



Annual Report 2018 - 19

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INTRODUCTION BY TIM PASSMORE

The additional funding our police force received from the increase in council tax in 2018/19 has given me mild optimism that the tide had turned regarding budgetary difficulties. That £12 per household increase provided much needed stability and enabled the Constabulary to climb out of what was a deep financial black hole. This resulted in higher levels of recruitment of new police officers during the year and the successful implementation of the reformed local policing model, which came into effect in October 2018.

Part of this reform was to redeploy over 100 officers back into front line community policing across our 18 SNTs, thereby raising the much craved for visibility in towns and villages. As part of the Constabulary's desire to improve public engagement, nine community engagement officers were also appointed across the county in each policing area. These new appointments have proved to be particularly popular and effective. Another highlight of the year was the development of the direct entry recruitment programme for detectives which should lead to improved detection rates and higher

levels of prosecutions. I must warn everyone, however, that it will take some time to raise performance levels.

Back in January I was delighted to welcome back Steve Jupp as our new Chief Constable. Steve came out of retirement to help lead the force in the fight against crime and those people wishing to harm our county and has got off to a flying start!

Capital investment in our building estate continues and as a result of our joint initiative with Suffolk Fire and Rescue there are now 11 shared premises with two more due for completion by the end of the financial year 2021/22. The county continues to be the national trailblazer with this joint working. Further expenditure has improved the 101 non-emergency call system and body worn video cameras are now available for all frontline officers. At the end of the year our drone capability was expanded to include the rural crime team – a great addition.

Work with Eastern Region forces continues and a huge new initiative on joint procurement has been agreed. The combined purchasing power for

goods and services across the seven forces is over £300m therefore this collaboration project should make significant savings.

Our commissioning continues to be recognised as some of the most effective nationally following an assurance review of the governance and delivery of the grants awarded. Without that support for the voluntary sector and the focus on victims' needs I really don't believe Suffolk would be such a good place in which to live and work in. It is extremely gratifying to learn our Stay Safe Online scheme launched last year has helped over 10,000 Suffolk children during the year.

The continuing attack on our way of life by drugs gangs, county lines and organised crime groups remains very serious. I was pleased to help secure £500k from Suffolk Public Sector Leaders to help tackle gangs and violence across the county. We will never police our way out of this challenge but by treating drugs and gang violence as a public health epidemic we will be successful in reducing this problem – frankly nothing else will do.



Tim Passmore
Police and Crime
Commissioner for
Suffolk

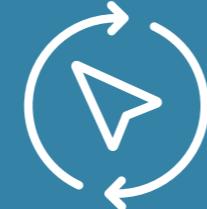
It was excellent news that our application to the Early Intervention Youth Fund was one of only 28 applications out of 129 nationally to receive funding. This successful bid for funding will help show young people there is an alternative to violence, addiction and abuse.

Lastly, I would like to thank every person in Suffolk Constabulary who do so much to keep Suffolk as one of the safest counties in the country.



Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 44p
- Constabulary budgeted workforce of 2,081
- Policing budget of £125.086m in 2018/19



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



Steve Jupp
Chief Constable

Chief Constable's statement by Steve Jupp

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.

The budget announcement earlier this year has allowed us to have a more stable financial platform.

The Constabulary has responded quickly and are already making a difference by catching and convicting criminals, meeting our communities needs and keeping the public safe. Despite this improved position, the Constabulary must still make significant changes in order to ensure we remain financially secure and able to meet the ever-changing nature of demand effectively. The changes we will be making will lead to improvements to our operating model to ensure, as a Constabulary, we are able to keep pace with increasing demands and the changes to the crime types and challenges we face.

Suffolk Constabulary will continue to tackle crime and keep people safe by having the right people with the right skills and technology to serve modern day Suffolk very effectively.



Pictured left: PCC Tim Passmore with the new Chief Constable Steve Jupp



Governance statement by Christopher Jackson

In my Office of the Police and Crime Commissioner for Suffolk, obtaining the CoPaCC Transparency Quality Mark is important.

For us it is one of those 'must-haves'. It is that outward sign that we are complying with our obligations to publish statutorily specified information. It is not just that however; there are further benefits and reasons why it is necessary.

My approach to the Specified Information Order is that my office should keep our website up-to-date with the latest and most recent information as business-as-usual. Getting the Transparency Quality Mark is not an annual scramble before assessment to "dust the website down" and "polish it up" for accuracy, I want it up-to-date all of the time.

I am particularly keen on good corporate governance. If we are statutorily required to do something, then it is part of my role to ensure it gets done. A website publishing all the necessary information required by the Specified Information Order not only shows we comply with the obligations, it also illustrates that we take corporate governance seriously.

Sadly not publishing the necessary information gives the opposite perception.

The CoPaCC Transparency Quality Mark is therefore an indicator of good governance. As an indicator however it doesn't tell the full story. Like all performance indicators it tells you about apparent performance; what we want to know about is actual performance.

The Quality Mark should act as a catalyst to ask questions about other information we are required to publish. Obtaining and displaying the Quality Mark shows that compliance is important.

Of course, alongside publishing required information there are other important gauges of corporate governance, such as preparing and drafting the Annual Governance Statement and its review by the external auditors.

However, obtaining the CoPaCC Transparency Quality Mark is one of those annual events that helps me gauge how my team is doing in terms of an area of governance and then assists me demonstrate that to others.



Christopher Jackson
Chief Executive
Office of PCC

Pictured above: PCC Tim Passmore with Chief Executive, Christopher Jackson and some of the OPCC team with the CoPaCC Transparency Quality Mark award.

The role of a 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.
- 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.

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 for performance 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:

- Victim Satisfaction and Confidence
- The use of Stop and Search
- The Constabulary's compliance with the Victims' Code
- A regular review of the financial position and financial forecasting.
- Regular updates on Suffolk units collaborated with Norfolk Constabulary.

