

Supporting Children and Young People

Frequency: 6 monthly – APP (MAY & NOVEMBER)

Chief Officer Lead: ACC Scott

Purpose: To enable the PCC to monitor the force’s commitment via the Police and Crime Plan 2025-2029 and overall approach to safeguarding, engaging and supporting young people, preventing unnecessary criminalisation and reducing young reoffending. Specific elements in the Police and Crime Plan are as follows:

Theme One: An efficient and effective police force for Suffolk

Objective One: Improving public confidence through an effective response to the public and proactive approach to crime prevention.

- Ensure that engagement and crime prevention activity reach the different populations which make up the Suffolk Community.
- Engage young people in schools to raise awareness of safety and Violence Against Women and Girls, education around policing, and prevent exploitation, ASB and serious violence.

Objective Two: Effective crime investigation, effective support for victims and appropriate management of offenders.

- Safeguard young people, prevent criminalisation and reduce re-offending.
- Appropriate use of Out of Court Resolutions, conditional cautions and the Integrated Offender Management Scheme, to reduce re-offending and manage offenders.

Objective Three: Working in partnership.

- Ensure the Constabulary meets its partnership obligations.

Minimum Requirements¹: The report will include:

- A focus on how the force works to safeguard CYP – including key areas such as custody/detention, missing CYP, MASH referrals, MACE, Voice of the Child, S47, Serious Case Reviews. This should include any operational challenges and key learning.
- A focus on how the force works to engage, support and prevent CYP from exploitation² – including activity in schools, CYP officers, Youth Engagement Team, and the MACE. This should include any operational challenges and key learning.
- A focus on how the force works to prevent unnecessary criminalisation and reduce young offending – including work with SYJS and any crime prevention initiatives. This should include any operational challenges and key learning.
- Progress and updates on the Cadet Scheme.
- Relevant up-to-date data on all the above, with narrative on any pertinent trends – including positive outcome for CYP as a result of force activity.
- Any emerging demand, risks and financial consequences (in relation to this area of work).
- Any HMICFRS requirements (in relation to this area of work).

Other Considerations: We invite the force to provide additional professional judgement as to what other issues need to be drawn out, this could include:

- Any other issues pertinent to delivery/activity of the C&YP steering group which the operational lead would want to mention.
- Any relevant comments pertaining to the Suffolk Youth Justice Plan – specifically in relation to force activity.

¹ Please succinctly reference key partnerships but in relation to the police's role, any changes to the police role and outstanding actions for the police.

² The wider approach to CLs and Violent Crime and knife crime is picked up in the 'tackling serious violence' report.

Responding to Neighbourhood Crime and ASB

Frequency: 6 monthly – APP (MAY & NOVEMBER)

Chief Officer Lead: ACC Scott

Purpose: To enable the PCC to hold the Chief Constable to account in relation to both the government national policing priority areas and Police and Crime Plan 2025-29 commitments under Neighbourhood Policing and ASB. In addition, to provide reassurance to the public with regard the range of work being taken forward to improve the Constabulary's approach to tackling ASB and neighbourhood crime. Specific elements in the Police and Crime Plan are as follows:

Theme One: An efficient and effective police force for Suffolk

Objective One: Improving public confidence through an effective response to the public and proactive approach to crime prevention.

- Evaluate the new Policing Model to enable the police to be more accessible and visible to communities, and support community engagement, reduce and prevent crime, including retail and other business crime.
- Ensure that engagement and crime prevention activity reach the different populations which make up the Suffolk Community.
- Prevent and tackle anti-social behaviour, neighbourhood crime and disorder (with focussed patrol activity in geographic hot spots).

Objective Three: Working in partnership.

- Support a partnership problem-solving approach to preventing anti-social behaviour (ASB) and crime (alongside other agencies compelled by the ASB, Crime and Policing Act and through commitment to the Countywide ASB Steering Group).
- Ensure that the force works pro-actively through the Safer Stronger Communities Board particularly the Violence Against Women and Girls (VAWG), ASB, Criminal Exploitation, Modern Slavery (and Serious Violence) sub-groups.

