

SUFFOLK POLICE & CRIME COMMISSIONER

ANNUAL REPORT: 2022/23



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INTRODUCTION BY TIM PASSMORE

This year has seen many notable achievements with the Constabulary and the Office of the Police and Crime Commissioner continuing to respond to significant additional demand and changes in the pattern of crime and commissioning requirements.

Suffolk now has its first female Chief Constable and we all welcome former Deputy Chief Constable, Rachel Kearton in her new role and wish her well during these challenging times both locally and nationally. It is essential the force continues adapting to different circumstances effectively; her direction and leadership is crucial to keeping the county safe.

This year saw the conclusion of the government's Operation Uplift where Home Office funding was provided to recruit 20,000 additional police officers across England and Wales. Suffolk Constabulary has taken more than full advantage of this scheme recruiting our allocation of 179 new constables ahead of schedule and as some forces had been less successful in recruiting, we received additional

funding for a further 22 officers. The force now has over 1400 officers – more than ever before.

The way these new officers will be trained has changed too. The training process changed to the Police Educational Qualifications Framework (PEQF) which is running very smoothly. Having met many of the new recruits at their passing out parades it is heartening to hear their enthusiasm for the course and for their desire to make a contribution to policing across Suffolk.

The multi-agency approach tasked with eliminating the threat from the county lines drug crime continues to be very successful. I know from our public meetings and correspondence that there is huge concern in many communities and have been very well supported by several new policing initiatives paid for by your additional council tax income. The Sentinel Teams have an excellent track record of arresting and prosecuting high harm criminals and were featured in the recent Fast Justice TV series. The new Kestrel Teams have complemented these endeavours with aplomb

as they target lower-level neighbourhood crime and anti-social behaviour.

A major part of our work in my office is commissioning services for victims and allocating funds to reduce crime and disorder. We were very pleased to receive additional funds from the Ministry of Justice to support victims' services and particularly for organisations which look after victims of domestic abuse and sexual offences. Many of these charities and volunteers are still dealing with the aftermath of the pandemic which has also been exacerbated by the ongoing economic difficulties. I have said many times before that Suffolk would not be such a great county to live and work in without the commitment and dedication of the thousands of volunteers – they are wonderful people and deserve a huge thank you from all of us.

The end of the financial year witnessed the conclusion of our current joint estate improvement plans with Suffolk Fire and Rescue Service with the official opening of the Princes Street station in Ipswich by The Princess Royal. We were particularly honoured to receive Her Royal Highness at this ceremony. The opening of the brand-new Stowmarket Police and Fire station attracted many local people and is the only completely new building within the programme. We are especially grateful for the



£432,000 contribution from Mid Suffolk District Council via the community infrastructure levy.

The year also saw further success in Ipswich through another successful Safer Streets application to the Home Office where £500,000 was secured to combat crime and anti-social behaviour in a large part of south Ipswich – another multi-agency project. All of this shows how much more can be achieved through working together and the power of collaboration!

There are always challenges. The force remains one of the lowest-funded constabularies per resident in the country and the workload is huge, increasing and growing in complexity. The on-going backlog in the whole criminal justice system in spite of the continuing efforts of our local judiciary is a real problem, but I am confident that our collective approach will soon yield benefits.

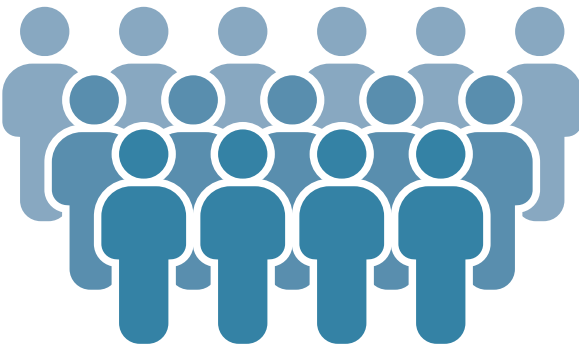
Finally, I must record an enormous thank you to the whole Constabulary – officers, staff and volunteers including the Special Constabulary for all they deliver every day of the year and for the team I have the privilege of working with.

Tim Passmore
Police and Crime Commissioner for Suffolk



People & politics

- Population of approx 760,700
- 7 Members of Parliament
- 6 local authorities



Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 58p
- Workforce establishment (at 31.03.2023) 1,037
- Number of officers (at 31.03.2023) 1,402
- Number of officers per 1,000 residents = 1.8
- Policing budget of £161.305m in 2022/2023



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

THE ROLE OF YOUR 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, re-elected in May 2016 and again in May 2020. The next election will take place in May 2024.

As your Police and Crime Commissioner, I represent you and your concerns, ensuring the policing needs of your community are met. Each PCC and their respective Chief Constable were established in law as corporations sole within the 2011 Act. Chief Constables are charged with the direction and control of all constables and staff within the police force that they lead. The PCC must not fetter the operational independence of the police force and the Chief Constable who leads it.

The public accountability for the delivery and

performance of the police service is placed into the hands of the PCC on behalf of their electorate. The PCC has a mandate to set the strategic objectives of their force area in consultation with the Chief Constable. They are accountable to the electorate; the Chief Constable is accountable to their PCC. The Police and Crime Panel within each force area is empowered to maintain a regular check and balance on the performance of the PCC in that context.

The PCC has the legal responsibility to:

- set the strategic direction and objectives of the force through the Police and Crime Plan, which must have regard to the Strategic Policing Requirement set by the Home Secretary



Recruiting the Chief Constable is the responsibility of the Police and Crime Commissioner. Following a robust recruitment process, the formal appointment of Rachel Kearton as Chief Constable was confirmed at the Police and Crime Panel held at Suffolk County Council's Endeavour House in Ipswich in December 2022.

- scrutinise, support and challenge the overall performance of the force against the priorities agreed within the Plan
- decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the force area
- appoint the Chief Constable; and dismiss if necessary
- provide the local link between the police and communities
- prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan
- ensure that all collaboration agreements with other Local Policing Bodies and forces deliver better value for money or enhance the effectiveness of policing capabilities and resilience
- responsibility for the enhancement of the delivery of criminal justice in their area.

In addition, the PCC has the power to:

- bring together Community Safety Partnerships at the force level
- make crime and disorder reduction grants and commission services for victims of crime within their force area
- enter into collaboration agreements with other PCCs, other policing bodies and partners that improve the efficiency or effectiveness of policing in consultation with the Chief Constable.

Holding the Chief Constable to account

I hold the Chief Constable to account against the areas identified within my Police and Crime Plan Performance Framework.

It is really important that this process is open and transparent. Accordingly, 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.

The public can attend these meetings in person or view them online. The meetings are also recorded and available to view on the PCC website.

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 six 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.

The Panel also has a role in the handling of complaints against the PCC and the confirmation of key staff posts within my office and of the Chief Constable.

Over the past year panel members have questioned me on many aspects of my work, including the progress towards achieving the strategic objectives as set out in the Police and Crime Plan.

In January each year I present my proposal for the Council Tax increase for the policing element of the precept to the panel. I was very pleased that the panel supported my plan to increase the precept by 4.2% this year.

Further details of the Panel, and papers from the meetings, are available on Suffolk County Council's website: www.suffolk.gov.uk



CHIEF CONSTABLE'S STATEMENT



As Chief Constable, I have operational independence for the Constabulary and am held to account by the Police and Crime Commissioner.

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continues to grade Suffolk Constabulary well in relation to effectiveness, efficiency and legitimacy. HMICFRS is due to inspect the Constabulary again in 2023 and will publish their report in the autumn. Their findings will help inform our work as 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. My officers and staff continue to work hard to deal with incidents and carry out investigations that are often complex and high-risk to keep people safe.

I have produced a new strategic plan for the Constabulary that is built around 'people', 'fairness', 'safety', and 'justice' and is underpinned by our Suffolk Constabulary values. This plan sets out how the Constabulary will deliver the Police and Crime Commissioner's Police and Crime Plan for Suffolk. This year we will continue to transform and modernise the contact and control room using funding provided through the policing element of the council tax.

The Constabulary has successfully recruited more than its allocation of an additional 179 officers funded through the national police uplift programme and has delivered another fast track detective entry programme.

Looking forward, we will implement a new local policing model with officers in our county policing command being realigned to enhance community policing across the



county and improve the way neighbourhood crimes are investigated.