Details of the public accountability meetings are available on my 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 eight 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.

Over the past year the Panel has questioned me on many aspects of my work which have included the decision to raise the policing part of your council tax precept and the progress towards achieving the strategic objectives as set out in my Police and Crime Plan.

Details of the Panel are available on Suffolk County Council's website: www.suffolk.gov.uk.



New Chief Constable for Suffolk

This year we said farewell to Chief Constable Gareth Wilson and welcome back to former Deputy Chief Constable Steve Jupp as the new Chief.

Steve retired in December 2018 and returned in April 2019 following his successful recruitment as Chief Constable.

An appointments panel selected Steve following a rigorous process of interview, stakeholder panel and assessments in January 2019.

This decision was subject to confirmation by the Police and Crime Panel, which was considered later that month at a meeting in Endeavour House. The panel unanimously supported the appointment.

Steve joined Suffolk Constabulary as Deputy Chief Constable in 2015 from Nottinghamshire Police where, in his role as Assistant Chief Constable, he

was responsible for Crime Investigation and Reduction. He also served with West Midlands and the Metropolitan Police.

At his confirmation meeting Steve said, "I am very proud to have served as a police officer for over thirty three years in four very different forces and it is a great honour to now be selected as Suffolk's next Chief Constable.

"I love Suffolk and have thoroughly enjoyed the challenge of my role as Deputy to Gareth over the past three years.

"Suffolk is a great force. The commitment of our officers, staff and volunteers is second to none and I look forward to delivering the PCC's Police and Crime Plan for the people of Suffolk and building on the successes of the Constabulary in my tenure as Chief."

How your money is improving policing in the county

Suffolk is one of the safest counties in the country, but that's not to say there aren't challenges ahead and that is why I made the decision earlier this year to increase the policing element of the council tax by the maximum possible.

I'm well aware it was a big increase and I understand it was unwelcome news for some people, but this will enable us to improve detection rates and make Suffolk a hostile environment for criminals, which is what people want.

In January, my proposal for a £2 a month increase to the policing element of your council tax for 2019/20 was approved by the Police and Crime Panel*. The extra funding generated by the precept increase has enabled the Chief Constable to increase the police establishment to address two main concerns – the increase in violent and drug related crime and improved visibility.

This extra money has enabled us to provide eight extra police officers for the Ipswich area and fund the Operation Sentinel team, which will provide enhanced coverage of Suffolk's road network to proactively disrupt serious and organised criminal activity as well as increasing police visibility.

The force has always made clear that the changing nature of crime and its

rise in certain areas means Suffolk's policing model needs to be as flexible, effective and efficient as possible for the communities it serves. The Sentinel team will provide this proactive capability.

The Sentinel Team will deal with offenders involved in the highest criminal threats proactively, firmly and securing prosecutions.

The officers within the team will use specialist techniques to exploit the technology available to them to make Suffolk a hostile environment for criminals to operate. The team will have access to the widest range of proactive policing tactics and will use Automatic Number Plate Recognition (ANPR) and mobile fingerprint devices to identify and intercept criminals to frustrate their activities.

The Sentinel Team, which consists of 21 additional officers (three sergeants and 18 police constables) will support the response and local policing teams to focus on those issues that matter most to our communities. Three teams will provide coverage across the county, working from Ipswich, Bury St Edmunds and Lowestoft.

The teams will work closely with the intelligence units, other proactive teams and investigators to ensure maximum results from their efforts.

* £2 a month increase for a Band D property

Who's who in Suffolk?

Many people ask how the role of the PCC fits with the role of the Chief Constable. The diagram below shows how these two very different roles work together in Suffolk.



Constabulary Performance

Objective	Measure	Year to 31 Mar 19	Long term average
Domestic Crimes	Number of crimes	7,895	6,008
	Solved number	1,250	1,274
	Solved rate	15.8%	22%
Serious Sexual Offences	Number of crimes	1,891	1,482
	Solved number	106	138
	Solved rate	5.6%	9.8%
Child Sexual Abuse	Number of crimes	1,086	<i>Three-year average reporting anticipated in spring 2020</i>
	Solved number	102	
	Solved rate	9.4%	
Public Safety	% 999 call answered within 10 seconds	96.4%	
	% emergencies attended within target (15 mins - urban 20 mins - rural)	90.9%	<i>Comparator data not available *</i>
Confidence **	% of public who agree police are doing a good job	57.2%	63.2%
	% of public who agree police deal with community priorities	53.2%	59.9%
	% of public who agree police would treat them fairly	67.5%	70.3%
	% of public who have confidence in the police overall	74.6%	79.1%

* The new telephony system does not enable comparison over three years at this stage.

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

The data above shows the significant increases in relation to domestic abuse and serious sexual offences over 12 months to 31 March 2019; this has now been increasing for a number of years. There has been work locally and nationally to encourage reporting and this has presented a challenge to maintain the solved rates.

The Constabulary has maintained good performance in terms of responding to emergency calls, despite an increase in the number of 999 calls. Over 96% of 999 calls have been answered within 10 seconds. In terms of attendance 17,774 (89.7%) emergency incidents have been attended within the standard.

I hold the Chief Constable to account at my Accountability and Performance Panel and reports on the performance priorities in my Police and Crime Plan are received four times a year. Reports and minutes of those meetings are available on my website. In addition to reporting on the quarterly measures above, the Constabulary annually reports on burglary, violent crime and robbery to my Accountability and Performance Panel. Details on the website.

Suffolk's Police and Crime Plan

As your Police and Crime Commissioner I am responsible for setting the police and crime objectives for policing. I do this through my Police and Crime Plan. Following my election in May 2016, I published my second Police and Crime Plan, to set out my objectives through to 2021. This was reviewed in early 2019 to consider emerging issues such as the emphasis on serious violence.

