

Suffolk Constabulary

Police & Crime Plan Performance Progress Report

September 2014



Police & Crime Plan Objectives

Objective	Measure	12 months to 30 Sep 14	Baseline ¹	Comparison to baseline ^{1 2}	Status ³	National ranking ⁴
Responding to Emergencies	999 Call Handling⁵	89.6%	92.0%	-2.4%		N/A
	Response to Emergency Incidents	91.3%	90.3%	+1.0%		N/A
Solving Crime	Violence with Injury – Solved	51.8%	52.5%	-0.7%		8th
	Domestic Burglary – Solved	25.2%	20.1%	+5.1%		5th
	Robbery – Solved	39.8%	31.1%	+8.7%		8th
	Serious Sexual Offences – Solved	22.4%	24.5%	-2.1%		33rd
	Drug Trafficking – Solved	101.8%	91.0%	+11%		3rd
Preventing & Reducing Crime	Violence with Injury – Crimes	3,653	3,864	▼5.5%		11th
	Domestic Burglary – Crimes	1,359	1,744	▼22%		6th
	Robbery – Crimes	181	262	▼31%		12th
	Anti-Social Behaviour Incidents	22,274	29,598	▼25%		15th
Caring	Victims' Satisfaction – Whole Experience	88.4%	84.6%	+3.8%		16th
	Victims' Satisfaction – Follow-up	82.2%	77.0%	+5.2%		11th
	Domestic Abuse Repeat Victimisation	72.9%	65.4%	+7.5%		N/A

Additional measures for Quality of Service

The following measures of quality are not included in the Police and Crime Plan but are included here to assist in delivering the high quality of service required to support the delivery of Police and Crime Plan objectives.

Quality of Service	Public Confidence – Police Do a Good Job⁶	65.6%	62.7%	+2.9%		11th
	Public Confidence – Community Priorities⁶	62.6%	61.6%	+1.0%		19th
	Public Confidence – Fair Treatment⁶	69.5%	68.0%	+1.5%		10th
	Public Confidence – Overall Confidence⁶	77.3%	74.7%	+2.6%		13th

Footnotes

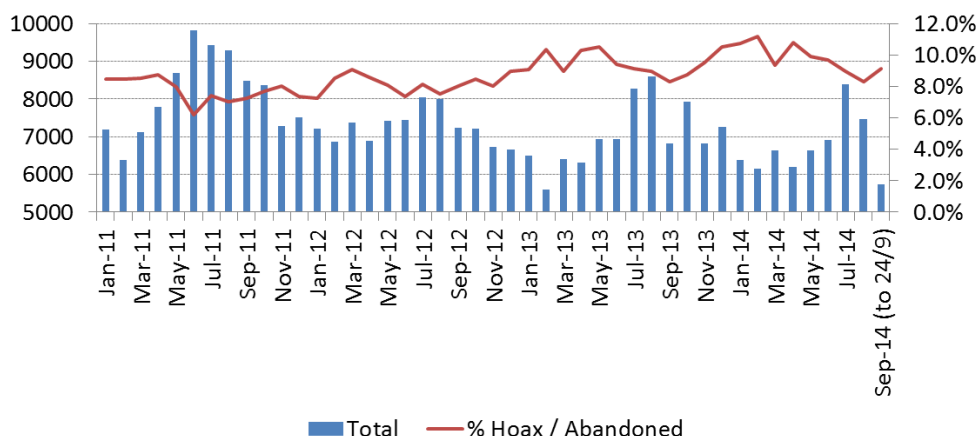
1. The baseline figures are static and represent the performance required by year-end to improve upon the three-year averages published at the start of the year. Baselines have been updated as per a previous report (AP14/26 – Appendix A).
2. The comparison to the baseline represents the last twelve months performance against the baseline.
3. The status graphic is a subjective assessment of current performance compared to the baseline. Symbol key: Meeting baseline target; Not meeting baseline target; Performance/measure currently improving; Performance/measure not changing; Performance/measure currently deteriorating.
4. Latest known rankings shown. For crimes recorded and solved, data is collected from police forces by the Home Office and rankings published monthly, those shown being for the period September 2013 – August 2014. Similarly for Victims' Satisfaction, but one month slower, so those shown are for the period August 2013 – July 2014. Public Confidence rankings are published quarterly by the Office for National Statistics from respondents to the Crime Survey of England & Wales; the period of the latest data is shown at footnote 6. Anti-Social Behaviour rankings are published annually, the latest being for the financial year 2013/14. Rankings are out of the 43 Police Forces in England & Wales, with the exception of data for Public Confidence which is of 42 (Metropolitan Police and City of London combined).
5. National guideline standard 90% (http://library.college.police.uk/docs/homeoffice/call_handling_standards.pdf)
6. These indicators are updated on a quarterly basis, the latest being for the period April 2013 – March 2014, with newer data released at the end of October 2014.

Part A: Police & Crime Plan indicators

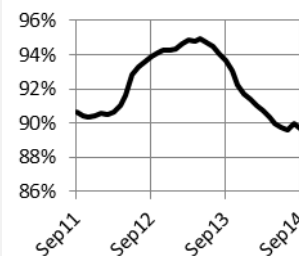
999 Call Handling					Emergency 999 calls answered within 10 seconds			
Calls received	Year to date	42,723	Last 12 months	83,879	3-year baseline	89,092	National rank	N/A
Within target	Year to date	90.2%	Last 12 months	89.6%	3-year baseline	92.0%	National rank	N/A

Performance relating to the answering of 999 emergency calls within ten seconds remains below the baseline, with 89.6% meeting this target over the twelve months to September 2014.

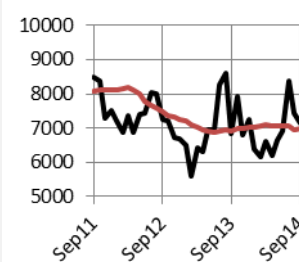
In terms of demand, July produced the anticipated peak, although it was slightly lower than last year and shorter-lasting than in previous summers. Although this spike had a slight impact upon performance in the short term, August saw the best monthly performance in more than a year, at 93%, before dropping to 87.3% in September.



Monthly & average demand



Rolling annual performance



Typically between 6% and 11% of 999 calls into the Contact & Control Room (CCR) are either hoax calls or calls which were abandoned (hung up) before being answered.

In general, both volume of calls and levels of staff sickness within the CCR impact on answering calls within 10 seconds. Since January 2011, on days where performance has dipped below 90%, the average volume of 999 calls has been 265 per day, with 6.9 persons off work sick. On days where performance has met or exceeded 90% the average volume of 999 calls has been 234 per day, with 6.2 persons off sick. Further work is required to contextualise this level of absence and investigate the data fully. The Joint Performance and Analysis Department (JPAD) will be working with the Resource Management Unit (RMU) to analyse this situation further and will report findings in the next version of this report.