This coming year we will progress our leadership training programme, that a number of other police forces have shown interest in, as well as further enhancing our work to create an anti-discriminatory culture and a workforce that reflects and represents the diverse communities we serve. We will also continue our programme to reduce the Constabulary's carbon footprint.

I look forward to continuing to work closely with the PCC to develop and be accountable for the delivery of the Police and Crime Plan, and continue to adapt and deal with Suffolk's modern-day policing challenges effectively and efficiently.

Rachel Kearton
Chief Constable

GOVERNANCE DEVELOPMENTS BY OPCC CHIEF EXECUTIVE



The year 2022/23 saw the PCC welcoming the new Chief Finance Officer, Colette Batson. As a statutory officer the CFO is vital to ensuring the business of the PCC and Constabulary is well-governed and constantly focussed on achieving value for money.

Also in this year, the former Chief Constable announced he was leaving to take up a national serious and organised crime position. A recruitment exercise to find his successor was launched and which saw the OPCC at the forefront in designing and running a process which was both thorough and compliant with all legislative requirements and College of Policing best practice. The process which was a model of good governance and practice (reported upon and assessed by an experienced independent member) was concluded in December when the Police and Crime Panel confirmed the PCC's choice of new Chief Constable and saw Rachel Kearton appointed as the first female in that role in Suffolk.

The year saw the physical meetings of the Accountability and Performance Panel and Audit Committee re-established at Police HQ after the Covid period. Taking advantage of technology which became available to us during the pandemic, we have continued to offer access to these meetings via Microsoft Teams.

The Scheme of Governance and Consent was reviewed during the year with the latest version becoming available in March. This key governance document for the PCC and Constabulary is available to view on the PCC website. Amongst other things it incorporated the modified governance arrangements for the Seven Force Collaboration, in respect of which the fifth and latest collaboration agreement since its inception in October 2015 was executed in early 2023. The collaboration agreement, in which the OPCC played



a leading role in its drafting, provided for a transition from a large collaborative team serving a number of projects to a smaller scale innovation network. Governance by the Seven Force PCCs was refined so that oversight at the highest level is provided at the Annual Summit. Here PCCs will govern the Innovation Network as well as existing well-established collaborations in respect of the Eastern Region Special Operations Unit and 7Force Commercial (procurement).

The OPCC has played a significant part with partners in the introduction of the arrangements for the Government's new serious violence duty. As last year we still await the introduction of specific changes arising from the Review of PCCs by the Home Office, some of which require legislation. As ever the Office of the PCC stands ready to introduce and implement whatever is required.

Christopher Jackson
Chief Executive and Monitoring Officer



CHIEF FINANCE OFFICER'S UPDATE

The economic climate of 2022/23 was particularly challenging, with inflation running at its highest levels in years and significantly higher than forecast in the Medium-Term Financial Plan 2022/23 to 2025/26. The impact of this was felt through increased prices and higher than budgeted pay awards in the year. It is reflected in the Revenue and Capital Outturn Report for 2022-2023 which shows overspends against the Constabulary Revenue budget across Other Non-Pay Costs driven by higher than forecast spend on utilities, ICT contracts, vehicle repairs and maintenance and fuel.

Whilst inflation drove cost pressures within the year, the overall Office of the PCC and Constabulary Revenue budget returned an underspend of £0.676m. The underspend was driven by reduced officer costs based on the officer full-time-equivalent for the year and higher levels of staff vacancies than forecast. There was also an over-achievement in income versus budget as a result of higher interest earned on investments.

The capital programme made significant progress within the year with the completion and opening of Ipswich and Stowmarket joint Police and Fire stations.

Supply chain delays were seen in both ICT and vehicle procurement which led to an underspend versus the capital budget of £1.264m. Slippage has been requested in these areas to complete the projects in 2023/24.

There remains a commitment to achieve substantial savings targets, with the total planned savings of £2.001m being delivered within the year and a further £2.306m of savings planned for 2023/24. Monitoring and oversight of the implementation of savings plans, together with consideration and approval of future business cases for service redesign and savings will continue to be undertaken through existing established governance arrangements.



Financial risk is pro-actively monitored and managed through several mechanisms, including detailed monthly financial reporting in respect of year-to-date financial performance and year-end projections. These reports are considered in detail by the PCC at the public meetings of the Accountability and Performance Panel, and any remedial action taken as required.

It is against the backdrop of high inflation that the PCC has made the decision to increase the precept by 6% in 2023/24. Whilst savings plans are on track and efficiencies are being made where possible, the increase of central government grants of less than 2% meant it was necessary to increase the precept to ensure the effectiveness of the Constabulary. The importance of value for money is recognised throughout both the OPCC and the Constabulary and is at the forefront of all business considerations. This will continue to be a key focus as we navigate through 2023/24.

Colette Batson
Chief Finance Officer

THE POLICING BUDGET FOR 2022/23

Suffolk's budget for policing in 2022/23 is £161.305m, which remains one of the smallest budgets of all forces nationally.

The cost of policing per day, per head of population, is 58p which makes Suffolk Constabulary excellent value for money.

In view of the enormous demand that the Constabulary faces, in January 2022 I increased the policing part of the council tax precept by the maximum allowed by the Treasury which was £10 a year for a Band D property, a 4.2% increase.

Although this was a difficult decision to make, it was one that had to be taken to allow the Constabulary to adapt to changing demand and meet some of the financial challenges we faced. Before I took my budget plans to the Police and Crime Panel, which is required to scrutinise my proposal, I carried out an on-line survey to gauge public opinion and was reassured that of the 1,113 respondents, 62% supported my proposal.

This investment focussed on three key areas:

investigations and protecting vulnerable people, to keep us safe and ensure criminals are brought to justice; modernisation and transformation, to enable better agile working and ensure the Constabulary is equipped to deal with the challenges it faces and public engagement, making it easier to contact the police and have a say in policing across Suffolk.

Raising the policing element of the precept will fund the recruitment of four additional officers and 27 police staff. With the additional officers from the government's Operation Uplift this will increase police numbers in Suffolk by around 75 in this financial year. This will be instrumental in ensuring the Constabulary continues to be efficient and effective and able to deal with modern day policing challenges.

By increasing the precept the average payment for the policing element of the Council Tax in Suffolk increased from £237.69 to £247.68 per year for 2022/23 (based on a Band D property).

Full detail of the impact of this precept increase and of previous financial years can be found on my website.

THE OFFICE OF THE PCC BUDGET

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

Over the past nine years the budgeted cost of the office has reduced from £1.257m in 2013/14 to £875k in 2022/23.

The breakdown of the current budget is listed below:

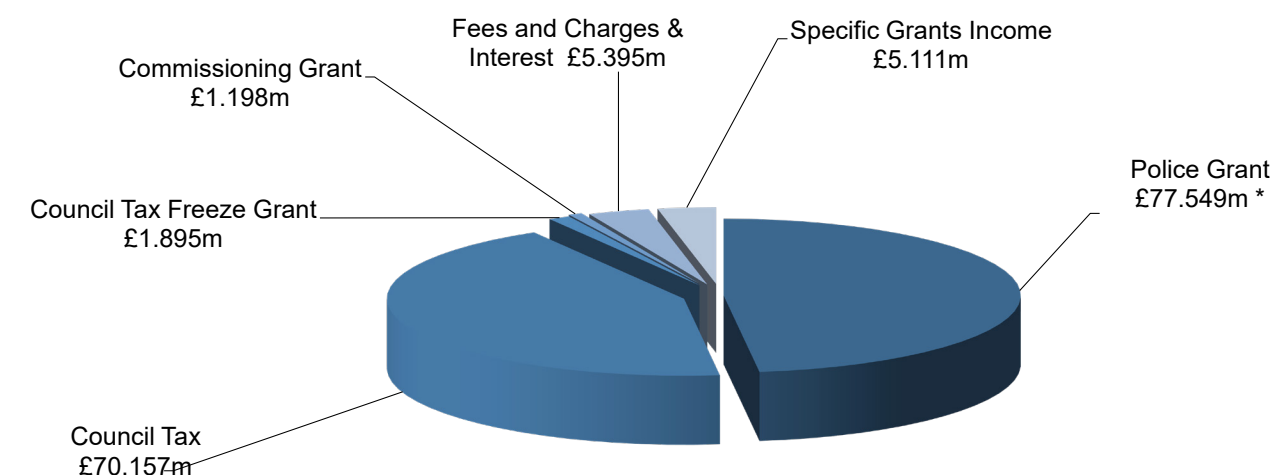
How my office budget is spent:

Employee Costs (pay & travel)	£640,740
PCC Costs (salary & travel)	£102,670
Supplies & Services, fees and contingency	£93,590
Internal & External Auditors and Audit Committee	£38,000

Total: £875k

HOW THE POLICING BUDGET IS SPENT

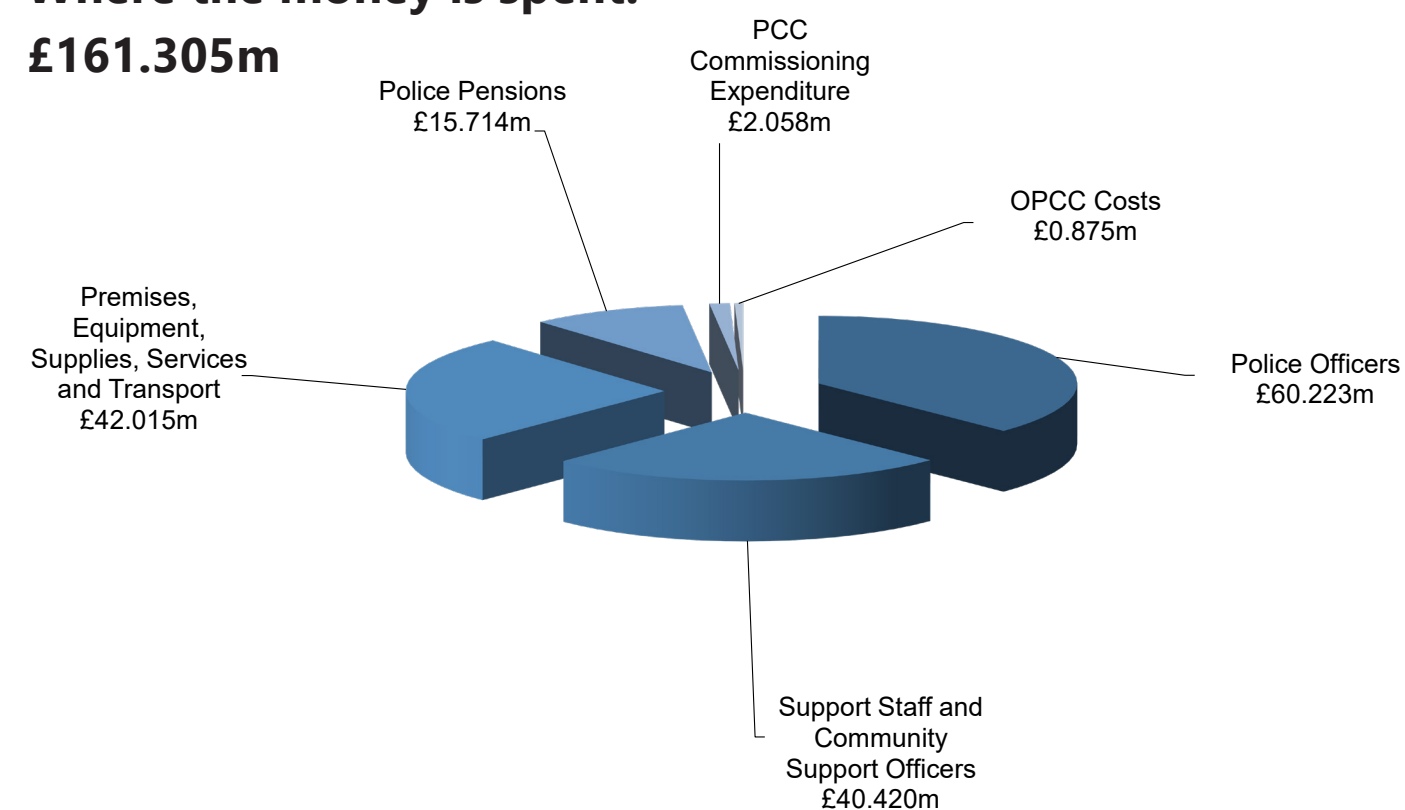
Where the money comes from: £161.305m



* Includes £27.401m that used to be funded from DCLG, now funded through the Home Office

** Includes £1.216m ring-fenced uplift grant

Where the money is spent: £161.305m



HOW YOUR MONEY IS IMPROVING POLICING IN THE COUNTY

As your Police and Crime Commissioner, setting the budget is one of my most important responsibilities. I must ensure that the Constabulary has the resources needed to provide an efficient and effective service, whilst ensuring that I use Suffolk taxpayers' money for the maximum benefit.

Sadly, as has been the case for several years now, our funding from Government is just not enough. Suffolk is one of the lowest-funded forces in the country and faces significant challenges so I felt I had no choice but to propose an increase to the amount you pay for policing in the 2023/24 financial year. This additional funding will increase the policing budget by £3.9m and give the Constabulary the resources it needs to keep pace with the increased demands placed upon it.

I am well aware it is another increase and I understand it was unwelcome news for some people. However I can assure you I would not have made the decision if it was not absolutely necessary.

This is not a decision I made alone. I had

extensive discussions with the Chief Constable and I asked the public for their views before taking my proposal to the Police and Crime Panel for final sign-off.

The Police and Crime Panel, the scrutiny body for the PCC; voted 11 for and 2 against my proposal to increase the council tax precept. Further, in an on-line public survey, 56% of the 2,116 respondents supported the increase.

The precept increase for 2023/24 of 6%, which equates to £15 a year, or 29p a week for a Band D property will fund seven extra officers and 17 staff. These will work across two projects, a Rapid Video Response team and a digital engagement team.

Implementation of Rapid Video Response

Rapid Video Response (RVR) is an immediate video response service to a call for service, that would have otherwise awaited a physical response. RVR has already been successfully introduced in some police services in the UK



enabling victims of domestic abuse to report matters and engage at a time and place that suits them. Evaluation has shown that this has led to further increases in victim satisfaction levels due to the speed and ease with which victims are connected to specially trained police officers and staff.

The investment from the policing element of the council tax will enable the Constabulary to acquire technology and recruit seven additional police officers and support staff to deliver RVR in Suffolk. This will further enhance the quality of service for victims.

Digital engagement

The Constabulary has successfully introduced systems that enable the public to contact the Police through email, text and online chat. However, to enhance the service provided for Suffolk's diverse and growing population the Constabulary must do more to build capacity and capability to enable the public to report incidents to the police and engage with them using the social media platform they are most comfortable using and familiar with.

The precept investment will enable the Constabulary to acquire technology and recruit approximately 14 additional personnel to manage a wider range of social digital communications. This will be additional to and not replace the 999 or 101 system as I recognise that the 101 service is important for those that want to speak to someone directly. However, the public rightly expect the police to be easily contactable and able to provide information promptly and at a time that suits them through digital systems and technology they use as part of everyday life to access many other public and private organisations.

Enhancing the services provided through digital platforms will help the Constabulary meet national policing targets set out by the Government and provide even more channels through which the public can contact the police and for the police to engage with the public. Furthermore, doing so will help ease pressure on emergency and non-emergency telephone lines as well ensuring the police continue to adapt and improve their communications with all demographics and communities across Suffolk.

This is what the £15 increase for a Band D looks like for other Council Tax bands in 2023/24 :

Council Tax band	2023/24 rate	Annual increase	Weekly increase
A	175.08	9.96	0.19
B	204.26	11.62	0.22
C	233.44	13.28	0.26
D	262.62	14.94S	0.29
E	320.98	18.26	0.35
F	379.34	21.58	0.42
G	437.70	24.90	0.48
H	525.24	29.88	0.57

SUFFOLK'S POLICE AND CRIME PLAN

Police and Crime Commissioners are responsible for setting the strategic objectives for policing. I do this through Suffolk's Police and Crime Plan and budget-setting responsibilities.

The current Suffolk Police and Crime Plan was consulted upon in the late autumn of 2021, formally approved through the Police and Crime Panel in January 2022 and published in February 2022 alongside an associated Performance

Framework which explains how I will monitor police performance through my Accountability and Performance Panel arrangements. You will find the Plan on my website.