Minimum Requirements: The report will include:

- A focus on how the force prevents and tackles ASB, Neighbourhood crime and disorder – including any updates on focussed activity in geographic hotspot areas or any future concerns.
- Relevant up-to-date data on crime rates, solved rates, 12m and long-term average comparisons in relation to Neighbourhood Crime and ASB, along with force narrative on data trends.

- Any operational challenges including how the force ensures effective investigation, detection, repeat offending, victim support and vulnerability is picked up.
- How the force supports a partnership problem-solving approach to preventing ASB and crime – including CSP partnerships, ASB Case Reviews, and any other key collaborative mechanisms such as multi-agency work to tackle and effectively record ASB.
- Any emerging demand, risks and financial consequences (in relation to this area of work).
- Any HMICFRS requirements (in relation to this area of work).

Other Considerations: We invite the force to provide additional professional judgement as to what other issues need to be drawn out, this could include:

- Any relevant challenges and accomplishments.
- Work and progress within the Neighbourhood Policing Guarantee.

Tackling Serious Violence

Frequency: 6 monthly – APP (MAY & NOVEMBER)

Chief Officer Lead: ACC Scott

Purpose: To enable the PCC to monitor the force's approach to tackling serious violence and monitor the force's commitment via the Police and Crime Plan 2025-29 to reduce criminal exploitation. Specific elements in the Police and Crime Plan are as follows:

Theme One: An efficient and effective police force for Suffolk

Objective One: Improving public confidence through an effective response to the public and proactive approach to crime prevention.

- Ensure that engagement and crime prevention activity reach the different populations which make up the Suffolk Community.
- Implement the 'Clear, Hold, Build' initiative across Suffolk where appropriate and based on evidence.
- Engage young people in schools to raise awareness of safety and Violence Against Women and Girls, education around policing, and prevent exploitation, ASB and serious violence.

Objective 2: Effective crime investigation, effective support for victims and appropriate management of offenders.

- Reduce criminal exploitation by deterring, disrupting and eliminating County Lines activity and improving the approach to reduce serious violence in the county.

Objective 3: Working in partnership.

- Deliver its statutory responsibilities in relation to the Serious Violence Duty.
- Ensure that the force works pro-actively through the Safer Stronger Communities Board particularly the Violence Against Women and Girls (VAWG), ASB, Criminal Exploitation, Modern Slavery (and Serious Violence) sub-groups.

Minimum Requirements: The report will include:

- A focus on how the force works to reduce serious violence* in the county – including County Line disruption, and how Clear, Hold, Build is built into effective management.
- Relevant up-to-date data on crime rates, solved rates, 12m and long-term average comparisons in relation to serious violence (including County Lines activity), along with geographic differences, force narrative on data trends, and driving factors of violence.

- Any operational challenges including how the force ensures effective investigation, detection, repeat offending, prevalence, victim support and vulnerability is picked up.
- Any emerging demand, risks and financial consequences (in relation to this area of work).
- Any HMICFRS requirements (in relation to this area of work).

**Domestic abuse related violence and sexual violence should primarily be picked up in the 'supporting vulnerable victims' reports.*

Other Considerations: We invite the force to provide additional professional judgement as to what other issues need to be drawn out, this could include:

- The report should outline how Vulnerable Victim Offence Location data is being used to identify hot spots and take related action.
- Violence is also an area focussed on in the national policing priorities, so this report might also support updates on national reporting requirements.
- Any new crime prevention initiatives which seek to reduce the above crime types, which the operational lead would like to draw attention to, should be included.

Rural, Wildlife and Heritage Crime

Frequency: Annual– APP (MAY)

Purpose: To enable the PCC to monitor the force’s approach to tackling Rural, Wildlife and Heritage Crime and monitor the force’s commitment via the Police and Crime Plan 2025-29 to ensure the force understands the impacts of rural and wildlife crime. Specific elements in the Police and Crime Plan are as follows:

Theme One: An efficient and effective police force for Suffolk

Objective One: Improving public confidence through an effective response to the public and proactive approach to crime prevention.

- Ensure the force understands the impacts of rural and wildlife crime and uses specialist officers to advise communities.

