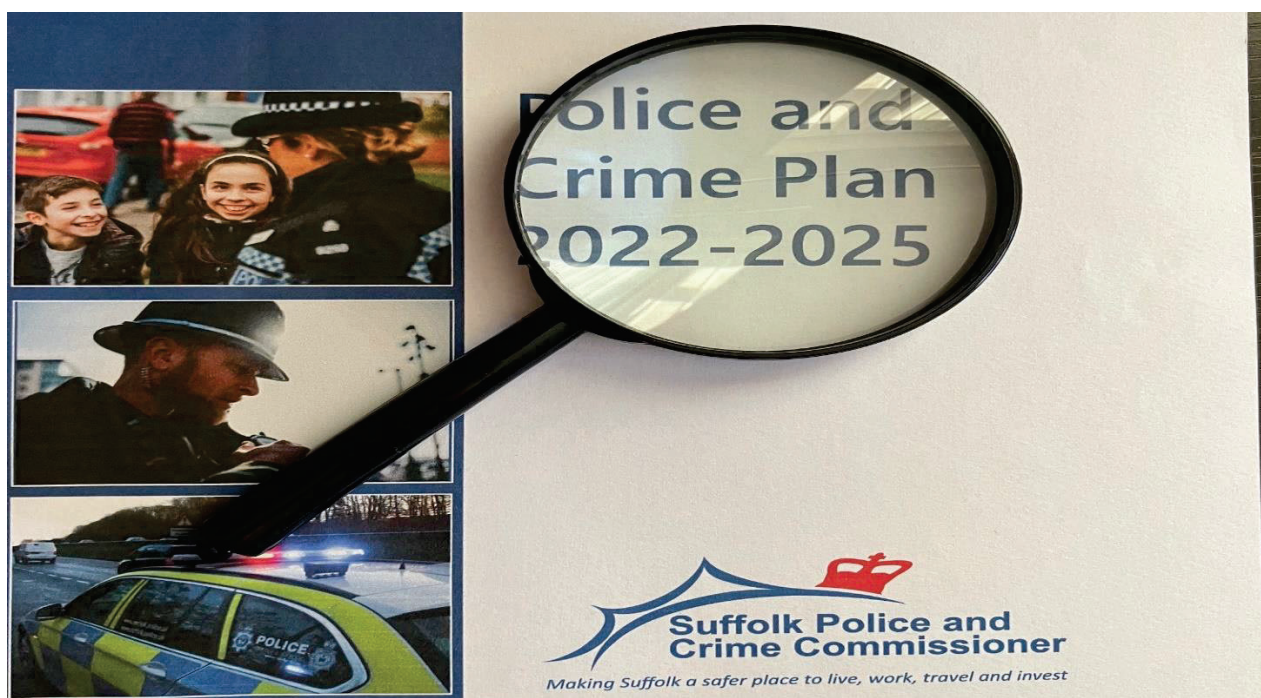


Suffolk Police and Crime Panel

Annual Report 2024/25



CONTENTS

1. Foreword from the Chair	3
2. Introduction and Background	5
3. Public Scrutiny of the Police and Crime Commissioner	5
4. Panel Membership	7
5. The Panel's Activities and Achievements in 2024/25	7
6. Panel Learning and Development	10
7. The Panel's Finances and Value for Money.....	12
8. The Panel's Forward Work Programme	13
9. Contacts and Further Information	13
10. Appendix A – Recommendations made by the Panel during 2024/25	14

