



# How your money is improving policing in Suffolk in 2021/22

1 APRIL 2021 - 31 MARCH 2022

In January 2021, the Suffolk Police and Crime Commissioner published the Chief Constable's plans for the policing element of the precept increase for 2021/22. This report can be viewed on the [Suffolk OPCC website](#). This document provides an update as to how this money is improving policing in Suffolk in 2021/22.

## Chief Constable Steve Jupp



This is the second in the series of quarterly publications that will set out exactly how the extra money is being spent over the course of this financial year.

This document provides you with a progress update of our plans and, as you will see, a significant amount of work has taken place since the first publication in achieving the implementation of crucial roles into our organisation, making a difference to help keep the public safe.

I will continue to work closely with the Police and Crime Commissioner to ensure these new resources are well placed to deliver the Police and Crime plan for Suffolk. The additional investment through precept money is also enabling us to deliver against the Constabulary's strategic plan ([www.suffolk.police.uk](http://www.suffolk.police.uk)) more quickly and effectively.

I will ensure that the plans for the precept investment addresses some of the major areas the Constabulary is focussed on and that the force continues to be as efficient and effective as it can be to meet the needs of residents and businesses in the county. I will keep you updated on the progress of my plans throughout the financial year.

## Police and Crime Commissioner Tim Passmore



Earlier this year I made the difficult decision to increase the policing element of your council tax by £15 a year (based on a Band D property).

It was not an easy decision as this has been a very challenging year for us all – the pandemic changed our lives beyond anything we could have imagined, but if we are to improve policing in the county the increase is absolutely necessary.

The increased investment will fund 25 additional officers and 26 police staff. With the additional officers from the Government's national uplift programme this will increase police numbers in Suffolk by around 75 in this financial year to more than 1320. This will be instrumental in ensuring the Constabulary continues to be efficient and effective and able to deal with modern day policing challenges. The Chief Constable's focus for the additional investment is in three key areas: improving investigations and protecting vulnerable people; enhanced public engagement and improved communication; and modernisation and transformation.

As in previous years, when I made my decision about the precept, I promised to tell you exactly what the extra funding would provide and monitor the implementation of the plans to ensure Suffolk residents receive value for money. This update is the second of this year's monitoring reports, which will be produced quarterly, and shows the Constabulary's progress against the precept plan. I hope you find it informative.

## Police & Crime Plan Objectives

The proposals set out in this document support the delivery of the Police and Crime Plan for Suffolk 2017 - 2021.

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

The Police and Crime Plan for Suffolk 2017/21 can be found at:

<https://www.suffolk.police.uk/about-us/our-organisation/police-and-crime-plan>

## Suffolk Constabulary Strategic Plan 2020 - 2023

# Priority Outcomes 2020/23



### Operational

Proactive policing to catch criminals.

Quality crime investigations to improve service to victims.

Problem solving with our communities and partners.

Building confidence and increasing satisfaction in Suffolk Constabulary.

Investing in our people and ensuring we are fit for the future.



Creating Capacity to catch and convict criminals and keep the public safe.

Leadership based on our values; everyone is a leader.

We will be courageous, innovative and ambitious exploiting technology.

### Organisational

Suffolk Proposal	Cost £m	 Suffolk Police and Crime Commissioner <small>Making Suffolk a safer place to live, work, travel and invest</small>	 SUFFOLK CONSTABULARY
1. Provide baseline funding for 5 x Police Staff Investigators Protecting Vulnerable People	0.187	Objective 3	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Quality crime investigations to improve service to victims.</li> <li>Investing in our people and ensuring we are fit for the future.</li> </ul>
2. Further enhance Neighbourhood Partnership Teams (NPT) countywide by providing baseline funding for 2 x Problem Solving PCs; Growth of 3 x NPT Sergeants countywide; growth of 1 x Hate Crime PC and growth of 3 x Children & Young People PCs	0.524	Objective 3 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Problem solving with our communities and partners.</li> <li>Building confidence and increasing satisfaction.</li> <li>Quality crime investigations to improve service to victims.</li> </ul>
3. Serious & Organised Crime (SOC) and Intelligence (Suffolk only).  Provide funding for growth of 2 x police staff Intelligence Development Officers; 1 x Detective Sergeant; 3 x Detective Constables SOC Investigations	0.418	Objective 2 Objective 3 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Proactive policing to catch criminals.</li> <li>Quality crime investigations to improve service to victims.</li> <li>We will be courageous, innovative and ambitious exploiting technology.</li> </ul>
4. Provide funding for growth of 6 x Digital Support Officers (to include relevant external specialist training).	0.246	Objective 2 Objective 3 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>We will be courageous, innovative and ambitious exploiting technology.</li> <li>Creating Capacity to catch and convict criminals and keep the public safe.</li> <li>Investing in our people and ensuring we are fit for the future.</li> </ul>
5. Create an additional proactive policing team in the west of the county (Kestrel). Additional funding within county policing command for the growth of 1 x Police Sergeant and 6 x Police Constables.	0.398	Objective 2 Objective 3 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Proactive policing to catch criminals.</li> <li>Problem solving with our communities and partners.</li> <li>Building confidence and increasing satisfaction.</li> </ul>
6. Further improve the Command and Control Room providing funding for the growth of 5 x police staff Control Room Operators and 1 x Control room Trainer.	0.250	Objective 1 Objective 2 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>We will be courageous, innovative and ambitious exploiting technology.</li> <li>Investing in our people and ensuring we are fit for the future.</li> </ul>
7. Provide baseline funding within Citizens in Policing (CiP) of 1 x Citizens in Policing Police Constable Trainer; 1 x CiP Attraction & Engagement Officer and 1 x Specials & Volunteers Coordinator; growth of 2 x Police Constable posts within Police Development unit.	0.236	Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Leadership based on our values; everyone is a leader.</li> <li>Creating Capacity to catch and convict criminals and keep the public safe.</li> </ul>
8. Provide funding for growth of 1 x police staff Environmental & Sustainability Manager.	0.044 and capital of 0.100	Objective 2 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>Investing in our people and ensuring we are fit for the future.</li> <li>We will be courageous, innovative and ambitious exploiting technology.</li> </ul>