Minimum Requirements: The report will include:

- An update on the Rural and Wildlife Policing strategy (the last report in March 2025 references the strategy 2023-2025), and on the key areas identified within that strategy.
- A focus on how the force prevents and tackles Rural, Wildlife and Heritage Crime – including updates on focussed activity in geographic hotspot areas or any future concerns.
- Relevant up-to-date key performance data and stats on investigations, solved rates, 12m and long-term average comparisons, along with force narrative on data trends.
- Any operational challenges including how the force ensures effective investigation and detection.
- How the force supports partnership problem-solving approaches to resolving and preventing longer-term Rural, Wildlife and Heritage Crime in areas of concern.
- Any emerging demand, risks and financial consequences (in relation to this area of work).
- Any HMICFRS requirements (in relation to this area of work).

Other Considerations: We invite the force to provide additional professional judgement as to what other issues need to be drawn out, this could include:

- Any relevant challenges and accomplishments, and emerging themes and demand.

- Work and progress with the Rural and Wildlife Policing Strategy, and other key legislation and policy changes.

Workforce

Frequency: 6 Month – APP

Chief Officer Lead: DCC VAJZOVIC

Purpose: To enable the PCC to monitor the force's approach to the following commitments in the Police and Crime Plan 2025-29, under *Theme One, An Efficient and Effective Police Force*.

1. Theme One, Objective Two: Effective crime investigation, effective support for victims and appropriate management of offenders.

- Ensuring effective training and develop of workforce to deliver quality investigations by skilled professionals.

2. Theme One, Objective Four: Ensure the Constabulary's people are developed and supported, and its assets and resources are used to enable an effective and efficient police service.

- Have a proactive approach to attraction, recruitment and retention of its workforce.
- Ensure the right workforce mix of police officer, staff and volunteers to police Suffolk effectively.
- Explore opportunities to grow the police workforce with investment from partners in areas of mutual interest.
- Strive to make the workforce more representative of the communities it serves.
- Care for the workforce by supporting health, well-being and welfare, thereby reducing levels of sickness and restricted duties.
- Provide more opportunities for young people and volunteers to positively support and improve capacity and capability.
- Ensure the workforce is supported with effective learning and continual professional development.
- Comply with the equality duty.
- Encourage diversity into the organisation.

Minimum Requirements: The report will include:

- The force's approach to attracting, recruiting, and retaining its workforce, as well as supporting officer and staff development and well-being. This will include:
 - Workforce numbers and breakdown (including FTE and headcount figures).
 - Workforce diversity data to show under-represented groups (and the work being undertaken to improve the position and promote an inclusive workforce culture).
 - The net increase in detective numbers over the past two years, as well as a breakdown of the ethnic background of those new detectives.

- How the force understands changes to its staff and officer base (via transferees, leavers, joiners) and manages challenges for capability and capacity.
 - Workforce mix - exposing where there are capacity issues (and any remedial action), including any trends and themes from abstraction.
 - Key issues for Learning and Development.
 - National and local policy drivers.
 - The approach to managing/supporting restricted, recuperative duties, sickness management and well-being, including a breakdown and number of officers on limited duties (current number and comparative figures).
 - How the Constabulary is providing employment opportunities for young people.
 - Use of volunteers – strategic approach to why and where volunteers are being used.
- The force’s activity in place to support the integration of the College of Policing’s Code of Ethics.
 - Emerging themes/demands, risks and/or financial consequences.
 - Any HMICFRS requirements, in relation to this area of work.
 - Updates on the force’s retention strategy, strategic workforce plan and the difference this is making to drive improvements.

Structure: As long as the reports provide the minimum requirements stated above, the report can be structured according to Suffolk Constabulary’s preference. However, the PCC would like consistency in the format of all APP reports, and to see the following sections included:

- Chief Officer Summary.
- Financial Implications and Risks.

Other Considerations: We invite the force to provide additional professional judgement as to what other issues need to be drawn out, this could include:

- Key learning, areas for improvement, and/or additional investments
- Any notable changes or new requirements in respect of national policy and legislation.
- Any challenges and mitigation in relation to detective capacity, effective management of uplift, and under-represented groups.
- How effectively the force is managing staff, including appropriate PDRs
- Results from the People Opinion Survey(s) and how this affects the force’s retention strategy.
- Updates on any pressures realised/anticipated due to any surge in conduct cases.
- Any notable updates following the implementation of the force’s Unsatisfactory Performance Procedures, following changes to the Police (Performance) Regulations.