This updated plan, builds on the work started during my first term of office and in particular increases the emphasis on protecting the most vulnerable in our communities and placing victims at the heart of all our services.

To achieve my objectives I must ensure that the Chief Constable has the appropriate resources so that the Constabulary can respond to demand and ensure that resources are prioritised where they are most needed.

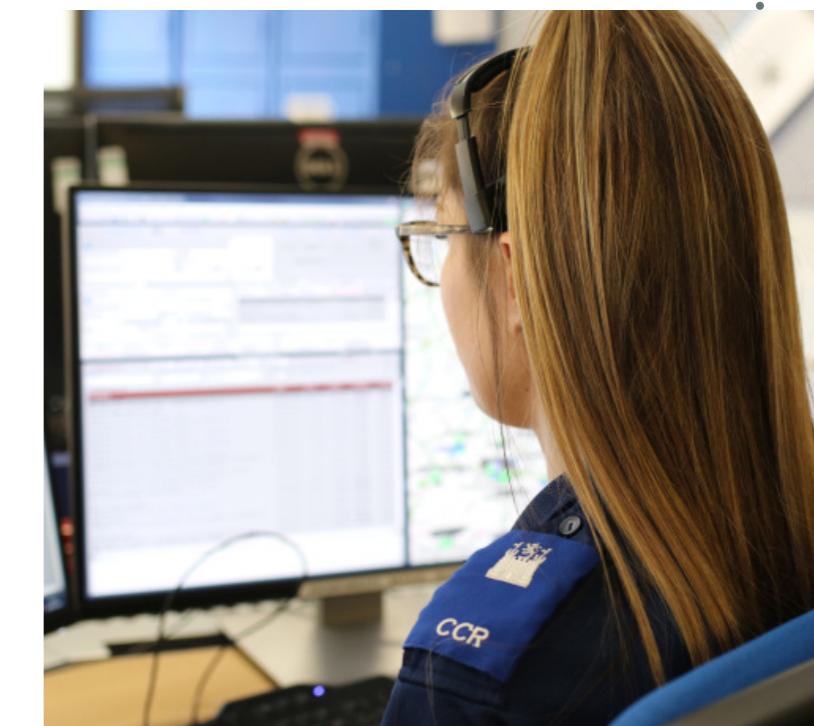
Suffolk has one of the smallest budgets of all police forces and one of the smallest workforces. Despite this our communities are served by committed and experienced police officers and police staff.

I am passionate about Suffolk and I believe 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, respects the human rights of all and has a diverse workforce able to meet the needs of all our communities.

My Police and Crime Plan is crystal clear about my 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, such as Neighbourhood Watch, Community Speedwatch and victim services providers, 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: Suffolk's Contact and Control Room (CCR). One of the objectives of the Police and Crime Plan is to answer a minimum of 90% of '999' calls within 10 seconds, and respond to a minimum of 90% of emergency incidents within 15 minutes (urban) and 20 minutes (rural)

POLICE & CRIME PLAN: Objective 1

Responding to calls for urgent assistance

To protect our most vulnerable people it is vital that the police respond promptly to calls for urgent assistance.

Suffolk Constabulary will continue to answer a minimum of 90% of '999' calls within 10 seconds, and respond to a minimum of 90% of emergency incidents within 15 minutes (urban) and 20 minutes (rural). Due to its importance, emergency response performance is monitored regularly in the public accountability meeting and the data published.

Achievements:

- Performance for answering 999 calls within 10 seconds and attending emergencies has increased despite the rise in the number of 999 calls received.
- A new telephony system for Suffolk Constabulary's Contact and Control Room is ensuring those callers most in need get the prompt help they require. The system, launched in May 2018, enables control room staff to identify and prioritise the most important calls that come through on the 101 number.

POLICE & CRIME PLAN: Objective 2

Caring about victims, communities, the local economy and our workforce

It is vital that our communities have the trust and confidence to report crimes to the police and that victims of crime can access the support they need to cope and recover from the impact of a crime.

During this second term of office, I have increased the focus on our services for victims so they are at the heart of service delivery. I have continued to engage with communities and groups across the county to hear the views of the public and to work with businesses and partners to improve the links between policing and the local economy.

In order to provide the best policing service for Suffolk it is important that we maintain a motivated and diverse workforce and maintain morale in these challenging times.

Achievements:

- In partnership with the Norfolk PCC we set up a free, confidential service to support those affected by crime. The Norfolk and Suffolk Victim Care Service, run by Victim Support, was launched in April 2018 to help victims of crime across both counties, funded by a dedicated grant from the Ministry of Justice.
- I have met with business representatives to agree how I can best engage with the wider business community. I also write a regular column for the business supplement of a local paper.
- As well as meeting with staff associations, I regularly hold the Chief Constable to account on how the Constabulary is supporting its staff in relation to their health and well-being.
- I have continued to work with Local Criminal Justice Board partners to consider how we can improve the way the system responds to victims.

POLICE & CRIME PLAN: Objective 3

Protecting vulnerable people and communities by preventing, reducing and solving crime

We will strive to protect vulnerable people by continuing to prevent, reduce and solve crime and reduce anti-social behaviour.

Perpetrators use increasingly sophisticated methods to go undetected and many crimes are now committed out of sight. These crimes, including those committed on-line and those where people are subjected to violence and abuse, present a considerable challenge to policing and significantly impact those victims affected.

When a victim is vulnerable or persistently targeted, even minor crime can cause major trauma. This is recognised by the Code of Practice for Victims of Crime which sets out the standards of service that the police and other bodies are required to provide to victims of crime including 'vulnerable' and 'persistently targeted' victims.