In the meantime, a number of actions relating to staffing issues are ongoing, including the imminent balloting of staff on reviewed shift patterns. Two switchboard staff are currently deployed in the CCR to support the call takers. To fill current vacancies, recruitment of twelve new staff is under way and following training will commence taking live calls in March 2015. The twelve new staff will initially be trained as call takers, but with a view to further train them as dispatchers to add greater flexibility in deployment. In this respect, forward planning analysis is being conducted by HR with a view to building resilience by over-recruitment. Also, CCR refresher training for the 30-40 police officers available on reserve is currently under way. The Constabulary has identified peak times and the recruitment of staff to work at these times is underway.

The CCR continues to prioritise emergency calls by using ring-fenced staff – this means that individual staff members are identified and their telephones are manually changed to accept only 999 calls to protect these ahead of the larger volume of non-emergency calls (101's). This protection can be flexible and be removed during quieter times to enable staff to resume handling both 999 and 101's as required.

The overall average time taken to answer 999 calls is under four seconds, but demand profiling is currently being reviewed to determine at what points during a given day or week performance is being affected by the number of calls being received. Similarly JPAD is investigating the profile of calls that are not answered in ten seconds to identify what proportion are identified in under 20 seconds and what, if any proportion are re-directed to other forces.

101 Call Handling*Non-emergency 101 calls answered within 20 seconds*

Calls received	Year to date 94,368	Last 12 months 184,281	3-year baseline 172,855	National rank N/A
Within target	Year to date 66.5%	Last 12 months 69.4%	3-year baseline 82.6%	National rank N/A

Whilst not a measure included in the Police & Crime Plan, information relating to non-emergency 101 call handling remains in this document to provide context to the 999 issues as above.

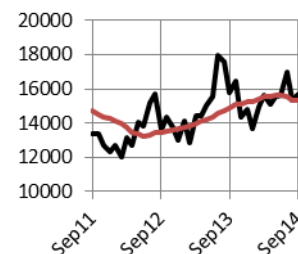
During the summer the seasonal peak of 101 calls was lower than in previous years. To some extent, this has begun to reverse the long term growth pattern of average demand, which is now 1.8% lower than its peak in June 2014.

However, performance in terms of the percentage of calls answered within twenty seconds continues to deteriorate, with the rolling annual rate dropping below 70%. Performance peaked at 88% in May 2013, at which time demand was 7.6% lower than its present level.

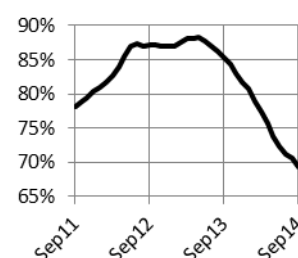
The Constabulary has trialled elements of and is considering fully implementing an enhanced graded response policy called THRIVE, which considers threat, harm, risk, investigative opportunities, the presence of vulnerability factors, and engagement opportunities. Whilst the existing grading policy applied to incoming 999 and 101 calls determines the speed of response, the THRIVE model seeks to identify other more appropriate means of servicing individual needs and requirements, which may include simply providing advice and guidance over the telephone, or not attending an incident if requested not to. In any case, genuine emergencies presented via the 999 number bypass this model and are always treated as the highest priority, but the model will allow non-urgent demand via the 101 number to be more appropriately resourced.

A brief trial was conducted in the CCR during August, during which a reduction in police response to 101 calls was observed. August saw performance in respect of calls answered within 20 seconds improve to 72.9%, from 65.9% in July, but September's 62.2% was the poorest monthly rate since July 2010. A sample of 700 incidents will now be retrospectively put through the THRIVE model to test whether it would have provided benefits in terms of service and performance in each instance.

Monthly & average demand



Rolling annual performance

**Response to Emergency Incidents***Grade A emergency incidents attended within 15 minutes (urban)/20 minutes (rural) of call receipt*

Incidents attended	Year to date 7,701	Last 12 months 15,489	3-year baseline 14,021	National rank N/A
Within target	Year to date 93.7%	Last 12 months 91.3%	3-year baseline 90.3%	National rank N/A

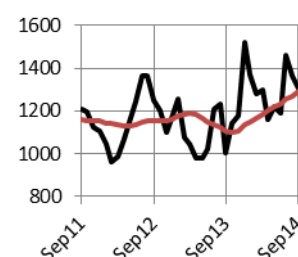
The twelve-month average number of incidents graded as requiring emergency response continues to rise. The number of such incidents attended during the three months to the end of September 2014 was 4,130, some 10% greater than the average of the three preceding years. As a result, and combined with the peak seen last winter, the twelve month total of 15,489 incidents is the highest observed in Suffolk for more than six years.

Despite the rising demand, performance remains on an upward trajectory with the percentage of incidents attended within the target time being above the baseline at 91.3% for the twelve months to September 2014. For the three month period ending September, this figure rises to 93.1%.

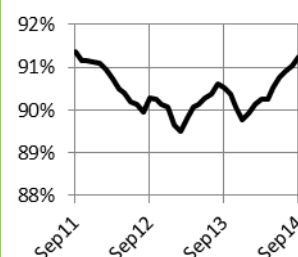
To consolidate this position, current actions include supervisory monitoring of CCR staff to quality assure grading and resource allocation, and increasing daily audit requirements to include burglary incidents, as per Her Majesty's Inspectorate of Constabulary (HMIC) recommendations. Repeat callers and victims are also being identified in order to mitigate demand.

Visibility plans have been introduced to ensure that a service is in place at key times in areas of high demand to maximise opportunities to meet response times.