1. FOREWORD FROM THE CHAIR

- 1.1 I am pleased to present the 12th Annual Report of the Suffolk Police and Crime Panel (PCP), covering the Panel's activities from May 2024 to April 2025.
- 1.2 The Panel was established in 2012 in compliance with the Police Reform and Social Responsibility Act 2011 and has a statutory responsibility to provide both challenge of and support to the Suffolk Police and Crime Commissioner (PCC) regarding his strategic actions and decisions made.
- 1.3 The Panel plays a role in supporting the PCC in the effective exercise of his duties and has continued to benefit from a constructive and positive working relationship with the PCC and his office, to whom we extend our thanks for their engagement with the Panel both within and outside of formal meetings.
- 1.4 The priority of the Panel during the period of this report has continued to be the scrutiny of the strategic actions and decisions of the PCC, whilst maintaining a focus on the priorities in the PCC's Police and Crime Plan for 2022-2025, as well as consultation on his refreshed Plan for 2025-2029.
- 1.5 I have been a member of the Panel since May 2022, and was honoured to be elected as its Chair on 14 July 2023. I was also very proud, in February 2025, to be appointed onto the Executive Committee of the National Association of Police, Fire and Crime Panels, which will enable me to raise the profile of our Panel nationally, and to benefit from high level conversations on issues affecting police and crime commissioners and panels.
- 1.6 My aim as Chair is to work closely with Panel members and the support officer to develop the Panel's forward work programme and enhance the strong working arrangements that exist with the PCC and his office. We continue to align the Panel's work programme with the functions of the PCC and the work of his Accountability and Performance Panel (APP), thus avoiding duplication of effort wherever possible, whilst at the same time maintaining scrutiny of the work and functions of the PCC.
- 1.7 Additionally, from this year quarterly face-to-face meetings have been held between the Panel's Chair and Vice Chair and the PCC and his senior staff. These meetings are an opportunity to discuss future agenda items and current hot topics, which may include the Panel's forward work programme, imminent decisions of the PCC and any new legislation or initiatives which may affect either the Panel or the PCC. By setting these four meetings per year outside of formal Panel meetings, the Panel hopes to reduce its impact on the PCC and his office, and enable them to plan their resource allocation to the Panel a year ahead (excepting serious issues which require more urgent discussion with the PCC). The Panel also hopes that these meetings provide helpful support to the PCC in his scrutiny of the Chief Constable.
- 1.8 Following the Suffolk District, Borough and County Councils' annual meetings in May 2025 there has been some change to the membership of the Panel for 2025/26. I would like to thank those members who will be leaving us for their commitment to the Panel's work during their periods of membership, and I look forward to working with newly appointed members over the coming year.

- 1.9 Finally, I would like to extend my personal thanks to all Panel members for their dedication in conducting the Panel's statutory functions which, I hope, helps the PCC and the Constabulary to deliver an effective and efficient policing service for local people.

A handwritten signature in black ink that reads "Sarah Mansel". The script is fluid and cursive, with the first letters of each name being capitalized and prominent.

Councillor Sarah Mansel
Chair of the Suffolk Police and Crime Panel

2. INTRODUCTION AND BACKGROUND

- 2.1 The [Suffolk Police and Crime Panel](#) (PCP) is a joint committee, established according to Schedule 6, Part 2, clause 4(5)(b) of the [Police Reform and Social Responsibility Act 2011](#), and is responsible for supporting and challenging the [Police and Crime Commissioner](#) (PCC) for Suffolk.
- 2.2 The PCC has responsibility for setting the direction, objectives and budget of the Suffolk Constabulary, and for holding the Chief Constable to account. The PCP's role is to scrutinise and support the performance of the PCC over a range of policy areas, including the delivery of his [Police and Crime Plan](#).
- 2.3 The Police and Crime Panel has 13 members in total, comprising:
- four county councillors;
 - seven representatives from Suffolk's District and Borough Councils; and
 - two independent co-opted members.
- 2.4 The Panel is politically balanced, with the 11 local authority councillor representatives appointed to achieve political proportionality across Suffolk. Together with the two independent co-opted members, Panel members reflect the breadth of the communities in Suffolk.
- 2.5 The key functions of the Panel are to:
- review the PCC's Police and Crime Plan;
 - scrutinise the PCC in his delivery of the Police and Crime Plan;
 - request information from the PCC on decisions he has taken;
 - review and report on the appointment of the Chief Constable and other senior appointments – the Panel has powers to veto the appointment of the Chief Constable;
 - review the Commissioner's proposed police precept – the Panel has powers to veto the PCC's first presentation of his precept;
 - scrutinise the PCC's annual report; and
 - consider complaints against the PCC.
- 2.6 Further information is available on the Panel's web page at: [Suffolk Police and Crime Panel](#).

3. PUBLIC SCRUTINY OF THE POLICE AND CRIME COMMISSIONER

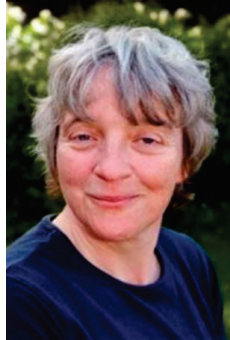
- 3.1 Police and Crime Commissioners are ultimately accountable to the electorate, with elections every 4 years. The last election was held in May 2024, when Tim Passmore was elected as Suffolk PCC for the fourth time since the inception of PCCs in 2012, having been the only post holder. PCC elections are next due to be held in May 2028.
- 3.2 PCCs set the direction and the budget for local policing. This includes:

