

Suffolk Constabulary's collaboration with Suffolk Fire and Rescue Service helps meet some of the financial challenges that both services face. The shared stations have achieved reduced operating costs and improved joint working between these two key emergency services.

The on-going partnership between the Constabulary and Suffolk Fire and Rescue Service has resulted in 11 shared Police/Fire Stations across the county since 2012, making Suffolk pioneers of this blue-light collaboration.

In this financial year a new joint police/fire station was opened in Beccles at the existing fire station on Ravensmere. Plans are in place for two further joint bases in Ipswich and Stowmarket.

The Stowmarket base will be the first new-build project for the two blue-light services and is expected to be completed by early 2022 subject to planning approval and purchase and no unforeseen delays.

The new joint base for Ipswich is planned on the existing fire station site in Princes Street has already been approved by planners, and is currently expected to be operational by the end of 2021.

Norfolk Constabulary

The collaboration between Suffolk and Norfolk Constabularies is one of the most successful in the country and has yielded savings for Suffolk of £19m annually on a recurring basis up to 2019/20.

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 IT.

Local policing is not collaborated so decisions made in Suffolk do not affect local policing in Norfolk.

Seven Forces

In this financial year we entered into a collaboration with PCCs and Chief Constables from Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent and Norfolk for the provision of a 7 Force single Procurement Function. This enables seven forces to take advantage of bulk buying discounts – on everything from police vehicles to uniform and stationery.

As chair of the 7 Forces Strategic Alliance, I am optimistic that our joint-working with forces across the eastern region will secure benefits for us all. It's early days, but I do believe we need to work with others to identify savings greater than we would achieve alone.

The combined purchasing power for goods and services across the seven forces is significant so I am confident this collaboration project will make savings and support the UK economy.



The Roads and Armed Policing Unit is managed jointly by Suffolk and Norfolk constabularies

Volunteers continue to play crucial role in policing

Volunteers continue to play an extremely important role in the policing family in Suffolk. The commitment and enthusiasm of our volunteers makes a huge difference to the service we provide. In March 2020 we had 129 Specials of which 72 carried out 3,743 hours on duty, 156 Police Support Volunteers working across 32 disciplines and 159 cadets in 8 units across the county. Here, three volunteers talk of their own experience supporting the Constabulary in 2019:



Hollie Griss, Police Support Volunteer

Hollie brushed up on her journalistic skills

Hollie Griss joined the Police Support Volunteer scheme in 2018 after deciding to include a 'Year in Industry' as part of her degree programme. Hollie chose to work in the Corporate Communications team where her key focus was internal communications. She put together briefing documents, published intranet articles, and wrote pieces for the internal magazine.

"My time volunteering has given me a great chance to work on and improve my writing, design and interview skills, as well as the experience of working in a busy office and gaining an insight into the policing world. It's also given me a higher level of self-confidence and I feel more prepared for life after university!"

"I couldn't have asked for a better place to spend my year, or better people to spend it with, and will look back on my Year in Industry as one of the highlights of my degree."

Police Cadet Amy's proudest achievements

"While being a police cadet I've had many opportunities to push myself out of my comfort zone, so I couldn't possibly choose just one achievement." said Police Volunteer Cadet, Amy Laider.

"I think my top three achievements

would be battling my fear of public speaking by presenting to my cadet group as to why I should be our Senior Cadet and then pursuing that role.

"Secondly would be receiving the 'Cadet of the Year' award last year. And thirdly, would be receiving my Commendation for my involvement and resilience in difficult circumstances in Operation Kelp. This was a regional policing operation to prevent child sexual exploitation."

Becky's double life as a Special Constable

Becky Groom joined the Special Constabulary in 2018. Becky considered it a great opportunity to see if policing was the right career path for her.

"I decided to volunteer because I love helping people. Knowing I have finished a shift and impacted on someone's life for the better makes me feel like I have done a good job. I enjoy being able to support victims and engaging with the public." In her day job, Becky works for UK Power Networks, who are part of the Employer Supported Policing Scheme. This is a partnership between businesses and the Constabulary whereby employers give paid leave to staff in order to be a Special Constable.

"Being a Special has brought me out of my shell and given me new, exciting life experiences. It has also helped me gain promotion in my day job."



Amy Laider, Police Volunteer Cadet

Looking forward

The 2020/21 financial year is likely to be extremely difficult due to the devastation caused by the Covid-19 pandemic. We are in uncharted territory and I suspect the damage to the economy and many people's livelihoods will be significant. That said we must continue to do everything physically possible to help and support each other because that is the only way I believe we will emerge stronger..

Life may never be exactly the same but I know the Constabulary will be prepared to take whatever action is required to keep people, homes and businesses safe. The restrictions are a challenge for all of us but they are there for a purpose so we must stick to the guidelines.