The objectives in the Police and Crime Plan are consistent with my key functions as a Police and Crime Commissioner and where the public and Police and Crime Panel might choose to scrutinise my decisions and activity.

Police & Crime Plan objectives

Suffolk's Police and Crime Plan is structured around four key objectives which are fundamental to the delivery of my role as Police and Crime Commissioner:

Objective 1: An efficient and effective police force

I will work with the Constabulary to deliver the Medium-Term Financial Plan and consider how we challenge government to revise the funding formula. I would ideally like funding settlements to properly consider equity between forces. I will work with the Chief Constable to exploit legitimate income generation opportunities to mitigate ongoing financial challenges.

Overall, I need to consider how we sustain effective resourcing in the years to come, particularly given the multi-faceted landscape of requirements on policing.

The Chief Constable has operational independence for the day-to-day running of the police service in Suffolk. However, the choices about how policing is funded, the Medium-Term Financial Plan ambitions and the focus for policing, as set out in my Police and Crime Plan, are choices I make as PCC. These decisions are fundamental to support the police service to perform its role effectively.

I want a clear focus on effective policing which I will monitor through my performance framework and accountability arrangements. I want to ensure that through effective planning and budgeting, I work with the Chief Constable to target resources, so the force has the right people and capability to police the communities of Suffolk effectively.

Detail of delivery of Objective One is outlined on page 20.

Objective 2: Provide services which support victims of crime and invest in initiatives which reduce crime and disorder

In my Police and Crime Plan I made a commitment to keep victims of crime, young people, and projects which reduce reoffending and support crime prevention, at the heart of my plan, my grant-awarding activity and my commissioning.

I will continue to commission services which support victims of crime to cope and recover from their experience.

Detail of delivery of Objective Two is outlined on page 22.

Objective 3: Engage with communities to understand their views about policing and crime and keep them informed and updated about the work of the PCC and the Constabulary

Engaging with Suffolk communities about policing is a fundamental part of my role. I am committed looking for every opportunity to engage with people across Suffolk, ensuring communities can discuss their views with me, and know how to contact my office.

I will endeavour to support the public to understand my role, and in my relationship with the Chief Constable I will strive to balance the importance of operational independence, with transparent public accountability for the benefit of the people of Suffolk.

Detail of delivery of Objective Three is outlined on page 32.

Objective 4: Work in partnership to improve criminal justice outcomes and enhance community safety

I will work with private, public and voluntary sectors partners locally and nationally to achieve more together than we can separately.

I will continue to play my part in key partnerships in Suffolk to ensure that I advocate the needs of victims, support crime and disorder reduction and act as a voice for policing.

Detail of delivery of Objective Four is outlined on page 36.



DELIVERING AN EFFICIENT AND EFFECTIVE POLICE FORCE

OBJECTIVE ONE

There are two key ways I ensure an efficient and effective police force, firstly through effective budget setting arrangements (the detail of which are set out in page 14) and secondly, through effective holding to account arrangements.

I hold the Chief Constable to account against a programme of monitoring reports set out in the Performance Framework of my Police and Crime Plan. It is really important that my arrangements for holding to account are open and transparent so my Accountability and Performance Panel meetings are held in public and gives the electorate the opportunity to see me challenge the Chief Constable on the Constabulary's performance.

The public can attend these meetings in person or view online and submit questions related to the reports. The meetings are also recorded and available to view on the PCC website.

Issues that are routinely discussed as set out in my performance framework are:

- Financial Monitoring Update (each meeting);
- Workforce: Monitoring how the force is attracting, developing, recruiting and supporting its workforce including its approach to volunteering and staff well-being
- Improving confidence and satisfaction: Monitoring the force's approach to public confidence, victim satisfaction and learning from complaints
- Supporting Children and Young People, which includes safeguarding, preventing unnecessary criminalisation and engagement
- Supporting Vulnerable Victims, which includes data and context regarding the approach to tackling domestic abuse, sexual

Strategic Policing Requirement revisions

The Strategic Policing Requirement sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans.

It supports PCCs as well as Chief Constables to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities.

A revised version of the Strategic Policing Requirement was published in February 2023 which provided strengthened detail around the action required from policing at the local and regional level to the critical national threats. The 2023 Strategic Policing Requirement sets out seven identified national threats. They are: Serious and Organised Crime; Terrorism; Cyber;

Child Sexual Abuse; Public Disorder and Civil Emergencies. These remain from the 2015 version with the addition in 2023 of Violence Against Women and Girls, reflecting the threat it presents to public safety and confidence.

Given this annual report is for the year April 2022 to March 2023, it will not respond in detail to the revised Strategic Policing Requirement due to the timing of its publication. However, as Police and Crime Commissioner I am confident I have given due regard to the six threat areas identified in the previous SPR in my Police and Crime Plan and in my role holding my Chief Constable to account.

Violence Against Women and Girls, while not previously contained in the Strategic Policing Requirement nonetheless is a key and pressing issue on which I update in this report and be prioritised in future iterations.

violence, modern slavery and hate crime and compliance in delivering the Victims Code

- Use of police powers, which reports upon use of force, Stop and Search and external scrutiny by the Stop and Search Reference Group
- Tackling serious violence, which includes information on County Lines, violent crime, homicide and knife crime
- Responding to calls for assistance, which includes information on emergency and non-emergency call handling and emergency response
- Managing Offenders and reducing re-offending, which includes adult conditional cautions, managing of-fenders and delivery

of the Integrated Offender Management Scheme

- Neighbourhood Crime and Anti-Social Behaviour, which includes a focus on burglary, robbery, vehicle crime and ASB
- Keeping our roads safe from criminality and illegal behaviour (annually)
- The police response to fraud (annually)
- Update from the Rural and Wildlife Crime Team (annually)

Reporting is six monthly unless stated.

Details of the public accountability meetings are available on the PCC website: www.suffolk-pcc.gov.uk.



Policing Minister Kit Malthouse visited Ipswich to promote a Home Office campaign to recruit more officers

COMMISSIONING SERVICES TO SUPPORT VICTIMS AND REDUCE CRIME

OBJECTIVE TWO

In 2022 I secured a commitment from the Ministry of Justice for three year funding to deliver support services to victims of crime in Suffolk. The provision of this longer term funding is a key objective in my Police and Crime Plan and, alongside my own local Police and Crime Commissioner investment, ensures the continuity and stability of these vital services.

This means that PCC commissioned services supporting victims of crime were awarded a total of £1.9m in this financial year, supported by a core grant of £954k and a specific grant of £655k for domestic abuse and sexual violence services from the Ministry of Justice.

The needs assessment we undertook in April 2022 identified significant challenges including: an increase in the number of victims of crime requesting support and the complexity of their needs; exacerbated mental health needs of victims and inadequate mental health services; the impact of the rising cost of living impact on victims and services; a lack of victim services for children and young people and ongoing delays in the criminal justice system and courts.

In securing a specific grant for domestic abuse and sexual violence services I have been able address some of the gaps identified in that assessment including additional funding for community services supporting victims of

domestic abuse and sexual violence, additional Independent Sexual Violence Advisors and new services for children and young people affected by domestic abuse.

Overall, my office has invested £7m into services in Suffolk to support victims of domestic abuse since I was first elected in November 2012. Nearly £2.2m has supported specialist organisations delivering services to victims of sexual violence. In addition to victim services, my office continued to provide crime and disorder reduction grants.

I was also pleased to support the application for new 'Safer Streets' funding in Ipswich and supported delivery of the project, alongside the Safety of Women at Night project, with £55k of match funding.

In 2022/23 we also managed a grant of £246k from the Home Office for a Domestic Abuse Perpetrator Programme with delivery by Suffolk Constabulary and local charity Iceni. Building on this delivery we successfully bid for further funding at the start of 2023 to continue and extend the interventions available in Suffolk through to 2025.

We continue to work in partnership with the Police and Crime Commissioner for Norfolk on two flagship services: Norfolk and Suffolk Victim Care and the Restorative Justice Service both of which will now continue until 2025.

OBJECTIVE TWO

Total commissioning for services supporting victims of crime amounted to £1.9m which was supported by a grant of £1.6m from the Ministry of Justice.