- setting the strategic direction and accountability for policing;
 - working with partners to prevent and tackle crime and re-offending;
 - invoking the voice of the public, the vulnerable and victims;
 - contributing to the resourcing of the policing response to regional and national threats; and
 - ensuring value for money.
- 3.3 The PCC undertakes engagement activities to capture the views of the people of Suffolk on policing, crime, and anti-social behaviour issues, and whether they feel the police provide value for money. The PCC's [community engagement](#) includes all sectors of society, public sector partners, victims of crime and businesses.
- 3.4 The PCC holds a series of public meetings in each District/Borough area across the County, which are publicised on his [website](#). There is also ad-hoc direct engagement of the public, community groups and councillors by the PCC.
- 3.5 The PCC's [Accountability and Performance Panel](#) (APP) meetings with the Chief Constable take place every two months at Police Headquarters, Martlesham, with the opportunity for members of the public to attend either in person, or via an online link.
- 3.6 Panel members attend APP meetings as observers, thereby gaining valuable insight into some of the operational challenges and key issues impacting local policing and how the PCC is holding the Chief Constable to account for addressing them. Panel members may also take advantage of the public questions opportunity at these meetings.
- 3.7 Other scrutiny is also undertaken by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), and internal and external auditors. HMICFRS reports are available to the public on the PCC's website on the [Audit and Inspection Reports webpage](#).

4. PANEL MEMBERSHIP

- 4.1 At its meeting on 12 July 2024 the Panel re-elected Councillor Sarah Mansel as Chair of the Panel, and Councillor David Ellesmere as Vice-Chair.

Cllr Sarah Mansel
(Green) (Chair)
Mid Suffolk District
Council



Cllr David Ellesmere
(Labour) (Vice Chair)
Ipswich Borough Council



- 4.2 During 2024/25 the remaining membership of the Panel was as follows:

Councillor Sarah Adams (<i>to 06/02/25</i>)	Suffolk County Council
Councillor Peter Beer	Suffolk County Council
Councillor Seamus Bennett	East Suffolk Council
Councillor Peter Byatt (<i>from 13/02/25</i>)	Suffolk County Council
Councillor Mike Chester	West Suffolk Council
Councillor Tom Daly (<i>to 05/03/25</i>)	East Suffolk Council
Councillor James Finch	Suffolk County Council
Simon Furlong	Independent Co-opted Member
Councillor Rachel Hood	Suffolk County Council
Franstine Jones BEM	Independent Co-opted Member
Councillor David Smith	West Suffolk Council
Councillor Rachel Smith-Lyte (<i>from 05/03/25</i>)	East Suffolk Council
Councillor John Ward	Babergh District Council

- 4.3 Officer support to the Panel is provided by the host authority, Suffolk County Council, on behalf of all the Suffolk local authorities. The costs incurred in supporting the Police and Crime Panel are funded from a specific Home Office grant made available for this purpose.

5. THE PANEL'S ACTIVITIES AND ACHIEVEMENTS IN 2024/25

- 5.1 Between May 2024 and April 2025 the Police and Crime Panel held six public meetings. The Panel continued its practice of having a public question session at every meeting, allowing any Suffolk resident to ask a question relevant to a substantive item on the agenda at the start of each meeting.
- 5.2 Details of formal meetings and the agendas and papers for them are available online on the [PCP Reports and Minutes](#) page.

- 5.3 In addition to formal Panel meetings, the Panel held a number of informal workshops, open to both members and substitute members of the Panel. Informal workshops focus primarily on scoping the key areas of enquiry for the next Panel meeting, briefing members on the subject matter to assist in their preparation, and highlighting any key points to bring to the attention of the PCC's office prior to the meeting.
- 5.4 There have also been several other meetings during the year involving one or more Panel members, such as planning and briefing meetings, and meetings between the Chair, Vice Chair and the PCC.
- 5.5 Panel members and the support officer attended, as observers, each of the PCC's [Accountability and Performance Panel](#) public meetings with the Chief Constable. Additionally, for 2024/25 the Chair and Vice Chair met quarterly with the PCC, his Chief Executive and other officers to discuss current issues, and items expected at forthcoming APP or PCP meetings. These meetings also enable the Chair and Vice Chair to feed in areas of questioning the Panel would like to see included in the PCC's scrutiny of the Chief Constable, and to provide feedback to the PCC on his scrutiny of the Chief Constable and give a heads-up on likely areas of questioning when issues discussed come through the Panel. The Panel hopes that these meetings provide helpful support to the PCC in his scrutiny of the Chief Constable, and the Chair and Vice Chair are grateful for these meetings.
- 5.6 Panel members and the support officer have also attended national and regional network meetings. These provide an opportunity to share best practice with other panels and to increase members' knowledge and understanding of key issues and national developments.
- 5.7 The Panel's key activities and achievements from its meetings during 2024/25 are summarised below.

