

Suffolk Constabulary proposals for additional Police Officers from the National 'Operation Uplift' Programme.

1 INTRODUCTION

- 1.1 This paper sets out Suffolk Constabulary's proposals for the introduction of additional officers as part of the National Uplift Programme.
- 1.2 Following on from HM Government announcement in 2019 to increase the number of Police Officers in England and Wales by 20,000 the National 'Uplift' Programme was created. This will enable the Home Office and The National Police Chiefs Council (NPCC) to work with Police and Crime Commissioners and local police forces to co-ordinate the introduction of these additional officers. The Home Office have confirmed that Suffolk Constabulary will receive funding for an additional 54 Officers in the 2020/21 financial year.
- 1.3 In October 2019 The Home Office confirmed the officer recruitment targets for every police force in England and Wales for the first year. Work is continuing with regards to the position of financial years 2021/22 and 2022/23. No details as yet have been provided regarding any increase in police staff numbers within the National Uplift Programme.
- 1.4 The Home Office has directed that this programme applies only to additional 'front-line' police officers at the rank of Constable, Sergeant and Inspector.
- 1.5 2,000 (of the 20,000) police officer posts will be allocated to the National Crime Agency and Counter Terrorism Commands leaving 18,000 over three years for local Police Forces.
- 1.6 The Home Office has allocated an additional 54 police officers from the National Uplift Programme to Suffolk Constabulary in the 2020/21 financial year. At this time no confirmation has been received about the number of additional officers in the subsequent two years.
- 1.7 Nationally, the uplift programme is considering a wide range of associated issues such as funding for uniform and equipment for these additional officers as well as providing advice and guidance to help forces to enhance and improve the diversity of police forces. Suffolk Constabulary is fully engaged in this programme.
- 1.8 For planning purposes, and to ensure effective financial management and operational workforce planning, a working assumption has been made that Suffolk Constabulary will receive a further 54 officers in both the 2021/22 and 2022/23 financial years. This provides a potential total increase of 162 Police Officers in Suffolk over three years. It is important to note that this number could change and that to date only the first year "uplift" of 54 officers has been confirmed by the Home Office.
- 1.9 This paper sets out Suffolk Constabulary's initial plan to deploy 162 officers. The plan takes account of future resourcing and operational challenges, and is sufficiently flexible to be adjusted as Home Office plans are confirmed.
- 1.10 The Constabulary is now in a position where it needs to deploy an additional 18 police officers by the end of the financial year 2019/20. The remaining officers, making up the total of 54, are to be recruited by the end of financial year 2020/21.
- 1.11 When formulating plans and identifying the best way to deploy additional police officers and police staff, full consideration has been given to the local and national strategic direction regarding operational and business priorities. These include the Suffolk Police and Crime Plan, the Force Management Statement and the proposed Home Office performance measures.

- 1.12 Suffolk Constabulary is planning for the introduction of the Police Education Qualification Framework (PEQF). It recognises the benefits, as a step change in professionalism, but the change will have major organisational impact. Planning is underway to identify the extent to which the County Policing Command will need to be strengthened to maintain business continuity as new student officers will spend more time in training.
- 1.13 It is important to note that the posts included in this document relate only to Suffolk Constabulary. Any subsequent plans involving deploying any of Suffolk's 'uplift' officers into posts shared with Norfolk Constabulary, under the agreed funding arrangements will affect these figures.

2 INITIAL PROPOSALS FOR THE DEPLOYMENT OF 54 OFFICERS IN 2020/21 FINANCIAL YEAR

2.1 Initial proposals include;

- Deploying approximately 38 additional police constables and detective police constables across Suffolk within safer neighbourhood and neighbourhood response teams and safeguarding and investigations units. This will increase the number of response officers into areas where data showed greatest increases in demand including Ipswich East, Felixstowe and Woodbridge and Sudbury and Haverhill. This will also help mitigate the impact of PEQF outlined in section 1.12 above.
- Deploying approximately 6 police inspectors in countywide roles to improve management and supervision across the Constabulary. This is critical to raise the quality and standards of investigations and bring more offenders to justice.
- Deploying approximately 10 additional sergeants and detective sergeants in to uniform front line policing and safeguarding and investigations units to improve investigation standards and supervisory levels

- 2.2 As confirmation is received with regards to any additional officers in Suffolk in the financial years 2021/22 and 2022/23 the Police and Crime Commissioner and the Chief Constable will provide updates to the Police and Crime Panel setting out future proposals.

6.0 METHODOLOGY

- 6.1 These proposals have been made following data collection, research and surveys with staff. The public's view has been fully considered through consultation with the Office of Police and Crime Commissioner for Suffolk elected to represent their views. Data collection and research included;

- Suffolk Police and Crime Plan 2017-2021. Full details can be viewed at: <https://suffolk-pcc.gov.uk/the-commissioner/police-crime-plan>
 - **Objective 1** – Making Suffolk Safer – Responding to calls for urgent assistance.
 - **Objective 2** – Making Suffolk Safer – Caring about victims, communities, the local economy and our workforce.
 - **Objective 3** – Making Suffolk Safer – Protecting Vulnerable people and communities by preventing, reducing and solving crime and reducing anti-social behaviour (ASB).
 - **Objective 4** – Making Suffolk Safer – Delivering efficient and effective services with the right resources.

- Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) <https://www.justiceinspectors.gov.uk/hmicfrs/peel-assessments/peel-2018/suffolk/>
- Suffolk Constabulary's Force Management Statement (FMS)
 - Responding to the public prevent and deterrence
 - Investigations
 - Protecting Vulnerable People
 - Managing Offenders
 - Managing Serious and Organised Crime
 - Major Events
- Suffolk Constabulary's Strategic Assessment of Operational Threats and Challenges
- Joint Strategic Needs Assessment for Suffolk <https://www.healthysuffolk.org.uk/jsna>
- State of Suffolk report <https://www.healthysuffolk.org.uk/jsna/state-of-suffolk-report>