Monthly & average demand

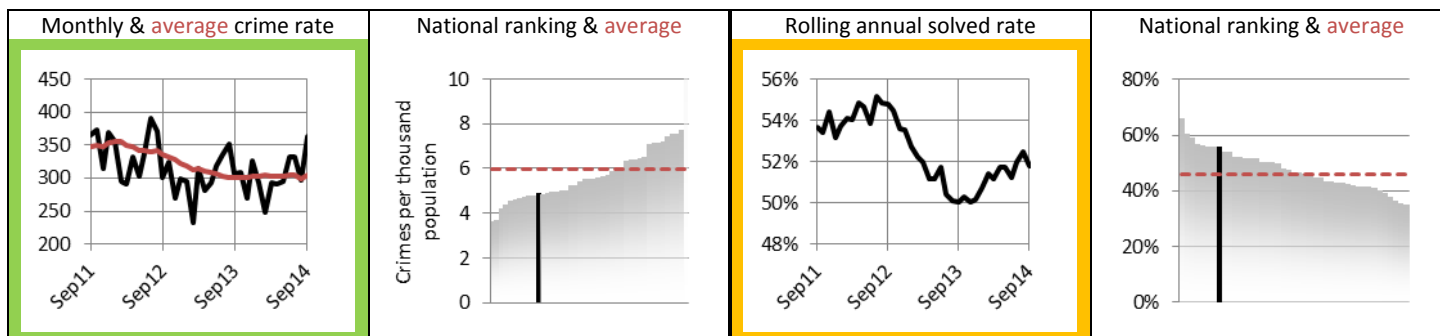


Rolling annual performance



Violence with Injury*Assaults causing injury irrespective of intent, ranging from ABH to murder*

Crimes recorded		Solved rate	
Last 12 months	3,653	Year to date	1,912
3-year baseline	3,864	National ranking	11/43
		Last 12 months	51.8%
		Year to date	50.6%
		3-year baseline	52.5%
		National ranking	8/43



The number of crimes of violence with injury in Suffolk remains favourable compared to the baseline. September saw the slightly later than usual late-summer spike in such offences, although the rolling annual crime rate remains stable, at 5.5% below the baseline.

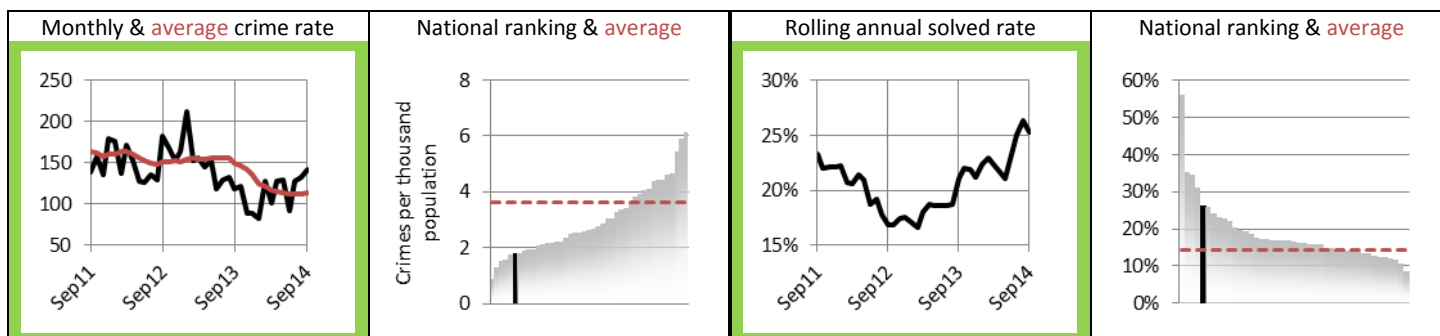
The national crime rate has risen by 10% during the past year, with Suffolk one of only seven forces to have seen either a decrease or no change, so it should be considered that crime may increase if the national trend extends. Suffolk's ranking has improved to the 11th lowest crime rate per head of population, which is the force's best ranking in this measure for more than three years.

The solved rate for violence with injury is also improving, although remains 0.7% short of the baseline. Suffolk continues to make effective use of restorative justice methods for these crimes, with Community Resolution comprising 11% of all positive crime outcomes, the largest proportion of all forces nationally.

A number of measures are in the process of being rolled out force-wide, including Ipswich's Best Bar None licensed premises accreditation scheme across the East and West of the county, and evidential CCTV capture in Martlesham Police Investigation Centre (PIC) being implemented in other custody suites. Planning for a Christmas period community safety and crime reduction initiative is under way, by which time body worn video cameras are intended to have been introduced in Ipswich. Also in custody, an initiative to quality assure handover packages is now in place, with the aim of reducing errors, improving solved rates and increasing victim satisfaction.

Domestic Burglary*Burglary of domestic dwellings, including attempts and distraction offences*

Crimes recorded		Solved rate	
Last 12 months	1,359	Year to date	750
3-year baseline	1,744	National ranking	6/43
		Last 12 months	25.2%
		Year to date	29.3%
		3-year baseline	20.1%
		National ranking	5/43



Although the past quarter has seen the highest rate of domestic burglary crimes since May 2013, the rolling annual crime rate remains well below the baseline and is almost one-quarter lower than at the same point last year. The present annual crime level is the county's lowest for almost six years and Suffolk remains the 6th lowest crime rate of all forces nationally, with crime decreasing at a similar rate to peer and regional forces.

Suffolk's solved rate performance for domestic burglary is also better than the baseline, by more than five percentage points. The present annual rate is Suffolk's best since early 2011, with the force ranked an improved 5th highest nationally. Around 7% of solved crimes were offences taken into consideration (TIC) at court, Suffolk being consistently in the top ten users of this approach.

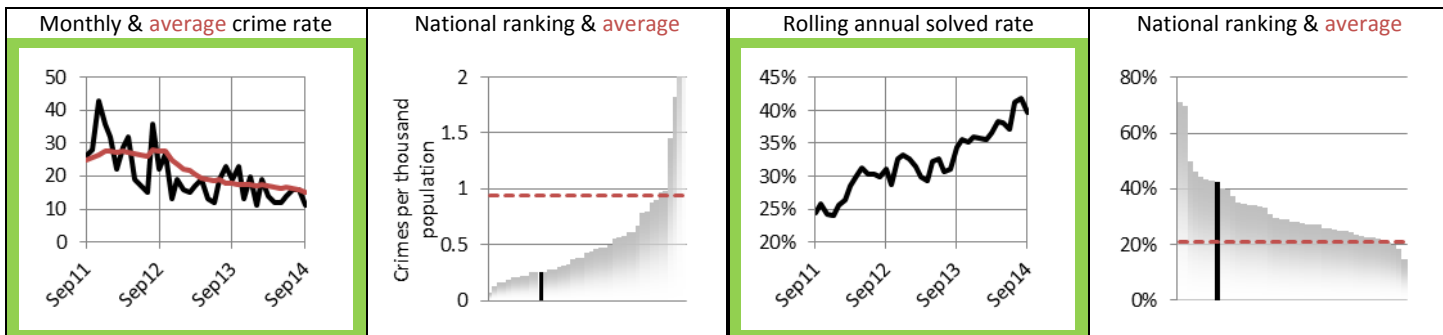
nationally.

Preventative measures are ongoing regarding current operations, as are efforts to locate known offenders suspected in a number of offences including outside Suffolk. Subject to a new policy, burglary suspects are subjected to intelligence interviews once detained. In terms of providing a high quality service, crime scene investigators continue to attend all house burglaries, also offering crime prevention advice.