Achievements:

- The renewal of the countywide Independent Domestic Violence Advisory (IDVA) service contract has provided stability for this important service for victims of domestic abuse.
- As a key member of the Urban Gangs and County Lines Leadership Group, I have worked with partners to support the strategic action plan and I have used my commissioning powers to invest in voluntary sector initiatives to support young people.
- Continued investment in services to support victims of sexual offences, hate crime and domestic abuse. Throughout the 2018/19 academic year I have funded projects to support on-line safety. My Crime and Disorder funding has also supported initiatives to reduce reoffending.

POLICE & CRIME PLAN: Objective 4

Delivering efficient and effective services with the right resources

Against the backdrop of increased challenges and budget constraints, I am committed to ensuring the Constabulary has the necessary resources, such as people and equipment to meet demand. This will be supported by a relentless focus on value for money and efficiency, and eradicating any waste.

My Medium Term Financial Plan sets out my plans and outlines the resources made available to the Chief Constable along with my other financial plans such as the commissioning of victims' services.

Our financial position relies upon various factors including the council tax precept, the annual announcement of the grant settlement by the Home Office and the Ministry of Justice's annual announcement regarding our Victims' Services funds.

Achievements:

- Continued to exploit opportunities through the introduction of the '7 Forces' collaboration project whilst maintaining our focus on driving value for money through more local collaborative agreements with Norfolk, Suffolk Fire & Rescue and Eastern Region Special Operations Unit (ERSOU).
- I continue to lobby Government to ensure Suffolk's voice is heard.
- There has been significant investment in Automatic Number Plate Recognition (ANPR) capability helping to deprive criminals use of the county's roads, assist criminal investigations and disrupt county lines and organised crime.

REVIEW OF THE YEAR

APRIL

- Welcomed the latest wave of new recruits as they passed out
- Gave my annual update to councillors of Babergh District Council
- Spoke at the launch of the Cinnamon Network in Ipswich which supports those in need



JUNE

- Spoke at the community meeting held in Nansen Road Baptist Church following the tragic death of Tavis Spencer-Aitkens in Ipswich

2018

MAY

- Met with Suffolk's MPs in Westminster to discuss policing issues
- Visited Coroners court to meet the Area coroner for Suffolk
- Attended the Suffolk Show to talk to local residents about policing in their communities



JULY

- Gave the opening address at the Survivors in Transition conference
- Visited St Mary's School in Woodbridge to see a project funded by our #StaySafeOnline fund



AUGUST

- Attended the Lowestoft Emergency Cadets presentation evening
- Visited seven towns across the county with the Chief Constable as part of the 'On-Tour' programme of public engagement



SEPTEMBER

- Attended the 1 Big Multicultural Festival
- Presented certificates to the young people sponsored through funding from the PCC to participate in the Rotary Youth Leadership programme



OCTOBER

- Spoke to Ipswich Rotary about my role and the work of my office
- Fresh Start - new beginnings afternoon tea to celebrate their fifth anniversary
- Attended the Specials passing out parade
- Took part in an external webchat with the Chief Constable



DECEMBER

- Joined the Roads Policing Unit to launch the Constabulary's Christmas drink/drug drive campaign
- Officially opened the new Leiston Police/Fire station
- Met farmers in Lavenham to discuss policing in the rural areas.

2019

NOVEMBER



- Laid a wreath at the Remembrance service at PHQ
- Supported the White Ribbon campaign to raise awareness of domestic abuse

JANUARY

- Set the precept for the next financial year and presented it to Police and Crime Panel
- Concluded Chief Constable recruitment process
- Signed the 7 Force Procurement Collaboration Agreement
- Took part in the BCC Radio Suffolk Hot Seat with Chief Constable, Gareth Wilson



FEBRUARY

- Received a donation from the Road Haulage Association to support the Constabulary's work on the A14
- Attended the International Mother Tongue celebration organised by the Bangladeshi Support Group in Alexander Park, Ipswich
- Visited the Caring Dads project in Ipswich to see how PCC funding was helping dads be better parents

MARCH

- Officially launched the latest Bin-a-Blade bin in Stowmarket as part of Operation Sceptre designed to reduce the number of knives on our streets
- Spoke to students from Copleston School to find out how crime affects them



The policing budget

Suffolk's budget for policing in 2018-19 was £125.086m, 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 is facing, I decided to increase the policing part of the precept by the maximum of £24 per annum for a Band D property for 2019/20. Although this was a difficult decision to make, it was one that had to be taken to maintain policing in the county, allow the Constabulary to adapt to the changing demand and meet some of the financial challenges we face in the coming financial year.

By increasing the precept the average payment for the policing element of the council tax in Suffolk will increase

from £188.82 to £212.76 per year in 2019/20 (based on a Band D property).

My pledge to the people of Suffolk when I raised the precept was that this extra funding would help us to continue to keep you safe by increasing policing numbers and investment in technology.

The precept increase agreed in January 2019 will fund the new Sentinel Team, which consists of 21 additional officers (three sergeants and 18 police constables). This team will concentrate solely on disrupting high-threat criminal activity, supporting our response and local policing teams to focus on those issues that matter most to our communities. Three teams will provide coverage across the county.

Fuller information of the precept spend is detailed on page 11 of this booklet.