I maintain there is a strong correlation between high levels of deprivation and raised levels of crime, abuse and anti-social behaviour. It is pleasing to see plans are being advanced locally to ensure the economic recovery is sustainable.

The pandemic has created significant challenges for an already strained Criminal Justice System, and although action is being taken locally and nationally to improve the position, this will need continued focus over the foreseeable future. Perhaps these difficult times can provide opportunities to improve our existing systems and consider new approaches to prevent crime and reduce re-offending.

Our police force has a crucial role in enhancing the reputation of Suffolk as a magnet for economic growth and inward investment. That's why it is so important that the uplift in officer numbers this year (54 in total) must be delivered however difficult to achieve. Coupled with the extra

funding from the Council Tax there will be a rise in officer strength of 70, plus 20 extra staff. This investment should support a reduction in violent crime, eradication of more county lines and catching more criminals.

The PCC elections due to be held in May 2020 have been postponed until May 2021, but bearing in mind the huge uncertainty surrounding Covid-19 it was the correct decision.

Whenever the Government is ready to progress with the Comprehensive Spending Review we must be ready to put Suffolk's case based on evidence for an equitable funding settlement. This will be a major opportunity for our county and we must be fully prepared when the time comes.

Joint initiatives with other agencies, both inside and outside policing, will continue in order to improve financial and operational performance. The joint estate work between Police and Fire and Rescue has helped transform our property portfolio and the 7Forces are examining options for further collaboration to help improve efficiency and effectiveness.

Suffolk Constabulary will continue to have a strong focus on catching criminals and bringing them to justice. The extra funding from your Council Tax is already paying dividends and I expect considerable success once again during this coming year.

The next financial year is likely to be very testing but I absolutely believe the county will rise to the challenge and the Constabulary will be resolute in its efforts to keep us all safe.

Turi Parry

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 2020 are as follows:

Chief Constable: Steve Jupp (from 9-4-2019)

Salary	149,865.76
Mileage allowance	6,637.62
Reactive insurance	3,074.00

Deputy Chief Constable: Rachel Kearton

Salary	120,298.75
Employer's Pension Contribution	37,292.61
Mileage allowance	4,905.22
Transitional Rent allowance	4,329.96
Reactive insurance	3,074.00

Deputy Chief Constable: Simon Megicks (from 25/11/19 Norfolk officer performing additional Suffolk DCC role)

Salary	43,181.25
Employer's Pension Contribution	13,386.19
Reactive insurance	442.66

Acting Assistant Chief Constable: David Cutler

Salary	103,778.02
Employer's Pension Contribution	32,171.19
Mileage allowance	7,241.04
Transitional Rent allowance	1,866.36
Reactive insurance	3,074.00

Acting Assistant Chief Constable: Steve Mattin (from 25/11/19)

Salary	36,002.66
Employer's Pension Contribution	11,160.83
Mileage allowance	433.65
Transitional Rent allowance	1,306.45
Reactive insurance	3,074.00

Assistant Chief Officer: Kenneth Kilpatrick

Salary	97,523.61
Employer's Pension Contribution	22,625.49
Mileage allowance	7,100.24
Professional subscriptions	395.00
Removal Expenses	4,905.63

Chief Constable: Gareth Wilson (from 01/04/19 to 08/04/19)

Salary	3,567.23
Employer's Pension Contribution	1,105.84
Housing/rent allowance	125.57
Reactive insurance	3,074.00

Contact us

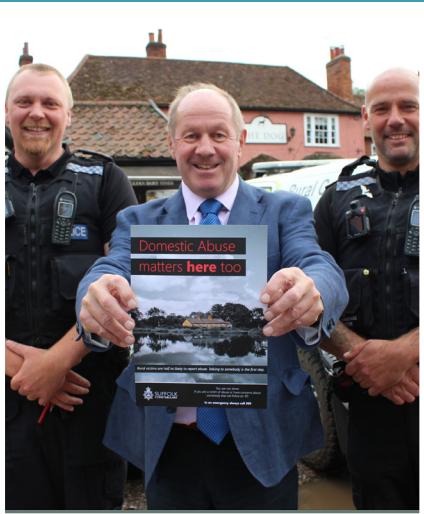
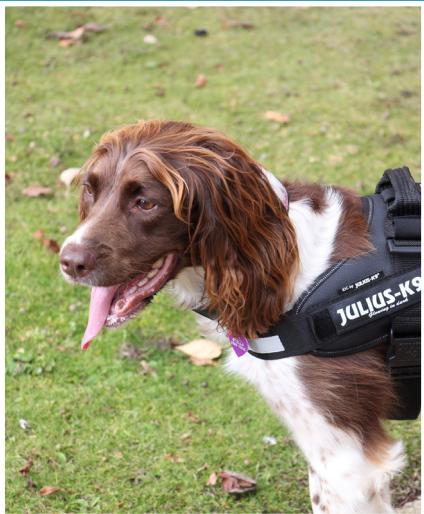
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