In this financial year we commissioned grants worth £1.1m to specifically address domestic abuse and £458k to address sexual violence, plus £364,025 for victim support. Details here:

Commissioned services to support victims in 2022/23:		
VICTIMS	Victim Support - Norfolk & Suffolk Victim Care - Multi-crime Referral & Support Service	£315,000
	Restorative Justice Service - Intervention service between offender and victim	£49,025
	TOTAL FOR VICTIMS	£364,025
DOMESTIC ABUSE	Anglia Care Trust - to support the provision of specialist Money Advice Service for victims	£35,000
	Alumah - Support to children and young people who are victims of domestic abuse in West Suffolk	£6,500
	Bury St Edmunds Women's Aid - to support specialist centre in West Suffolk	£50,000
	Compassion - to support community based domestic abuse programmes in the Babergh district	£20,000
	Leeway Domestic Violence & Abuse Services - Independent Domestic Violence Advisor (IDVA) Service - supporting high risk victims of domestic abuse in Suffolk with safety planning	£689,416
	Leeway Domestic Violence & Abuse Services - County-wide support for children of IDVA clients who have experienced domestic abuse *£39k of the original award of £115,396 was reallocated in year to other projects.	£115,396*
	East Suffolk & North Essex NHS Foundation Trust - IDVA to support elderly victims	£40,850
	Lighthouse Women's Aid - support for their Women's Centre in Ipswich	£75,000

Continued overleaf...

COMMISSIONED SERVICES TO SUPPORT VICTIMS

OBJECTIVE TWO

Commissioned services to support victims in 2022/23:

DOMESTIC ABUSE (continued from page 27)	PHOEBE - support for minority communities and migrant women	£45,000
	Waveney Domestic Violence & Abuse Forum - to support their work with victims and forum members	£35,000
	TOTAL FOR DOMESTIC ABUSE	£1,112,162
SEXUAL OFFENCES	Brave Futures - therapeutic support for child victims of sexual abuse	£60,000
	Independent Sexual Violence Advisors (ISVAs) - services to victims of SV through risk assessment and safety planning	£188,223
	Restitute - Dedicated countywide support for families whose children have survived abuse	£30,000
	Survivors in Transition - therapeutic support for adult survivors of child sexual abuse and for male victims of sexual violence	£90,000
	Suffolk Rape Crisis - to support work with female victims including counselling and an outreach service	£90,000
	TOTAL FOR SEXUAL OFFENCES	£458,223
OVERALL TOTAL		£1,934,410

CRIME & DISORDER REDUCTION GRANTS

OBJECTIVE TWO

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
Catch 22 Suffolk Positive Futures - countywide sports based social inclusion youth project	£75,000
Catch 22 Mediation Service - work to reduce anti-social behaviour and neighbour disputes	£18,954
Domestic Abuse Perpetrator Programme – Home Office funding towards behavioural change work with perpetrators of domestic abuse and violence	£246,000
Haverhill Town Council – additional Outreach youth provision following a fatal incident in Haverhill	£500
Rotary Youth Leadership Awards - residential courses for young people from disadvantaged backgrounds to make positive changes and foster personal responsibility	£4,200
Suffolk Lowland Search and Rescue (SuLSAR) – specialist teams to support Suffolk Constabulary searches for high risk vulnerable adults and missing children	£10,000
Ipswich Borough Council – contribution funding to promote safety and personal security in Ipswich Town Centre	£30,000
Ipswich Borough Council – Home Office 'Safer Streets 4' PCC match-funding towards preventing violence against women and girls, anti-social behaviour and neighbourhood crime	£25,000
Taxi Marshals – work in the night-time economy in Ipswich to prevent crime and disorder and increase public safety	£5,000
Town Pastors – support for vulnerable people & defusing potentially aggressive situations in ten towns in Suffolk supporting the night-time economy	£20,000
TOTAL:	£434,654

SUFFOLK POLICE & COMMISSIONER'S FUND

OBJECTIVE TWO

Each year I award grants of up to £20k to support the work of voluntary, community and social enterprise organisations to deliver services that help make Suffolk a safer place in which to live, work, travel and invest.

In 2022/23 grants worth a total of £257k were awarded from the Police and Crime Commissioner's Fund supporting 19

different organisations across Suffolk. These projects will deliver over the next 12 months and each provide a report on the difference the project has made.

A report illustrating the outcomes and impact from previous PCC Fund grants can be found on my website.

Grants awarded in 2022/23 are listed here:

ORGANISATION	GRANT
Access Community Trust – support and activities for vulnerable young people involved in anti-social behaviour	£16,500
Northampton Saints Foundation – support for vulnerable young people on the periphery of crime/ gang activity	£20,000
River Church – support for young males at risk of offending, engaging in anti-social behaviour or social exclusion	£9,176
The Compass – outreach work supporting ex-offenders who have complex needs to break the cycle of offending	£3,500
Wickham Market Parish Council – activities and a safe space for young people to meet to prevent anti-social behaviour	£3,000
Bridge Project Sudbury – awareness raising sessions for neurodiverse adults on a range of pertinent topic	£4,200
Inspire Suffolk – youth provision in deprived areas of the county to reduce crime and disorder	£19,196
Porch Project – support and educational sessions for young people to help reduce anti-social behaviour	£20,000
Solo Housing – support for women in contact with the Criminal Justice System to break the cycle of offending	£19,806
Suffolk Chinese Family Welfare Association – support for victims of crime within the Chinese community	£4,260
Suffolk Refugee Support – awareness raising sessions for refugees and asylum seekers to reduce vulnerability	£20,000
Selig Trust – Support to transform homeless persons' lives into a more independent and crime free life	£6,000

Suffolk Young People's Health Project – detached youth work in areas of deprivation supporting positive life choices	£19,987
The Force Employment Charity – support for veterans within the Criminal Justice System to break the cycle of offending	£20,000
Ipswich Community Media and Learning CIO – diversionary activities for young people at risk of offending	£18,250
Aspire Black Suffolk CIC – diversionary programme outside of the school setting for vulnerable young men	£12,500
Be Me Like We – diversionary and preventative work with at risk black and mixed-heritage young people	£700
Monkey Workshops CIC – Training, education workshops for vulnerable and neurodiverse students	£20,000
Suffolk Mind – supporting victims of crime to improve mental health and improve and maintain wellbeing	£19,914
TOTAL:	£256,989



IMPACT OF PCC GRANTS

OBJECTIVE TWO

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 achieved in 2022/23.

Victim Services

Funding from the PCC and the Ministry of Justice enabled over 19,000 victims of crime to be offered practical and emotional support during the year. Specialist services supported:

- 1,016 victims of sexual violence
- 4,894 victims of domestic abuse
- 315 victims of child sexual abuse

2,500 of the victims supported in the time period had provided feedback saying that they were better able to cope and build resilience to move forward with daily life, a key outcome for all our victim services.

Services supported over 1,200 young victims of crime including:

- 282 victims of domestic abuse
- 249 victims of violent crime
- 187 victims of sexual violence
- 93 victims of CSA/CSE
- 59 victims of stalking and harassment.

Those aged between 13-17 years old were most likely to receive help for violent crime, domestic abuse, other crime and sexual violence whereas services for under 12s were predominantly for domestic abuse, reflecting the additional investment made in these services during the year.

PCC's multi-crime service

Norfolk and Suffolk Victim Care, made an offer of support to over 12,500 victims of crime in Suffolk.

Of the victims supported, 22% had been the victim of violent crime; 12% theft and 12% fraud. The service measures improvement

or 'distance travelled' across Ability to Cope; Experience of the criminal justice system; Feeling Informed; Perception of Safety; Reintegration; and Wellbeing. The proportion of victims who reported an improvement across these areas was between 94% and 100% (measured quarterly). The Service User Survey shows 100% positive feedback throughout the year.

"This has reduced my anxiety and I'm happy to close my case and I just wanted to thank my Case Manager and your service for the wonderful support I've received."

Norfolk Suffolk Victim Care service user feedback

"After our meeting yesterday a lot of anxiety I had been carrying around the next steps has been removed from talking and reassurance from yourself we have a plan which for my personal mentality is huge for me as a plan means there is hope."

Norfolk Suffolk Victim Care service user feedback

Supporting victims with protected characteristics

Ensuring victim services respond to the needs of those with protected characteristics is hugely

important. We strive to raise awareness of services and increase accessibility to all victims, whether or not they choose to report to the police.