Robbery

Theft, or attempted theft, of personal or business property by use or threat of violence/force

Crimes recorded		Solved rate	
Last 12 months	181	Year to date	81
3-year baseline	262	National ranking	12/43
		Last 12 months	39.8%
		Year to date	46.9%
		3-year baseline	31.1%
		National ranking	8/43



The crime level and solved rate for robbery are both performing considerably better than their respective baselines at present.

Although late summer often sees a spike in robbery offences, Suffolk's annual crime rate is presently at its lowest in more than ten years, having decreased by more than 40% from its peak in early 2011. Nationally, robbery has been on a downward trend during the past two years, with offences in Suffolk decreasing at a similar rate. Suffolk's present rate is the 12th lowest per head of population, ranking 4th lowest for business-related offences, which comprise fewer than 10% of robberies.

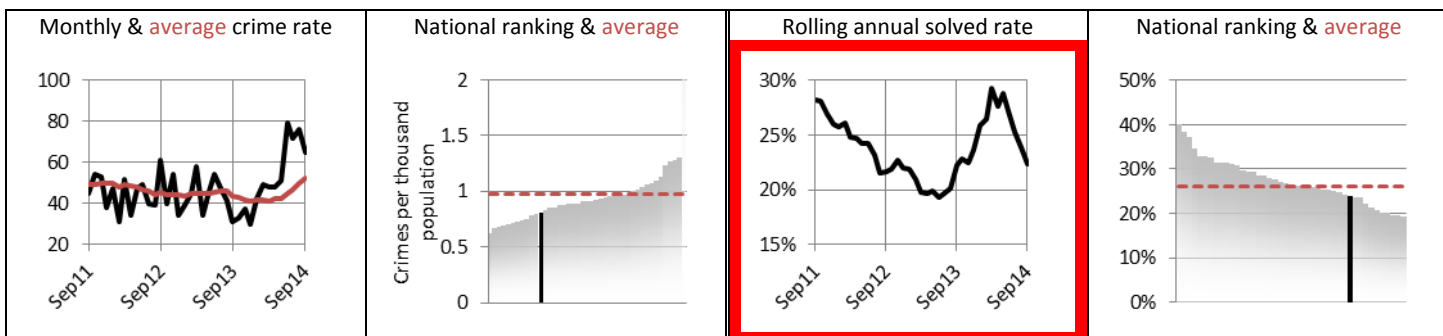
The solved rate has been on a generally improving trend over the past three years, hence is almost nine percentage points above the baseline at present. Suffolk's ranking of 8th best solved rate nationally is its highest in more than four years, with only four other forces reporting a double-digit percentage improvement during this period.

Current actions the force is undertaking include establishing points of contact with second-hand dealers and re-sellers to facilitate the recovery of property and identification of likely offenders. The intelligence questioning referred to in burglary above applies also to robbery, as does the referral of offenders to the Probation Service's Integrated Offender Management scheme. Media strategies, community safety messages and standard operating procedures for crime scene investigators have all been recently refreshed.

Serious Sexual Offences

Offences of rape and sexual assault, plus sexual activity with vulnerable persons

Crimes recorded		Solved rate	
Last 12 months	630	Year to date	391
3-year baseline	540	National ranking	12/43
		Last 12 months	22.4%
		Year to date	18.4%
		3-year baseline	24.5%
		National ranking	33/43



Having reached a peak of 29% in March 2014, the solved rate for serious sexual offences is in decline, currently standing at 22.4% for the twelve months to September. Suffolk is now ranked 33rd nationally, a similar grading to long-term performance prior to the rise in solved rate in late 2013/early 2014.

The present drop in performance coincides with a significant increase in crime reporting, which began in January 2014 but accelerated further in June. The four months since have seen greater than 65 crimes reported per month, compared to an average of around 40. Unlike previous spikes, the increase is not biased by a rise in the reporting of historically-committed offences (i.e. greater than one year prior to reporting), which suggests that there is a more systematic reason for the increase in crime on this occasion. Some, but not all, of this increase is due to improved recording processes following the recent Crime Data Integrity review by HMIC, and new audit processes are resulting in more crimes being recorded.

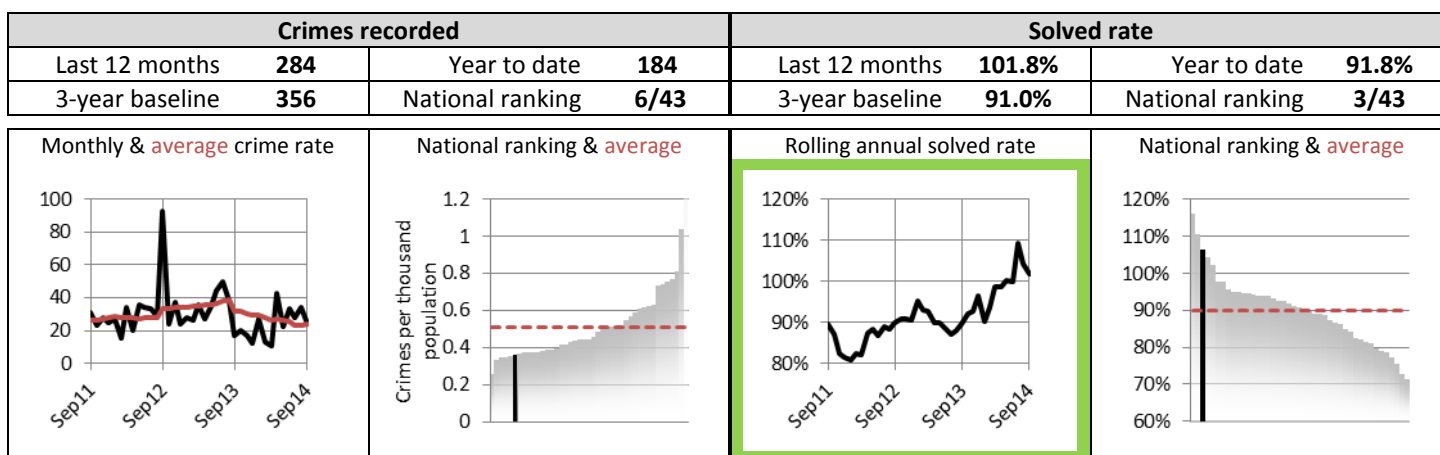
The deterioration in the solved rate is not being caused by a drop in the number of serious sexual offences being solved; this is slightly increasing over the same period as increases seen in crime. However as the number of solved cases has not kept pace with the number of crimes, the solved rate has declined. With the rise in crime, investigative workloads increase, causing investigations to take longer whether or not they are successful. At present, investigations are averaging 141 days from the date of report to conclusion, which has increased from 128 days in 2013/14, but approaching the 155 days seen in 2012/13 when the solved rate was last in decline. Given this time lag between recording and detection the increase in crime is anticipated to yield an increase in the solved rate in the coming weeks.