The OPCC budget

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

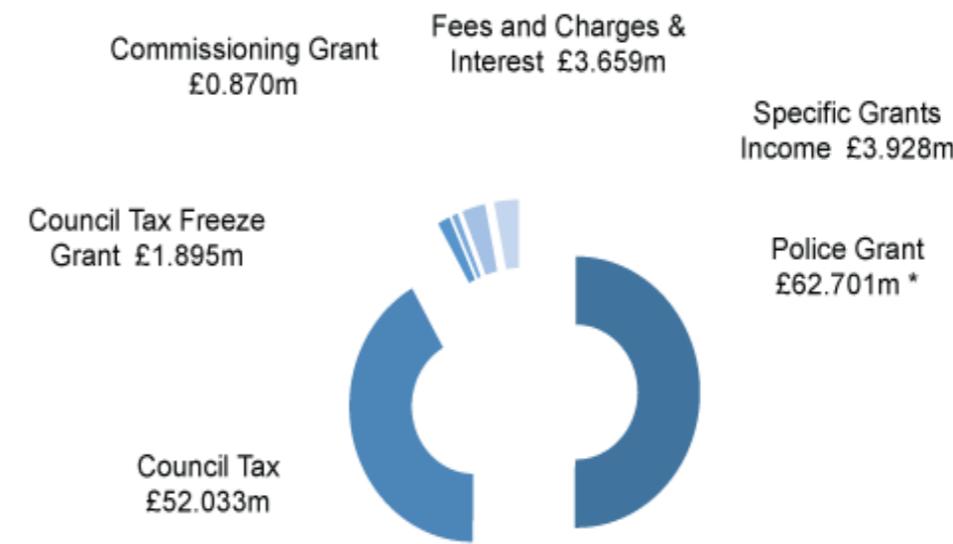
Over the past six years I have reduced the budgeted cost of the office from £1.257m in 2013/14 to £928K in 2018/19. The breakdown of the current budget is listed below:

How my office budget is spent

Employee Costs (pay & travel)	619k
PCC Costs (salary & travel)	102k
Supplies & Services, fees and contingency	127k
Internal & External Audit and Audit Committee	81 k
Total:	£928k

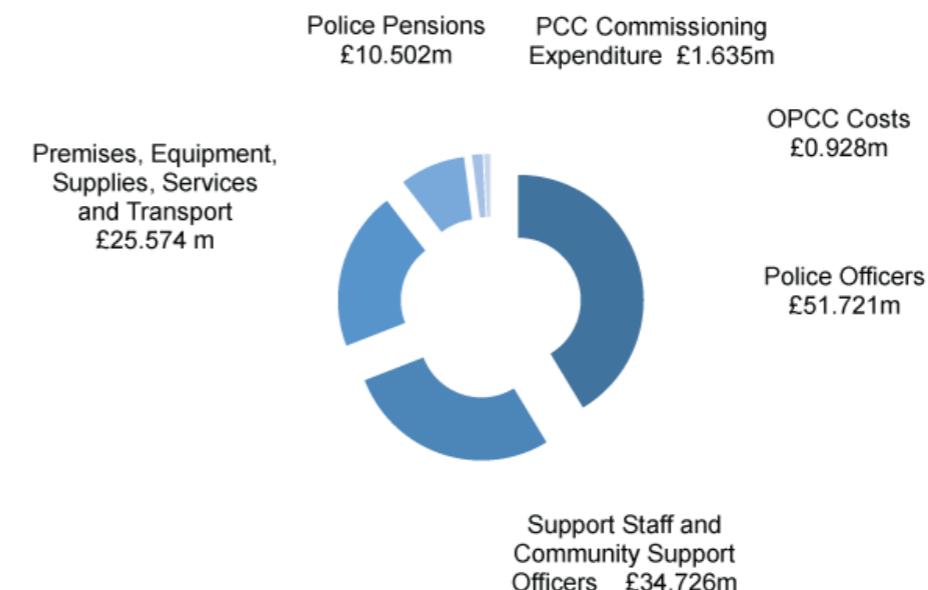
How the budget is spent

Where the money comes from: £125.086m



* Includes £22.547m that used to be funded from DCLG, now funded through the Home Office

Where the money is spent: £125.086m



Commissioning services

- Commissioning services to promote crime reduction and support victims of crime is an important element of my role as your Police and Crime Commissioner.
- I can make Crime and Disorder Reduction grants if I feel it will secure, or contribute to securing, crime and disorder reduction in Suffolk and delivery of Suffolk's Police and Crime Plan. Details of all the grants allocated during this financial year are listed on the following pages.
- In this financial year 2018/19, I have commissioned services to support victims of domestic abuse and serious sexual offences. I have allocated nearly £1.134m to twelve services - details of which are listed on the opposite page.



- Pictured above: A grant from the PCC fund has enabled Bury St Edmunds Women's Aid - to support a specialist centre in the town. The PCC is pictured with the local MP Jo Churchill opening the centre in 2018.

Through my office, I have also allocated nearly £186K through eight Crime and Disorder Reduction Grants and 25 Police and Crime Commissioner's Fund grants totalling over £310K. The detail of these individual awards is listed in the following pages.

During the year I receive updates on progress with the grants. Details of all grants awarded are published on the PCC website, www.suffolkpcc.gov.uk.

I am very proud of the commissioning carried out by my office and very pleased that an assurance review carried out by our internal auditors during this year resulted in assessment of 'substantial assurance'.

Successful bid for Govt funding to support young people

In November 2018 we were delighted to secure funding of £56,997 from the Home Office Early Intervention Youth Fund.

The year one funding of £12,645 was used to develop a 12 week 'Thinking Skills' programme to work with young people at risk of being involved in gangs.

The programme delivers intensive small group and individual work with young people aged 10-18 involved in offending through violence or gangs, and known to Suffolk Youth Justice Service. The programme develops key skills to challenge offending behaviour and helps the young people to manage conflict safely to prevent involvement in crime.

The highly innovative programme is being delivered in partnership with the Gangs & County Lines Team and Norfolk and Suffolk Foundation Trust. Delivery and evaluation of the programme will continue in year 2 of the project.