I have continued to support specialist services for those with protected characteristics and the data we collate from our services shows that PCC funded services are proactively reaching out to minority groups, for example those with disabilities (6.4% of service users) and from Black and Minority Ethnic backgrounds (8.8% of service users).

Impact of the cost of living

During the year we asked services about the impact of the cost of living increases on victim support services and found that providers were successfully accessing charitable funds and the local authority administered grants or their own hardship funds to support clients with the impact of the cost of living. Food, warmth, debt advice and affordability of travelling to access services were the main issues mentioned by multiple providers.

The impact of the cost of living on victims experiencing domestic abuse and financially abusive situations was highlighted by a number of providers. A number of services have raised with us that their own overhead costs were increasing and they were taking mitigating action to ensure quality service provision remained available.

Crime and Disorder Reduction

I continue to support Catch22 Suffolk Positive Futures with an 'early intervention' approach to tackling crime and anti-social behaviour. Their delivery of sports-based activity provides a compelling alternative for young

people in areas of high deprivation and where higher rates of crime and ASB are reported. For every £1 invested by the PCC a further £1.26 was secured by the project ensuring my investment goes further and is felt right across the county.

During the year 1,502 young people were engaged in the programme:

- 24% of participants were girls and 25% of participants were from a Black, Asian or other minority ethnic background.
- 18 young people not in education worked towards a recognised qualification and 25 started volunteering placements.
- 95% of participants surveyed felt safer in their community as a result of participation.

"Suffolk Positive Futures are an important provider of sport and physical activity to young people living in low-income, underserved communities. They make a real and tangible difference to the lives of the young people they work with and in doing so create healthier, safer, more successful communities."

*Adam Baker,
Public Health Suffolk*

I also gave a small grant to Haverhill Town Council in January 2023 so they could extend the provision of youth workers in the town following a fatal incident. With the 14 additional hours I funded, the youth workers engaged with 150 people, providing extra support to young people and facilitating discussions around the dangers of knife crime.



Suffolk Lowland Search and Rescue was awarded £10k to support its work searching for high-risk missing people

OBJECTIVE TWO

Suffolk Lowland Search and Rescue (Sulsar) reported on the first year of their PCC funding. The service not only saves lives (26 lives saved in five years) but also relieves pressure on the police during high-risk missing person searches. In total, 99 Sulsar members supported the police with more than 25 incidents in 2022, contributing 11,600 volunteer hours.

The Mediation Service, aimed at reducing anti-social behaviour and neighbour disputes, worked with 62 households on issues affecting over 100 people. The service saves police time in attending repeated calls to neighbour disputes and de-escalates situations that could otherwise lead to criminal justice proceedings. Police officer feedback showed that:

- 93% of officers responding reported a reduction or complete cessation of calls.
- In 100% of cases where enforcement action was considered possible, it was avoided (10 cases).
- 100% of services users that reached mediation reported a reduction in stress (16 service users provided feedback).

Those using the service reported:

- 63% said that their issue had been resolved by working with the service and 100% said the issue had at least improved.
- 78% of those who felt it relevant to them felt safer when their case came to a conclusion.

The service was re-commissioned during the year and is funded until 2026.

“My neighbour and I are talking again and are at the point where we have started problem-solving together again. There was a recent issue ... but we were able to resolve these together and this would not have been possible without the mediation.”

Catch22 Mediation Service user

The PCC Fund Panel

Suffolk Community Foundation manages the PCC Fund on my behalf and the Chairs of each Community Safety Partnerships join me to consider the projects before the award is made.

We have updated the criteria for the PCC Fund this year to reflect the new Police and Crime Plan and enable longer-term funding and greater sustainability for the voluntary and charitable sector in Suffolk.

The PCC Fund report (in year) highlighted that in the period January 2020 until June 2022, projects working to reduce offending or risk of offending received the highest percentage of the funding awarded (21.2%), closely followed by projects tackling crime and safety (19.1%) and then violence and exploitation (13.1%). Children and Young People were the primary beneficiary group (50%), with Ex-offenders/offenders/Individuals at risk of offending being the second largest beneficiary group (22%).

CONSULTATION AND ENGAGEMENT

OBJECTIVE THREE

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 members of the public and businesses can engage with my office 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 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.

Each year we hold public meetings 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 pride myself on direct engagement with all sections of the community.

I have dealt with over 800 letters and emails on a variety of matters. A breakdown of the topics

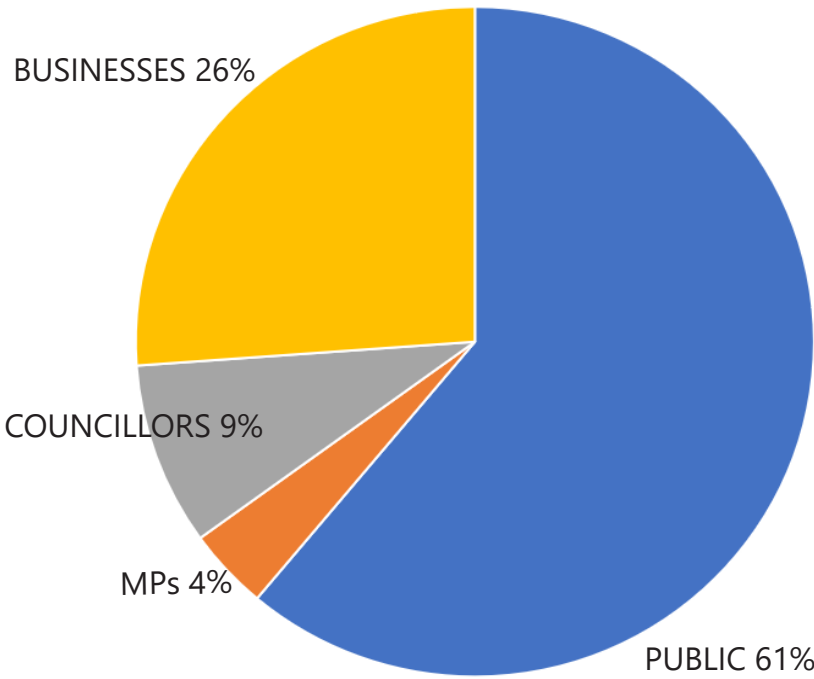
raised and the correspondents is detailed below.

Public engagement over the past year includes:

- public meetings with the Chief Constable to hear directly about the issues impacting on local communities
- Street Meet events with local community police officers in towns and villages across the county to talk to residents about policing
- updating my website to ensure all information is clear and accessible and meets the Public Sector Bodies Accessibility Regulations 2018.
- inviting public questions through a web-chat with the Chief Constable.
- attending meetings with business and general interest groups to talk about the work of the PCC and discuss policing issues
- a public survey to gauge support for my council tax precept proposal.