A number of actions are already in place to improve performance and service delivery, including the commission of a problem profile relating to investigative practices and the completion of a strategic profile for sexual offences. Regular performance meetings concerning rape and serious sexual offences have been introduced focussing on higher risk cases ensuring investigations are of a high quality, and together with appropriate partners ensure that victims remain engaged and supported. Benchmarking of Suffolk's processes against other forces is aimed at reviewing best practice. Service feedback from victims of sexual crimes has been obtained via the Sexual Assault Referral Centre (SARC) and arrangements are being made for the SARCs to conduct victim forums also. The recruitment of further Independent Sexual Violence Advisors (ISVA) is under way and a Child ISVA is now in post.

With regards investigations, guidance has been introduced on a risk assessment process for victims and suspects in cases which are not pursued or no further action is taken (NFA). Also a formal peer review is to be adopted for stranger offences and a consultation is under way with the joint Norfolk and Suffolk Major Investigation Team (MIT) regarding the process. It is anticipated that by managing the incoming demand effectively, the impact upon the crime rate can be better managed and performance improved.

Drug Trafficking

Production, supply or possession with intent to supply controlled drugs



The solved rate for drug trafficking offences remains well above the benchmark, with presently more offences detected in the past twelve months than have been recorded (meaning some prior offences have now been detected), hence the solved rate of 101.8%. This ranks as the country's 3rd-highest solved rate, with Suffolk ranking in the top five for each of the past six months.

The rate of recorded drug crime has remained flat over the past quarter having declined during the past year. Suffolk has the 6th lowest rate of such crime nationally, compared to 34th twelve months ago. Whilst the recording of drug crime is largely driven by police proactivity, a policy change in Suffolk in late 2013 reduced the number of crimes being recorded by implementing a gate-keeping practice to only record trafficking crimes once it has been ascertained that the offence is made out. The effect of this is to prevent the recording of crimes where no such offence has been shown to have taken place, rather than recording a crime and later having to disprove its commission if applicable.

The Constabulary and its partner agencies continue to monitor community issues and identify current and potentially vulnerable targets of exploitation by organised drug dealers. Police Community Support Officers (PCSOs) continue to deliver crime prevention and deterrent advice in schools, whilst the specialist drug enforcement teams continue to conduct disruption warrants across the

county.

Anti-Social Behaviour (ASB)

Recorded incidents finalised as any classification of Anti-Social Behaviour

Incidents recorded	Year to date 12,276	Last 12 months 22,274	3-year baseline 29,626	National rank 15/43
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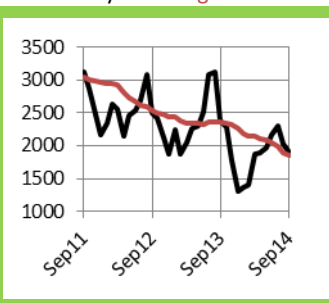
The number of incidents of anti-social behaviour reported continues its long-term downward trend, with the present annual rate some 25% lower than the baseline.

This trend exists nationally and Suffolk's present rate ranks 15th lowest of the 43 forces in England and Wales as at March 2014.

Ongoing monitoring of ASB hotspots continues, but now includes the targeting of individuals in areas where police powers of dispersal exist. Areas vulnerable to high levels of ASB are being assessed for their propensity to also be crime hotspots, particularly alcohol-related crime.

New powers under the ASB, Crime & Policing Act 2014 commence from 20 October 2014, which will give responders, including police, greater flexibility to deal with ASB issues and provide a more victim-centric response.

Monthly & average inc. rate

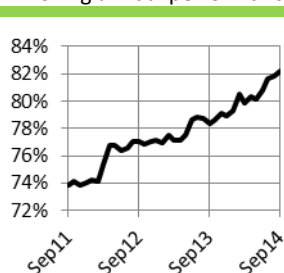


Victims' Satisfaction

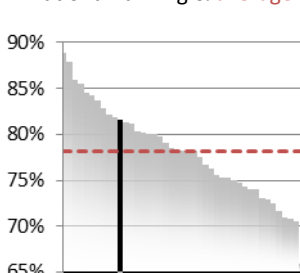
Percentage of telephone survey respondents satisfied with the follow-up and their whole experience

Victims satisfied with follow-up/being kept informed		Victims satisfied with the whole experience	
Last 12 months	82.2%	Last 12 months	88.4%
Year to date	N/A	Year to date	N/A
3-year baseline	77.2%	3-year baseline	84.6%
National ranking	11/43	National ranking	16/43

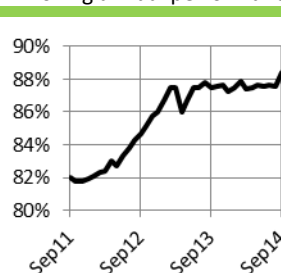
Rolling annual performance



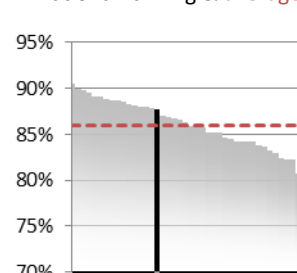
National ranking & average



Rolling annual performance



National ranking & average



Performance relating to victims' satisfaction with how they are kept informed about the progress of their case continues to improve, rising by almost 4% in the past year to its present rate of 82.2% being satisfied. Of the crime types assessed, satisfaction with follow-up in vehicle crime cases is showing the strongest improvement over the past six months. Suffolk's performance ranks 11th-best nationally, the highest ranking for at least four years and an improvement from 20th one year ago.

For overall satisfaction, performance improved to 88.4% for the twelve months to September, having remained around 87.5% for some months prior. This trend is similar to the national level data; Suffolk's ranking of 16th-best has remained largely constant over the past six quarters, but is an improvement from 38th three years ago.

Further officer training tools are currently in development, including a short video featuring victims of crime to give their perspective of officers' actions and their impact upon satisfaction.