Suffolk Proposal	Cost £m	 Suffolk Police and Crime Commissioner <small>Making Suffolk a safer place to live, work, travel and invest</small>	 SUFFOLK CONSTABULARY
9. Funding for the introduction of 1 x police staff Income Generation officer.	0.044	Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>• We will be courageous, innovative and ambitious exploiting technology.</li> <li>• Investing in our people and ensuring we are fit for the future.</li> </ul>
10. Provide baseline funding for the continuation of 4 x police staff Victim & Witness Care officers within Joint Justice Services (Suffolk only posts)	0.144	Objective 2 Objective 3 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>• Quality crime investigations to improve service to victims.</li> <li>• Building confidence and increasing satisfaction.</li> </ul>
11. Provide baseline funding for 2 x police staff Case Workers within Joint Justice Services (Suffolk only posts).	0.071	Objective 2 Objective 3	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>• Quality crime investigations to improve service to victims.</li> <li>• Creating Capacity to catch and convict criminals and keep the public safe.</li> </ul>
12. Provide continuation of policing element of partnership funding for 2 x police staff High Intensity Networking officers.	0.020	Objective 2 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>• Quality crime investigations to improve service to victims.</li> <li>• Investing in our people and ensuring we are fit for the future.</li> </ul>
13. Funding for the introduction of 1 x police staff Business Crime/Fraud Prevention post.	0.037	Objective 2 Objective 4	<b>Priority Outcomes:</b> <ul style="list-style-type: none"> <li>• Solving more crime.</li> <li>• Quality crime investigations to improve service to victims.</li> </ul>

<p><b>1</b></p> <p><b>Provide baseline funding for 5 x Police Staff Investigators Protecting Vulnerable People</b></p> <p><b>Budget allocated</b> £0.187m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• This is complete. This was continuation of funding and commenced from 1st April 2021.</li> </ul>
<p><b>2</b></p> <p><b>Further enhance Neighbourhood Partnership Teams (NPT) countywide by providing baseline funding for 2 x Problem Solving PCs; Growth of 3 x NPT Sergeants countywide; growth of 1 x Hate Crime PC and growth of 3 x Children &amp; Young People PCs</b></p> <p><b>Budget allocated</b> £0.524m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• 2 x Problem Solving PCs is complete. Previously established on a temporary basis, this additional funding has been used to ensure the continuation of these posts.</li> <li>• Growth of 3 x Children &amp; Young People PCs is complete. 3 Police Constables commenced in post 30th August 2021.</li> <li>• 1 x NPT Sergeant South (Kestrel Team) has been appointed and will commence in role in conjunction with go live of Kestrel Teams in early October 2021.</li> <li>• 1 x NPT Sergeant West has been appointed and commenced in role 26th July 2021.</li> <li>• 1 x NPT Sergeant West (Kestrel Team) has been appointed and will commence in role in conjunction with go live of Kestrel Teams in early October 2021.</li> <li>• 1 x Hate Crime and PREVENT PC has been appointed and commenced in post 20th September 2021.</li> </ul>
<p><b>3</b></p> <p><b>Serious &amp; Organised Crime (SOC) and Intelligence (Suffolk only). Provide funding for growth of 2 x police staff Intelligence Development Officers; 1 x Detective Sergeant; 3 x Detective Constables SOC Investigations</b></p> <p><b>Budget allocated</b> £0.418m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• 1 x Detective Sergeant recruitment is complete and postholder commenced in role 16th August 2021.</li> <li>• 3 x Detective Constables is complete and the detectives commenced in post 23rd August 2021.</li> <li>• 2 x Intelligence Development Officers recruitment is complete. Postholders commenced in post during July/August 2021.</li> </ul>
<p><b>4</b></p> <p><b>Provide funding for growth of 6 x Digital Support Officers (to include relevant external specialist training).</b></p> <p><b>Budget allocated</b> £0.246m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• All 6 Digital Support Officer positions have been filled. Following a week of specialist training, postholders commenced in post on 13th September 2021.</li> </ul>
<p><b>5</b></p> <p><b>Create an additional proactive policing team in the west of the county (Kestrel). Additional funding within county policing command for the growth of 1 x Police Sergeant and 6 x Police Constables.</b></p> <p><b>Budget allocated</b> £0.398m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• 1 x Police Sergeant postholder has been identified through constabulary promotion processes and will commence in post in conjunction with go live of Kestrel Teams in early October 2021.</li> <li>• 6 x Police Constables have been selected and will commence in post in conjunction with go live of Kestrel Teams in early October 2021.</li> </ul>