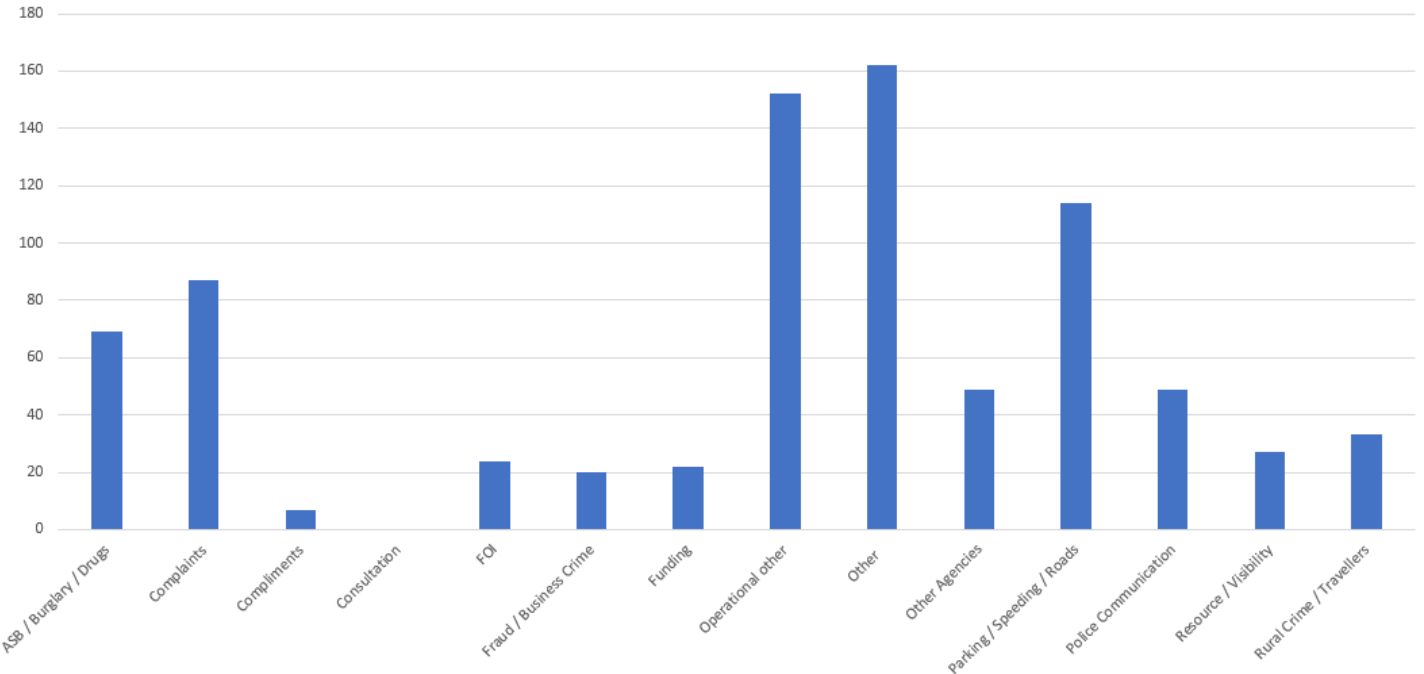
WHO HAS WRITTEN IN:



TOPIC OF CORRESPONDENCE:

ASB / Burglary / Drugs	69
Complaints	87
Compliments	7
FOI	24
Fraud / Business Crime	20
Funding	22
Operational other	152
Other	162
Other Agencies	49
Parking/Speeding/Roads	114
Police Communication	49
Resource / Visibility	27
Rural Crime / Travellers	33

TOTAL: 815



THIS YEAR IN PICTURES

APRIL

I met with Head of Custody, Chief Inspector Paling at the Martlesham Police Investigation Centre to discuss the Headway Conference, at which we were both speaking.



JUNE

I joined a round table event hosted by the Countryside Landowners & Business Association (CLA) where we discussed rural policing issues with CLA members.



AUGUST

I was interviewed by GBNews about the issue of county lines and the devastating impact of drugs brought out to our rural towns from the metropolitan areas.



OCTOBER

I joined the Modern Slavery team at an event in the cloisters of St Edmundsbury Cathedral to talk about the threat of slavery in the county and raise awareness of this horrific crime.

DECEMBER

I joined the Constabulary's rural crime and wildlife team at the Lavenham Farmers' Market. A fantastic opportunity to talk to local people about policing in the area.



FEBRUARY

Extra patrols were put in place in Ipswich following the fatal stabbing of a young man in the town. I joined the local Kestrel team to see for myself how the extra visibility was providing reassurance.

2022

MAY

I was welcomed to Bond Street Mosque in Ipswich. I always receive a very warm reception from the mosque community and like to meet regularly to discuss policing from their perspective.



JULY

I supported this year's #ASBAwarenessWeek campaign by joining young people in Lowestoft for a fun day organised by Positive Futures. It was interesting to hear the views of young residents about crime in the area.

SEPTEMBER

A StreetMeet in Haverhill with the local Community Engagement Officer was a great chance to hear at first-hand the issues affecting local residents.



NOVEMBER

The annual White Ribbon Campaign raises awareness of domestic abuse and gives partners the opportunity to show their support.



JANUARY

I took my proposal for the precept to the Police and Crime Panel for its approval. The panel supported my proposal to raise the precept by the maximum allowed by Government.



MARCH

I was honoured to officially open PHOEBE's new centre in Ipswich. PHOEBE provides domestic abuse support and counselling services to black and ethnic minority women across the county.

2023

WORKING IN PARTNERSHIP

OBJECTIVE FOUR

The Police and Crime Commissioner works in partnership in a variety of ways with voluntary, charitable, public and private sector agencies to enhance Community Safety and Criminal Justice outcomes. The engagement and delivery of services and grants with the Voluntary, Community and Charitable sector is outlined under Objective 2 on page 22.

Another strand is the PCC's involvement in Suffolk's key partnership boards to assist, support and discuss issues with statutory partners. Specifically, the Safer Stronger Communities

Board (the countywide Board for community safety related matters), Suffolk Public Sector Leaders, which brings key leaders together to deal with issues pertinent to Suffolk (some of which impacts Community Safety); and the Norfolk and Suffolk Local Criminal Justice Board which brings together agencies responsible for delivering the justice system and considers how those agencies impact on areas such as the victims' code and offender management.

The priorities of the Safer Stronger Communities Board are referenced in the Police and Crime



Plan and the Board is routinely updated on the work of the office of the PCC. The office also has a role in the activity (and sub-groups) related to Violence Against Women and Girls.

The PCC invites the Community Safety Partnership chairs to his PCC Fund Panel and in line with the commitment in the Police and Crime Plan we have introduced a quarterly update on the grants and services funded by the PCC, to ensure there is effective communication with community safety partners.

Throughout 2022/23, the PCC and his team has worked with the Association of Police and Crime Commissioners, the Ministry of Justice and Home Office to respond to consultation and policy change, and harness funding opportunities, that impact the role of the PCC, benefit victims of crime or support improvements to policing.

Suffolk Fire and Rescue

Suffolk Constabulary's collaboration with Suffolk Fire and Rescue Service helps meet some of the financial challenges that both services face. The shared stations project which was completed this year, has achieved reduced operating costs and improved joint working between these two key emergency services.

The partnership between the Constabulary and Suffolk Fire and Rescue Service has resulted in 13 shared Police/Fire Stations across the county since 2011, making Suffolk pioneers of this blue-light collaboration.

In this financial year the final two joint stations were opened. The Stowmarket base was the first new-build project for the two blue-light services. It was opened in March 2023. Later that month we were privileged to welcome the Princess Royal for the official opening of the new joint Police and Fire Station in the centre of Ipswich. These new facilities are something we are all very proud of and will be enormously beneficial for residents and businesses across both towns

Our joint estates programme is one of the most important and significant examples of joint working nationally and is an excellent example of what can be achieved by pooling resources and working together. A great result for Suffolk.

Seven Forces

In February of this year, we entered into our fifth collaboration agreement relating to the policing areas of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk which represents a further progression and development of the collaborative arrangements originally agreed by the seven force areas in the autumn of 2015.

The collaboration has now transitioned from a large team overseeing a number of projects to a smaller scale but no less important innovation network.

Norfolk Constabulary

Suffolk Constabulary's collaboration with Norfolk Constabulary continues, and remains one of the most successful in the country and has yielded savings for Suffolk of £22.6m annually on a recurring basis up to 2022/23.

An extensive programme of collaborative work has delivered a number of joint units and departments in areas such as major investigations, roads policing, protective services, custody, transport and information technology.

Local policing is not collaborated, so decisions made in Suffolk do not affect policing in Norfolk.

The collaboration has now transitioned from a large team overseeing a number of projects to a smaller scale but no less important innovation network.

VOLUNTEERS CONTINUE TO PLAY CRUCIAL ROLE IN POLICING

The commitment and enthusiasm of our policing volunteers makes a huge difference to the service we provide. At the end of 2022 we had 113 Specials who spent 37,000 hours on duty and average of 441 hours per officer in a year; 110 Police Support Volunteers working across 28 disciplines, 159 cadets in eight units across the county and 15 Independent Custody Visitors who made over 100 visits to detainees in police custody.

We have some amazing volunteers in our force with many different and useful skills and professions such as teachers, nurses, social workers, farmers, small business owners, PR executives, engineers and even an air traffic controller. Their skills and experience bring new dimensions and facets to policing, their strong links to their own communities are invaluable to us and offer us open communication channels to ensure transparency and open partnership working. Our Citizens in Policing team is focused to ensure volunteers receive the support, recognition and development that they deserve and continue to look for applications across all three of the volunteering strands, Specials, Police Support Volunteers and Cadets

Special Constabulary

The recruitment of more Specials is high on the Force's priority list at present. Nationally, Special Officer numbers have reduced by over 50% to 6,500 currently, however Suffolk holds its own nationally and is in the top 25% for numbers of Specials against the force size, county size and population.