Support for victims of domestic abuse and sexual offences

Commissioned services to support victims of domestic abuse and sexual offences in 2018/19:

VICTIMS		
DOMESTIC ABUSE	Victim Support - Norfolk & Suffolk Victim Care - Referral & Support Service	£302,520
	Lighthouse Women's Aid - Independent Domestic Violence Advisor (IDVA) Service - April - Sept 2018	£258,864
	Leeway - Independent Domestic Violence Advisor (IDVA) Service - October 2018 - March 2019	£216,345
	Bury St Edmunds Women's Aid - to support a specialist centre in the town	£60,000
	Compassion - to support the work of the Babergh Domestic Abuse Forum	£17,400
	Lighthouse Women's Aid - Crisis Worker - providing Crisis Care and early intervention	£12,798
	Lighthouse Women's Aid - support for Women's Centre	£60,000
SEXUAL OFFENCES	Waveney Domestic Violence & Abuse Forum - co-ordinator	£20,000
	Fresh Start - new beginnings - Support for child victims of sexual abuse	£60,000
	Survivors in Transition - Support for victims of sexual abuse	£60,000
	Survivors in Transition - Child Sexual Abuse Support Worker	£5,985
	Suffolk Rape Crisis - to support work with victims of sexual violence	£60,000
TOTAL:		£1,133,912

Crime and 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	£1,320
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
Iceni Venta Programme - working with men who exhibit behaviours that are considered violent, abusive or coercive to understand, challenge and change behaviours	£4,100
Restorative Justice Advisor - investment in a part time RJ Advisor to evaluate the use and understanding of RJ	£20,061
Princes Trust - Support for unemployed young people into positive pathways to employment	£7,500
TOTAL	£172,976



Pictured left: Town Pastors provide support for vulnerable people out in ten town centre streets during Friday or Saturday evenings

The Police & Crime Commissioner's Fund



Each year I award grants to support the work of voluntary, community and social enterprise organisations that require financial support - up to £20K - 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.

Organisation	Grant awarded
Green Light Trust: rehabilitation activity for women suffering with drug or alcohol misuse	£9,470.00
Porch Project: support for young people to help reduce ASB	£20,000.00
Suffolk Neighbourhood Watch Association: Towards resources to enable better profiling of Neighbourhood Watch Schemes	£3,145.95
The Befriending Scheme: Online safety training for members with learning disabilities	£5,501.00
Catch 22: Mediation service addressing local noise, harrassment, ASB & intimidation issues	£14,322.00
Home Start Mid and West Suffolk: Working with families in dispute, those with addiciton problems or abuse	£19,986.00
Ipswich Community Media: Making Waves 2 - for young people at risk or involved in gangs and criminal activity	£19,900.00
Princes Trust (Suffolk): 'Get Into' project encouraging young people into employment	£9,794.00
YMCA Trinity Group: reducing ASB and crime and safeguard vulnerable residents and clients	£5,000.00
Anglian Care Trust: Delivery of Freedom from Financial Abuse Programme	£20,000.00
Carlton Colville Town Council: IMPACT - Support and advice for young people to help reduce ASB	£2,500.00
Guide Dogs for the Blind: to raise awareness of attacks on assistance dogs	£9,187.45

Pictured above: The PCC at Caston Wood in Martlesham to see a Green Light Trust project which supports women with drug or alcohol misuse issues. They received £9,470 from the PCC fund to work with 39 women.

continued overleaf....

PCC Fund grants continued

Organisation	Grant awarded
Ormiston Families: Breaking Barriers project - for young people who have a parent in prison	£8,584.00
Suffolk Mind: courses for vulnerable adults with mental health problems affected by crime	£18,408.74
The Reader: Shared Reading Project - Working with ex-offenders to help reduce reoffending	£15,447.00
Adfam National: support programme for those affected by drug or alcohol abuse	£18,340.00
Chapman Centre: Weekend opening of the centre working adults who are chaotic, vulnerable, marginalised, homeless or at risk of homelessness	£14,829.00
Inspire Suffolk: supporting Colville House Youth Club programmes	£14,288.73
Matthew Project: Outside the Wire in Suffolk Prisons - For people affected by drug and/or alcohol misuse, mental ill health, social isolation, and PTSD	£9,794.00
Noise Solution Ltd: to prevent young people involved or at risk with 'County Lines' criminality	£9,737.50
Right Time Counselling Services CIC: interventions for people with complex needs	£4,940.00
St Giles Trust: prevention & intervention service working with people in prisons and communities	£20,000.00
Talitha Koum: supported housing for women recovering from addictions and other life challenges	£10,000.00
The Mix Stowmarket: Open Out Project - providing a place where young people can feel inspired, develop their confidence and experience creativity	£19,861.00
Volunteering Matters: Developing the We Are Patrick (WASSUP) project	£20,000.00
TOTAL	£323,126.37



Pictured left:
A PCC grant has funded the 'Making Waves' project based at the South St Studios in Ipswich

Supporting victims of crime

In April 2018 my counterpart in Norfolk, Lorne Green and I launched The Norfolk and Suffolk Victim Care (NSVC) service which is the victim assessment support and referral service for victims of crime in both counties.

I invested over £300k of funding, provided by the Ministry of Justice, into this service which is managed by Victim Support in partnership with my office.

NSVC is a free, confidential support service specifically designed to help victims and witnesses of crime whether or not they have reported to the police. They provide emotional and practical support such as putting in place individual safety plans, providing victims with personal alarms, assisting them with writing a Victim Personal Statement and advocating on their behalf with other agencies. Staff and volunteers can support victims in reporting the crime to the police, should they wish, and will support the victim for as long as they need, including through the court process.

In the past year NSVC has:

- received over 16,000 referrals
- supported 767 victims of crime in Suffolk
- engaged in awareness raising activity which has driven an increase of 860% in self-referrals
- seen service users experience a 94% overall improvement in outcomes including ability to cope, feeling informed and safety & wellbeing (cases assessed in the first three months of 2019)

Supporting victims of crime is a key part of my role as PCC and I am very grateful to Victim Support and its volunteers for the excellent work they have carried out over the last year.

Having visited NSVC and heard from service-users themselves, it is clear that the staff and volunteers are able to build trusting relationships with victims and support them to get their lives back on track after a crime.