<p><b>6</b></p> <p><b>Further improve the Command and Control Room providing funding for the growth of 5 x police staff Control Room Operators and 1 x Control room Trainer.</b></p> <p><b>Budget allocated</b> £0.250m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• 5 x Control Room Operators recruitment is complete. Pre employment checks have now been completed with anticipated start dates mid October 2021.</li> <li>• 1 x CCR Trainer recruitment is complete with postholder commenced in role 19th July 2021.</li> </ul>
<p><b>7</b></p> <p><b>Provide baseline funding within Citizens in Policing (CiP) of 1 x Citizens in Policing Police Constable Trainer; 1 x CiP Attraction &amp; Engagement Officer and 1 x Specials &amp; Volunteers Coordinator; growth of 2 x Police Constable posts within Police Development unit.</b></p> <p><b>Budget allocated</b> £0.236m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• No suitable candidates were found in the first round of recruitment activity in August for the Attraction &amp; Engagement Officer post. It is anticipated that this was attributable to recruitment timings during the summer holiday period, therefore this is currently being readvertised.</li> <li>• CIP Trainer. This post was already being temporarily filled; and the funding now establishes the post. The postholder remains unchanged.</li> <li>• Specials &amp; Volunteer Coordinator. This additional funding has been used to increase the hours of the existing part time employees enabling them to become full time. Commenced additional hours 1st October 2021.</li> <li>• Recruitment activity continues regarding 2 Police Constables for Police Development Unit to support student assessment, standardisation, and internal quality assurance activity.</li> </ul>
<p><b>8</b></p> <p><b>Provide funding for growth of 1 x police staff Environmental &amp; Sustainability Manager.</b></p> <p><b>Budget allocated</b> £0.044m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• Role profile has been drafted and currently undergoing formal job evaluation processes. Once complete, recruitment activity is planned to commence during October/November.</li> </ul>
<p><b>9</b></p> <p><b>Funding for the introduction of 1 x police staff Income Generation officer.</b></p> <p><b>Budget allocated</b> £0.044m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• Recruitment activity commenced late September with the aim for filling the role during Quarter 4 (January – March 2021).</li> </ul>
<p><b>10</b></p> <p><b>Provide baseline funding for the continuation of 4 x police staff Victim &amp; Witness Care officers within Joint Justice Services (Suffolk only posts)</b></p> <p><b>Budget allocated</b> £0.0.114m</p>	<p><b>Update</b></p> <ul style="list-style-type: none"> <li>• This is complete.</li> </ul>

<p>11</p> <p><b>Provide baseline funding for 2 x police staff Case Workers within Joint Justice Services (Suffolk only posts).</b></p> <p><b>Budget allocated</b> £0.071m</p>	<p>Update</p> <ul style="list-style-type: none"> <li>This is complete.</li> </ul>
<p>12</p> <p><b>Provide continuation of funding for 2 x police staff High Intensity Networking officers.</b></p> <p><b>Budget allocated</b> £0.020m</p>	<p>Update</p> <ul style="list-style-type: none"> <li>This programme has been discontinued by NHS partners. This budget will be re-allocated.</li> </ul>
<p>13</p> <p><b>Funding for the introduction of 1 x police staff Business Crime/Fraud Prevention post.</b></p> <p><b>Budget allocated</b> £0.037m</p>	<p>Update</p> <ul style="list-style-type: none"> <li>This post is still in the development phase. Business crime and fraud prevention has clear links with other partners and stakeholders and work and discussions continue to identify how this role and work can be delivered in the most effective and efficient way.</li> </ul>



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Crime Commissioner**  
*Making Suffolk a safer place to live, work, travel and invest*



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CONSTABULARY**