We have been able to continue recruiting volunteer police officers despite many other forces having to freeze recruitment and whilst many of our Specials have joined the regulars the head count has only reduced by 2.5%.

We continue to expand the specialism that we offer our specials and now have the Specials in the Roads Policing Unit, the Police Support Unit, the Rural Crime team and are now focusing on recruitment for CID Specials.

Police Support Volunteers

With the effects of COVID now passing, our Police Support Volunteers (PSV) are going from strength to strength.

Last year's Lord Ferrers awards, which recognises outstanding contributions to volunteering in policing, saw the Suffolk Transport Services volunteer team receive the runners-up award, this was a massive achievement as over 300 volunteer nominations were received from forces all across the country. Our Suffolk Cybercrime volunteer was also honoured with a British Association for Women in Policing Volunteer of the Year runners up award.

We have many new and interesting roles available to PSVs who support the Constabulary across all areas of our business. The mounted volunteer section continues to grow and really support us by exchanging crucial information with our rural crime and neighbourhood teams.

This year we introduced visual evidence volunteers who assist in monitoring and retrieving evidence from local businesses CCTV as well as a volunteer to assist us to bring local community art into our organisation.

Volunteer Police Cadets

The Volunteer Police Cadets continue to thrive, with 165 cadets county-wide and a healthy waiting list across all eight units.

The focus this year has been to ensure the national safeguarding standards are fully integrated into the Suffolk programme.

The Citizens in Policing team was recently audited by the NVPC safeguarding manager and received a 'good'.

All of the units have been busy throughout the year, getting involved in many different kinds of engagement events from the Suffolk Show, High Sherriff events, Suffolk Dog Day and charity races. They have also assisted with crime reduction advice.

Aside from this the Cadet sessions have an educational element too. Cadets learn about different elements of the police and fire services whilst having fun, camping outdoors and enjoying activities such as go-carting or paint balling.

This scheme welcomes young people aged 13 to 18 from all backgrounds and communities. Go to the Constabulary's website to find out more.

Thanks as always goes to the brilliant cadet leaders who volunteer their time to ensure the Suffolk Cadet Scheme continues to be the success it is.

Independent Custody Visitors

Independent Custody Visitors (ICVs) are volunteers from our local community who visit the county's Police Investigation Centres to check on the welfare of detained persons and the conditions in which they are held.

These volunteers help me to fulfil my responsibility to ensure that policing in Suffolk is carried out fairly, in accordance with relevant legislation and Home Office guidance, and with respect for the human rights of all those coming into contact with the police.

For each of the visits carried out throughout the year a report is provided to my office detailing



Special Police Officers volunteer their time to support the Constabulary

what the ICVs had observed or discussed with detainees and/or custody staff at the time of the visit. This information provides a useful insight into the position in custody, reassurance in respect of the care provided, examples of good practice and highlights any issues arising.

The lack of availability of hospital beds for those held under the Mental Health Act and delay in moving people on from custody to the correct care remains a concern which I continue to discuss with Chief Officers and key partners. Throughout the year ICVs were well assisted by custody staff and I would like to take this opportunity to thank our custody visitors for their invaluable support and commitment to the Scheme.

More detail about the scheme and how to volunteer is available on the PCC website.

LOOKING FORWARD

Whilst it is high time society moved on from the pandemic, we need to remember there are still some legacy matters requiring resolution. The most significant matter is the backlog of court cases within the whole criminal justice system. It is vital the Ministry of Justice implements a full-blown recovery plan to clear this backlog, especially in Suffolk. The additional workload for policing is not good value for the taxpayer or helping our Constabulary become more efficient and effective.

Last year's council tax increase provided a further £1.4m to drastically improve performance for the 999 and 101 calls. Difficulty recruiting to the posts has meant the force has not yet completed this crucial project, but I have made it quite clear the work must be completed this autumn.

There are two further ICT initiatives being funded by this year's council tax. The Digital Engagement Desk enables the reporting of crime and information through various social media platforms and the Rapid Video Response will make a very positive difference to victims of domestic abuse as they will now be able to submit evidence in real time so the force can provide a more customised, quicker and effective response.

Technology can be very beneficial and often helps deliver huge gains in productivity – something we are all be interested in. Examination of current demand data clearly illustrates the enormous burden being placed on the force concerning mental health. That's why I will be doing all I can to enable the force deliver the government supported initiative called Right Care Right Person. This initiative focuses on ensuring proper professional help arrives for those experiencing mental health challenges. Our police officers are not

mental health practitioners and should not be spending so much of their time supplementing other public services. Rest assured if there is a threat to life the Constabulary will still attend.

In the winter the much-heralded county policing reorganisation will be put into practice. The main thrust of these reforms is to capitalise on the additional 200 new police officers financed by the national uplift programme as they complete their three-year training programme. This will deliver much greater visibility, more positive public engagement and a proactive deterrent for many types of neighbourhood crime. This initiative will fully complement the new and expanded policing bodies already financed through your extra council tax.

I have also provided funding for the force to raise its income generation via the appointment of an income generation staff member. There are significant financial opportunities from the planning system, the pooled business rates fund and central government. This year will see the results of the latest Safer Streets Fund round which has been so successful in our county town. I am hoping each of our three main policing areas will be successful.

Our large grants and commissioning contracts and awards will continue to help victims and in crime and disorder reduction. There will be a new five-year contract to support victims of domestic abuse; preventing and supporting victims of domestic abuse is a top priority in my Police and Crime Plan. Once again, I am looking forward to visiting many of the grant recipients to see at first-hand what is being delivered. There have been several innovative approaches especially for assisting young people to make the right choices in life and keep out of trouble. These include Aspire Black

A successful bid to the Safer Streets fund resulted in a significant renovation of Maple Park in Ipswich



Suffolk, The Monkey Workshop and Suffolk Mind - details of all awards and successful applications are posted on our website should you require more detail.

Policing our county is always a challenge as patterns of crime continue to change and demand always seems to increase. But we can face the future with confidence because of the preponderance of high calibre officers, staff, Specials and volunteers Suffolk Constabulary

is fortunate to employ. I particularly notice the enthusiasm of our many new recruits whom I have the pleasure to meet and talk to at the numerous passing-out parades I have great pleasure in attending. That's why I can assure everyone in Suffolk policing is in good hands for the foreseeable future.

Tim Parmore

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 for the financial year 2022/23 are as follows:

Chief Constable: STEVE JUPP (to October 2 2022)

Salary	78,597.78
Mileage allowance	4,277.16
Reactive insurance	3,075.00

RACHEL KEARTON

Deputy Chief Constable (to October 2 2022)	Salary	62,657.50
	Employer's Pension Contribution	19,423.83
	Mileage allowance	4,279.62
	Housing allowance	2,194.64
	Reactive insurance	1,558.56

Temporary Chief Constable (October 3 - December 4 2022)

Salary	25,666.84
Employer's Pension Contribution	7,956.72
Mileage allowance	1,257.64
Housing allowance	748.77
Reactive insurance	530.74

Chief Constable (from December 5 2022)

Salary	48,972.59
Employer's Pension Contribution	15,181.50
Mileage allowance	2,721.28
Housing allowance	1,610.02
Reactive insurance	985.68

ROB JONES

Assistant Chief Constable (to September 4 2022)	Salary	59,768.50
	Employer's Pension Contribution	18,528.24
	Mileage allowance	3,114.64
	Reactive insurance	1322.67

Deputy Chief Constable (from September 5 2022)	Salary	62,642.87
	Employer's Pension Contribution	19,419.29
	Mileage allowance	4,126.40
	Reactive insurance	1,752.33

Acting Assistant Chief Constable: EAMONN BRIDGER

Salary	112,133.80
Employer's Pension Contribution	28,786.14
Mileage allowance	7,241.04
Reactive insurance	3,075.00

Assistant Chief Officer: KENNETH KILPATRICK

Salary	105,125.78
Employer's Pension Contribution	22,076.46
Mileage allowance	7,241.04
Professional subscriptions	415.00

CONTACT US



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