I am really pleased to see the service is also working well with the police and specialist services, supporting victims of crime for as long as is

Pictured right: The PCC with Victim Support Volunteers in December 2018



Impact of 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 2018/19.

Supporting Victims of Crime

The PCC grant from the Ministry of Justice in 2018-19 of £866,207 enabled 18,000 victims of crime to be referred to support services. Specialist support was provided by Suffolk Rape Crisis, Survivors in Transition, Fresh Start - new beginnings, the Independent Domestic Violence Advisory (IDVA) Service and Norfolk and Suffolk Victim Care to 615 victims of sexual violence, 221 cases of child sexual abuse and exploitation and 2,470 cases of domestic abuse. 13 restorative justice cases were undertaken. Victims reported improved health and well-being in 78% of cases, 68% felt better able to cope with aspects of everyday life, 79% increased their feelings of safety and 72% reported feeling better informed and empowered to act.

Responses from the 63 clients supported by Survivors in Transition with their PCC grant shows that:

- 87% reported improved health and wellbeing;
- 86% said they are better able to cope with aspects of everyday life;
- 95% reported increased feelings of safety;
- 98% said they are better informed and empowered to act.

Domestic Abuse

The Independent Domestic Violence Advisor (IDVA) Service supports high risk victims of domestic abuse in Suffolk with safety planning. Lighthouse

Women's Aid provided the service until the end of September 2018 and Leeway commenced service provision on 1 October 2018. The service received 1,160 referrals during the year and worked with the multi-agency funded Target Hardening project to provide 90 victims with measures to secure their homes.

The PCC also awarded grants to Lighthouse Women's Aid, Waveney Domestic Violence and Abuse Forum, Compassion and Bury Women's Aid who between them provided local support and programmes to over 1,500 victims of domestic violence and abuse.

"I feel more confident, strong and determined... [it's] opened my eyes that the effects abuse have on children. I now know I am not alone."

"I found it hard and emotional as I recognized what he had done to me over a long time – I'm pleased I came and feel it has helped a lot"

The PCC continued to support the Venta Programme, to work with male perpetrators to enhance victim safety and decrease the incidence of violence, abuse, coercion, and control. 13 participants successfully completed the 16 week programme and the evaluation indicates an increase in well-being, a positive understanding of responsibility within relationships, a real change in the attitudes of the participants and in some cases a reduction in social care interventions.



Pictured left: A Positive Futures sports event in Mildenhall

Taxi Marshals

Taxi Marshals were deployed on 107 nights, facilitating 55,867 people to use the taxi rank safely. Overall incidents recorded and dealt with have decreased by 17% year on year with marshals dealing with low level disorder, to reduce the demand on the Police, and providing support for vulnerable people in partnership with Town Pastors.

In 2018-19 there were 13,967 attendances from 1,962 individual young people, with new sessions in Stradbroke and the Gainsborough/Nacton area of Ipswich.

- 825 activity sessions were delivered across the county.
- 1580 hours of activity were provided.
- 24 young people have taken up volunteering placements.
- 22 young people not in education worked towards a recognised qualification.

Town Pastors

Town Pastors have successfully continued their work in ten locations across the county recording 22,329 actions, many of which were with vulnerable individuals including those with substance misuse issues, mental health and homelessness.

Town Pastors contributed to the personal safety/wellbeing of 746 people, alerted CCTV/police to 193 incidents or persons of note and prevented or reduced crime on 153 occasions, diffusing fights and calming aggressive situations.

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

- 58% of respondents stated the project has improved their confidence
- 46% of respondents stated the project has improved their fitness
- 31% of respondents stated the project has stopped them hanging around on the streets (an increase from 27% the previous year)
- 23% of respondents stated the project has prevented them from getting in trouble
- 53% of respondents stated the project has given them positive role models.

Positive Futures

Suffolk Positive Futures have continued to increase the delivery of sessions across Suffolk and within pupil referral units.

Collaboration

Norfolk Constabulary

Collaboration with our neighbours in Norfolk continues to save both constabularies money.

Suffolk Constabulary and Norfolk Constabulary have been collaborating for over nine years, and that partnership is credited for having yielded significant savings for both constabularies. Suffolk Constabulary has saved over £17.6m through this successful collaboration.

An extensive programme of collaborative work has delivered a number of joint units and departments in areas such as Major Investigations, 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 January 2019 we entered into a collaboration with PCCs and Chief Constables from Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent and Norfolk for the provision of a



Pictured left: Tim Passmore and Chief Constable Steve Jupp with Cllr Richard Rout and Deputy Fire Chief, Dan Fearn with the Police/Fire drone

7 Force Single Procurement Function. This will enable all seven forces to take advantage of bulk buying discounts – on everything from police vehicles to uniform and stationery.

Suffolk Fire and Rescue

Our continued 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.

During this year we opened another shared police/fire station in Leiston. This brings the total to ten with the other nine joint facilities in Newmarket, Saxmundham, Felixstowe, Woodbridge, Ixworth, Elmswell, Debenham, Framlingham and Clare. Beccles is set to open in 2019 and there are plans for further joint stations in Stowmarket and in Princes Street in Ipswich.

The Constabulary shares a number of Small Unmanned Surveillance Aircraft used across the county. The technology, commonly referred to as drones, are shared with Suffolk Fire and Rescue Service through a formal collaboration arrangement.

The drones provide a range of aerial surveillance options to support emergency services and voluntary organisations across a wide range of incidents.

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 I have many ways members of the public and businesses can engage with me 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 to me 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. I engage regularly with officers and staff including workforce representatives such as the Police Federation and Unison.

I try to make myself available to anyone who needs to contact me through one-to-one surgeries and via e-mail and telephone. I 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 I pride myself on my direct engagement with all sections of the community.