Domestic Abuse Repeat Victimization *Victims of serial Domestic Abuse who are reoffended against within a twelve month period*

Repeat victimisation	Year to date N/A	Last 12 months 72.9%	3-year baseline 65.4%	National rank N/A
Proposed measure	Year to date N/A	Last 12 months 31.7%	3-year baseline TBC	National rank N/A

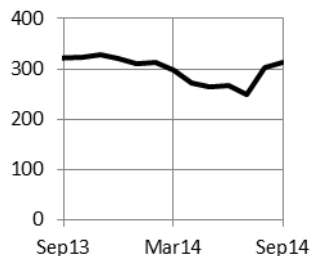
It was highlighted in the Police & Crime Plan Performance Progress Report for June 2014 that this performance measure was being reviewed; the existing calculation being highly complex, making it very difficult to interpret the results. Following a review of options, a new approach to measuring the objective of reducing repeat victimisation in Domestic Abuse has now been proposed. However, to ensure that there is no misinterpretation of the data if a transition is agreed, this report includes both the original and the proposed measure. The charts on the right show only the original measure.

The existing measure is a 'further' repeat rate, being based on a victim suffering at least three domestic abuse crimes in a rolling year and then being subsequently victimised in the following rolling year; the target being to reduce these incidences to below the average of the last three years. The complexity of the measure leads to data quality issues and difficulties in interpretation, and as it focuses only on a small number of highest-risk cases it misses out on a large amount of repeat victimisation – being more relevant for monitoring the performance of specialist teams than the organisation as a whole. The cohort tracked by the original measure is also highly fluid due to the rolling nature of how it is calculated, making it operationally unhelpful as a performance measure.

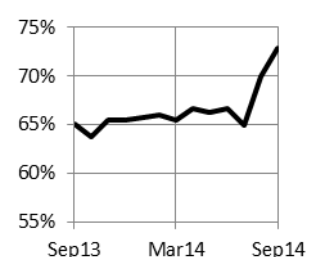
The new proposed measure is the percentage of domestic abuse crimes and/or incidents that involve repeat victims – defined as a person who suffers more than one incident of domestic abuse within a rolling twelve month period. This measure would capture repeat victims who have reported an offence. Whilst it does not focus specifically on the higher risk cases, the larger dataset would give greater certainty to any reductions achieved and would better represent whole force performance. A change in the number of repeat reports may be considered a more accurate indication of the impact of police and partner interventions, not just those of specialist teams.

As the measure could help drive reductions in repeat domestic abuse victimisation which is reported to the police, it has the safeguarding of all victims at its core and should only further encourage this focus across the Force. This means that police and partners would be accountable for resolving and preventing all crimes/incidents of which they are aware. Finally the measure will remain relevant when the Multi-Agency Safeguarding Hub (MASH) is fully implemented; indeed MASH data could be used to further support this measure.

Monthly & average cohort size



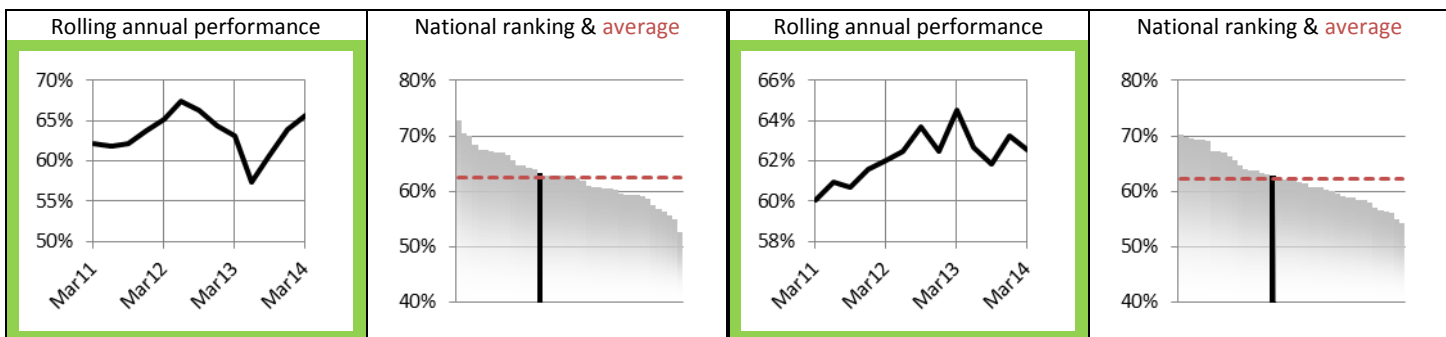
Repeat victimisation rate



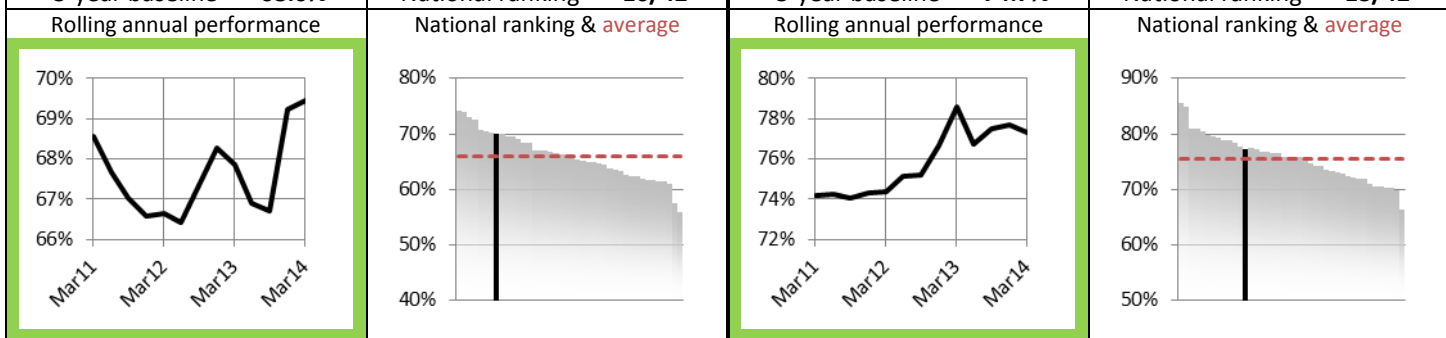
Part B: Quality of Service indicators

Public Confidence
Responses to the Crime Survey of England & Wales, relating to confidence in the Police

People who think the police do a good/excellent job		...who think the police are dealing with community priorities	
Last 12 months	65.6%	Year to date	N/A
3-year baseline	62.7%	National ranking	11/42
Last 12 months	62.6%	Year to date	N/A
3-year baseline	61.6%	National ranking	19/42



...who think the police would treat them fairly		...who have overall confidence in the police	
Last 12 months	69.5%	Last 12 months	77.3%
3-year baseline	68.0%	3-year baseline	74.7%
Year to date	N/A	Year to date	N/A
National ranking	10/42	National ranking	13/42



Performance in all four of the public confidence measures in the three year plan is above their respective baselines.