- held public meetings in each of the seven districts in the county
- built my Twitter following to over 3,250 followers
- had, on average, over 500 visitors to my website every week
- attended meetings with business representatives such as the Chamber of Commerce and the NFU
- regularly commented on local and regional television, radio and newspapers, and have written monthly columns for local newspapers
- held individual one-to-one public surgery sessions as requested
- attended county, district, borough and parish council and Neighbourhood Watch meetings across the county.



Pictured right: The Bury St Edmunds public meeting at the Newbury Community Centre on the Howard Estate in July 2018

Volunteers continue to play an important part in the policing family

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.

Local Policing Volunteers

The Local Policing Volunteer pilot scheme was launched in March 2018 Bungay, Beccles, Woodbridge, Eye, Stanton and Long Melford. Since then, the scheme was extended right across the county and has ten volunteers. They are continuing to recruit across the county.

As part of the non-uniform role, volunteers become accessible points of contact for their communities and help Suffolk Constabulary to detect crime by promoting effective communication and the prompt reporting of suspicious and criminal activity in their local neighbourhood.

Police Support Volunteers

Suffolk has 181 volunteers covering a wide variety of roles assisting Staff and Officers across the county. Volunteers hold roles such as PSV's on Horseback, role players, Independent Custody Visitors, Community SpeedWatch volunteers, CCTV operators, translators, Chaplains, Learning & Development support and many back office functions such as HR support, mystery callers to the control room and local Policing team volunteers.

PSV's play an important role within the policing family of Suffolk and are valued and valuable.

Special Constables

Specials are volunteer Police Officers, they hold the same powers as a Regular Police officer and take on the same responsibilities, they form a vital part of the police family to assist their regular colleagues to police the communities of Suffolk.

Specials come from all walks of life and are valued members of the Constabulary, who give up some of their spare time to help keep the county safe.

Specials perform a variety of police duties to support regular officers with the day-to-day policing of Suffolk. This could involve foot and vehicle patrols, being part of the immediate response team or assisting with police operations.

Volunteer Police Cadets

We have 181 Volunteer Police Cadets in Suffolk, aged from 13 up to 18. There are units in Ipswich, Martlesham, Mildenhall, Sudbury, Haverhill and Stowmarket. In Bury St Edmunds and Lowestoft, the units are joint units with Suffolk Fire and Rescue Service.

Volunteer Police Cadets are given basic knowledge in a variety of policing activity.

Volunteering opportunities

In Suffolk our volunteers vary in age from our youngest Volunteer Police Cadets aged 13 through to 82. I would like to personally thank all the many volunteers who give their time so generously and would encourage anyone who wants to become a Special Constable or a volunteer to get in touch.

Looking forward

The recent announcement of a major uplift in police officer numbers is very encouraging. Having spoken with the prime minister and home secretary I know they take law and order very seriously and understand the requirement for extra resources if this ambitious recruitment target is to be achieved. I will do everything possible to ensure Suffolk receives its fair share of those extra resources and continue to pressurise the Home Office for reviewing the outdated and unfair police funding formula.

The pattern of crime continues to change with nearly all crimes in Suffolk having a digital footprint so we will continue to invest in our cyber unit to help criminal investigations progress. The "hidden harm" recorded crime levels are likely to continue increasing, especially where domestic abuse and serious sexual offences are involved. Improving operational performance here is a major priority and so there are likely to be more resources required in these areas.

Suffolk is not exempt from the rise in levels of violence nationally, much of which is linked to criminal gangs and the illegal drugs business. The new Sentinel teams will have a major impact on the criminal gangs and organised crime groups countywide so we should be hopeful this unwelcome trend in violence will soon be reversed. The funding from Suffolk Public Sector Leaders for tackling drug related crime and gangs is also continuing to help address the violence locally.

There is still too much demand placed on the Constabulary which should be the responsibility of other agencies but the dialogue will continue to find

ways of tackling this major challenge head on using a multiagency approach.

It will not be long before the outline residential planning application for the current headquarters site will be made to East Suffolk Council. The rationale behind this is to ensure we are able to optimise value for money to the taxpayer and at the same time make sure the police estate is fit for purpose for the next 25 years. If planning permission is granted we will then consider the options available and consult widely within the organisation and with the public before further decisions are made.

We all need to understand the state cannot do everything for all people - we must engender a greater sense of resilience in every individual so they are more accountable for their own wellbeing and safety. Parents also need to do more to bring their children up knowing the difference between right and wrong and to respect law and order and those in authority including emergency service workers and teachers.

The further reforms to the probation service announced recently will hopefully present some opportunities to work collectively to reduce re-offending rates which are far too high. The current approach costs the taxpayer a fortune and in too many cases the results are at best highly questionable so I welcome the opportunity for change.

To summarise the Constabulary is committed to keeping homes and businesses safe and making sure there will be no hiding place for any criminals in 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 2019 are as follows:

Rank		£
Chief Constable	Salary	141,522.75
Gareth Wilson	Employer's Pension Contribution	34,248.50
	Housing/rent allowance	5,022.72
	Mileage allowance	7,241.04
	Reactive insurance	3,074.00
Deputy Chief Constable	Salary	87,703.50
Steve Jupp from 1.4.18 to 31.12.18	Employer's Pension Contribution	21,224.25
	Housing/rent allowance	3,767.06
	Mileage allowance	5,430.75
	Reactive insurance	3,074.00
Assistant Chief Constable to 31.12.18 & Deputy Chief Constable from 1.1.19 Rachel Kearton	Salary	113,315.97
	Employer's Pension Contribution	27,422.46
	Housing/rent allowance	4,329.96
	Mileage allowance	7,241.04
	Reactive insurance	3,074.00
Acting Assistant Chief Constable David Cutler from 24.12.18	Salary	26,985.98
	Employer's Pension Contribution	6,530.61
	Mileage allowance	336.40
	Transitional Rent allowance	506.73
	Reactive insurance	0

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