Confidence remains on an upward trend in two of the indicators: the percentage of people who think the police in their area do a good/excellent job and the percentage who think the police in Suffolk treat everyone fairly regardless of who they are. Suffolk ranks 11th and 10th respectively for these measures, the former improving from 33rd one year ago.

In respect of people having confidence that the police are dealing with the things which matter to the people in their communities, Suffolk's performance is variable, having dipped by 0.6 percentage points to 62.6% in agreement in surveys during the twelve months to March 2014. Nationally, Suffolk ranks 19th and has tracked slightly better than the national average throughout the past two year.

The fourth indicator relates to people's overall confidence in the police in their area, in which Suffolk's performance has also varied slightly over the past year. In the year ending March 2014, 77.3% of survey respondents expressed a degree of confidence, a decrease of 0.4% from the year ending December 2013 and of 1.3% from the peak in the year to March 2013. Overall confidence in Suffolk has been above the national average for the past six quarters, presently ranked 13th-highest nationally.

A number of community engagement activities and actions are being progressed at present, including a half-day workshop for local policing commanders on improving community priority setting meetings, and improving the quality of messages circulated via the Police Direct medium. Plans have also been put in place across the county to improve officer presence and visibility at key times and in key places.

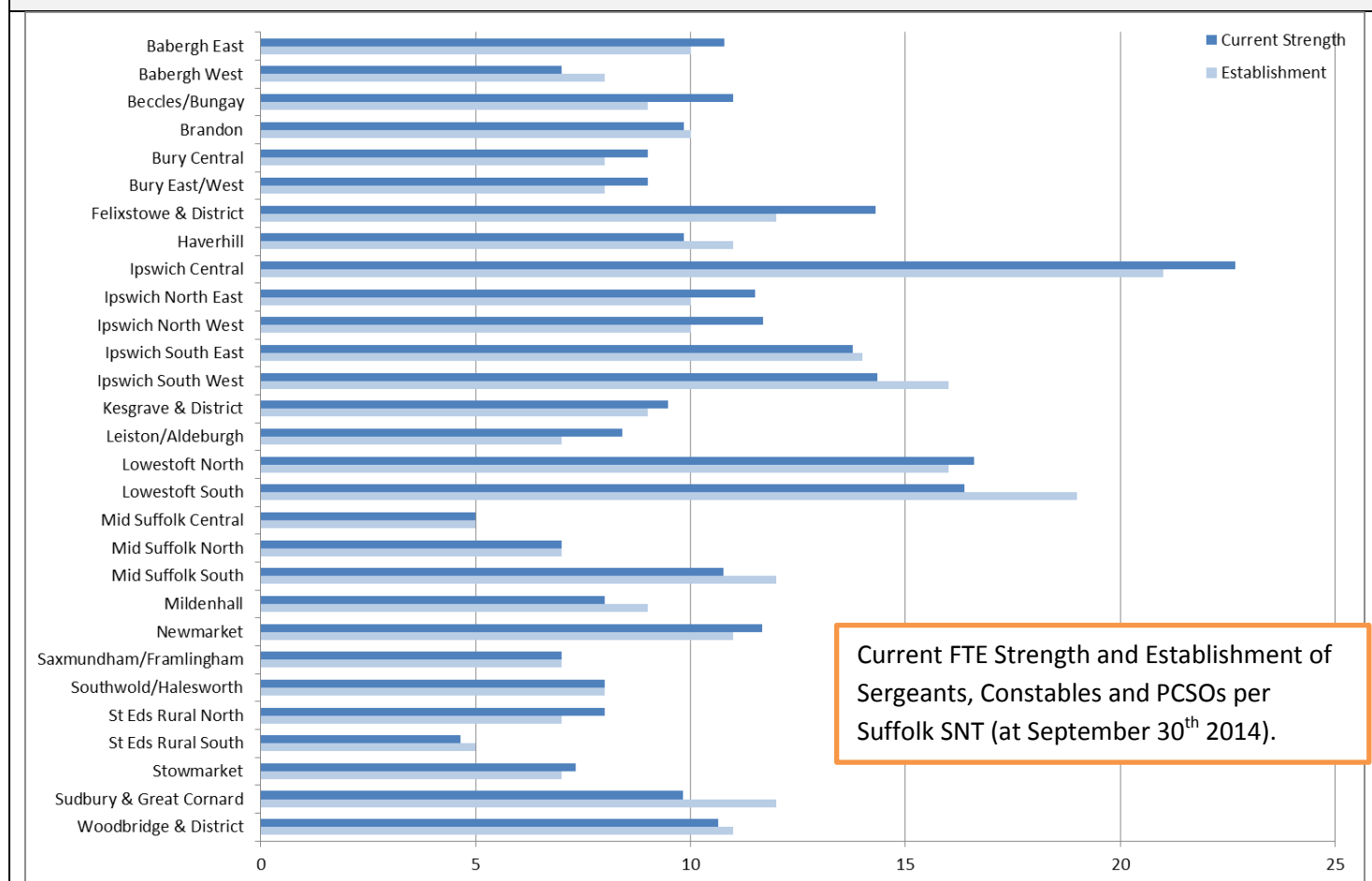
The work to improve performance continues through the Improving Confidence in Policing Board chaired by the Assistant Chief Constable.

Part C: Human Resources

Establishment			Number of officers and staff employed			
Total No. Officers	Current strength of Officers	1187.77	Officer FTE Establishment	1207	National ranking	N/A
Total No. PCSOs	Current strength of PCSOs	175.23	PCSO FTE Establishment	169		
Total No. Staff	Current strength of Police Staff	831.01	Police Staff FTE Establishment	911.07		
Total No. Specials	Current strength of Specials	250				

The current strength of Police Officers is 1.6% below establishment at 1187.77, whilst PCSOs stand 3.7% above at 175.23. The combined strength of 1363 is 1.1% lower than that reported in June. The strength of Police Staff stands at 831.01, 8.8% below establishment and 1.6% lower than in June. The current strength of the Specials is 250.

There are currently 299 established officer (Sergeant and Constable) and PCSO posts allocated in Safer Neighbourhood Teams, with a strength level of 303.5 FTE deployed within those posts. Both datasets are shown by SNT in the chart below. In seven cases SNTs are understaffed by more than one post: Lowestoft South are down by 2.6 posts, and Sudbury & Great Cornard by 2.2. Mildenhall, Mid Suffolk South, Ipswich South West, Haverhill and Babergh West are down by less than two posts each. Of the county's 29 SNTs, 18 have at least their budgeted number of officers. Felixstowe & District and Beccles & Bungay are more than 2 posts over establishment each.



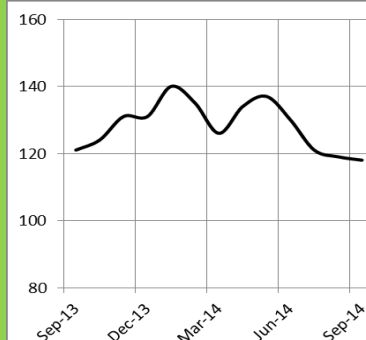
Restricted and Recuperative Duties*Number of officers not available for full front line duties*

Total No. Officers	Current	118	12 month Average	129.1	National ranking	N/A
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As of 30th September 2014, 118 officers were on recuperative or restricted duties. This represents a reduction of 0.8% on the previous month, and stands 9.2% below the level seen in June's report. It also represents a reduction of 2.5% in the level seen in September 2013.

Data shows numbers of officers rather than FTE so as a guide, as a proportion of the total officer 'headcount' (1218), the current level of this restriction represents 9.7% of the total number of officers. Between departments this rate ranges, particularly in those where officers are deployed because of restricted or recuperative status.

75.4% of restricted and recuperative duty officers are on medium to long-term restrictions.

Number of Officers R&R over time**Long and Short Term Sickness***Number of officers and staff on sickness leave*

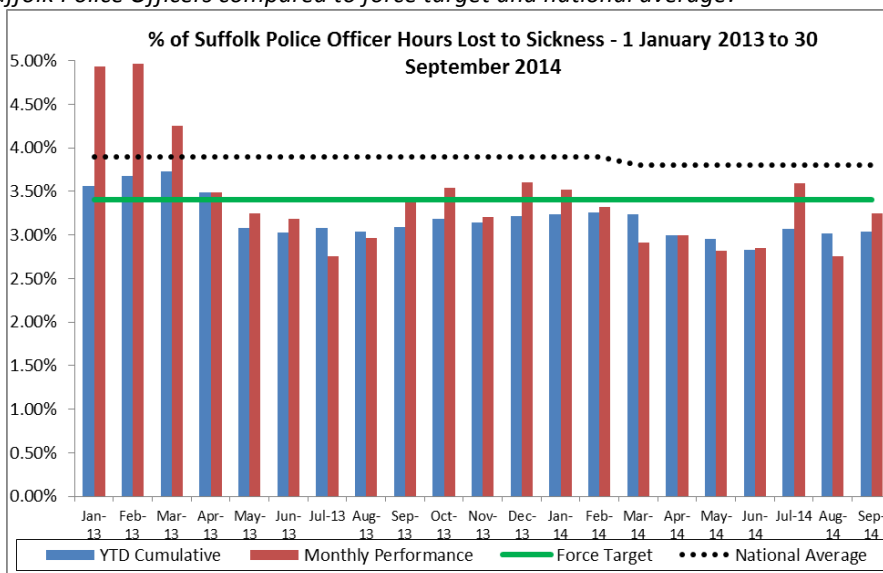
Total No. Officers	Current (combined officer & staff)	3.75%	Target	3.4%	National ranking	N/A
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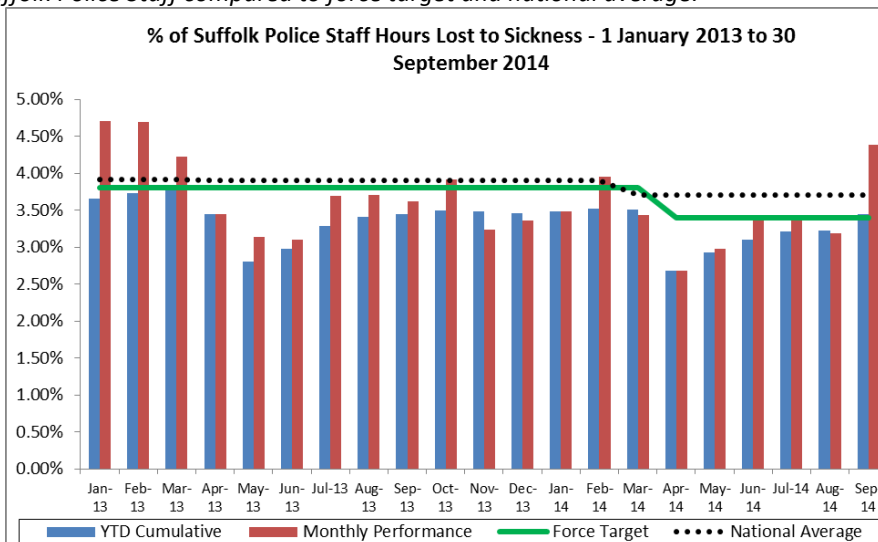
Monthly performance combined for police officers and police staff as at 30 September 2014 was 3.75% compared to 2.95% as at 31 August 2014, and above the target of 3.4.

The first chart below demonstrates monthly and YTD performance for Police Officers. The YTD figure has continued to perform well under the target, which has not been exceeded since April 2013. Monthly performance breached the target in July (3.59%), but the following month saw sickness at its lowest level since July 13 (2.76%). The second chart demonstrates monthly and YTD performance for Police Staff with the YTD figure breaching target in September for the first time since March 2013 – driven by a monthly figure of 4.38% which was the highest level seen since Feb 2013.

33% of recorded sickness in September for Police Officers was related to short term absence, 32% for Police Staff. Medium term absence made up 25% of recorded Police Officer sickness and 25% for Police Staff. Long term absence accounted for 42% of recorded Police Officer sickness and 43% for Police Staff.

Sickness Hours lost for Suffolk Police Officers compared to force target and national average:



Sickness Hours lost for Suffolk Police Staff compared to force target and national average:**Workforce Diversity***Number of officers and staff employed*

% of Workforce	BME	1.97%	Female	41.82%	Lesbian, Gay, Bisexual	2.32%
	Part-time	18.7%	Disabled	4.78%		

Proportions of Black and Minority Ethnic (BME) Officers, Staff and Specials rose slightly compared to the previous quarter (+0.06%), and have been relatively consistent over the last year. A small rise has been seen in the proportion of BME Police Staff, with the current level of 1.8% up 0.13% on the previous quarter.

Similarly the female to male ratio of the workforce rose slightly this quarter (+0.05%). There is generally greater female representation among police staff (61.3%) compared to PCSOs (44.5%), police officers (28.5%) and Special Constabulary (31.6%).

81% of the workforce is full time. This proportion reduces to 69% amongst police staff, and increases to 84% amongst PCSOs and 90% amongst officers. No significant changes have been seen compared with the previous quarter.

Sexual Orientation is unknown in 33.8% of the workforce although this percentage has been reducing gradually since 2012/13. The proportion of Lesbian, Gay & Bisexual Officers, Staff and Specials has remained consistent with the previous quarter.