12 July 2024

- 5.8 Councillor Sarah Mansel was re-elected as **Chair** for the 2024/25 municipal year and Councillor David Ellesmere was re-elected as **Vice Chair**.
- 5.9 The Panel discussed with the Police and Crime Commissioner his Plans for refresh of his **Police and Crime Plan 2022-25**.
- 5.10 The Panel discussed the **statutory responsibilities of the Police and Crime Commissioner and Suffolk Constabulary**. This scrutiny had a particular focus on the effect of unfunded additional burdens on the Office of the PCC (OPCC) and the force on the PCC's ability to carry out his functions to scrutinise, support and challenge the performance of the force and its staff, and to set a balanced and affordable budget.
- 5.11 The Panel scrutinised the effective exercise of the PCC's functions by reviewing actions he had taken under **Police and Crime Plan Objective 3**: "Engage with communities to understand their views about policing and crime and inform and update them about the work of the PCC and the Constabulary", questioning the PCC on his statutory function to hold the Chief Constable to account for the performance of the force's officers and staff. Question areas included engagement with schools, working with other police forces, and the

effectiveness of the PCC's community engagement. The PCC's Communications and Engagement Strategy was also discussed.

- 5.12 The Panel reviewed the [recent decisions of the PCC](#), questioning the PCC on a number of these, including the split of funding for the Safer Streets Fund and PCC's Fund, and the termination of a Section 22A collaboration agreement with Norfolk Constabulary.
- 5.13 Also at this meeting the Panel reviewed its own [Annual Report for 2023/24](#), and approved it for publication.
- 5.14 Finally, the Panel considered its own **Forward Work Programme** and requested that the PCC report back to the Panel at its October 2024 meeting on progress with the review of his office, and with any reflections on his working with the Home Office under the new Government, on the understanding that greater detail was more likely to be available at a later date.

11 October 2024

- 5.15 The Panel reviewed the **PCC's Annual Report 2023-24** and [the Panel's response to the PCC's Annual Report 2023-24](#) is available on the County Council's website. The Panel discussed a number of elements of the report with the PCC.
- 5.16 The Panel also questioned the PCC on the 2024-25 **financial position** and received an update on the use of precept funds.
- 5.17 The Panel reviewed **Police and Crime Plan Objective 4**: "Work in partnership to improve criminal justice outcomes and enhance community safety", with a discussion based around the following four key themes:
- Partnership Working
 - Financial Implications
 - PCC Grants and Commissioning and
 - Victim Support
- 5.18 The Panel reviewed the [recent decisions of the PCC](#), questioning the PCC around Decision 21-2024, the Independent Custody Visiting Scheme Annual Report 2023-24. The Panel was particularly interested in how the PCC achieved a mix of demographics in custody visitors, and the PCC advised that there were visitors from a range of backgrounds. A member commented that there was a role for the Panel in helping to publicise vacancies for custody visitors with their respective authorities and contacts.
- 5.19 The Panel reviewed its **Forward Work Programme** and discussed the PCC's planned timetable for refresh of his Police and Crime Plan, and how this would be scrutinised by the Panel going forward.

2 December 2024

- 5.20 The Panel held a **Confirmation Hearing** for the appointment of a new **Chief Executive Officer** for the OPCC. The Panel agreed unanimously to recommend to the PCC that the candidate, Darren Horsman, should be appointed to the role of Chief Executive to the PCC. The Panel's [formal report](#) recommending the appointment can be found on the County Council's website.

31 January 2025

- 5.21 The Panel supported the PCC's **proposal to increase the policing precept** by £13.95 (5.1%) per annum for a Band D property in 2025/26. The government's funding settlement for police had assumed full use of the maximum allowable £14 increase in the precept, and not to agree the precept would mean the PCC and the Constabulary would need to identify further significant savings, the majority of which would be a reduction in civilian staff, which could result in warranted officers doing work that could be undertaken by civilians. The Panel's report to the PCC on its consideration of his precept proposals can be found on the [County Council's website](#).
- 5.22 The Panel reviewed the [recent decisions of the PCC](#), questioning the PCC around Decision 26-2024, award of Crime and Disorder Reduction Grant – Town Pastors. The Panel was supportive of this decision, and discussed the funding model of the project with the PCC, as well as the scope for its expansion.

21 February 2025

- 5.23 The Panel reviewed the **PCC's Police and Crime Plan for Suffolk 2025-2029**, which had been updated following consultation with the Panel during the Autumn of 2024, and an extensive public consultation exercise. The Plan set out the future of policing for the next four years for Suffolk. The Panel's [formal report](#) on the Plan to the PCC, incorporating the points made by Panel members during the discussion, can be found on the County Council's website.

14 March 2025

- 5.24 Having reviewed the PCC's refreshed Police and Crime Plan for 2025-2029 at its February 2025 meeting, in March 2025 the Panel supported the effective exercise of the PCC's functions by reviewing the success of his previous **Police and Crime Plan which covered the period 2022-2025**. The Panel also revisited a selection of recommendations made to the PCC over the period of the Plan. Each of the Objectives from the Plan was taken in turn, with the PCC providing a verbal update followed by questions from Members.

6. PANEL LEARNING AND DEVELOPMENT

- 6.1 Panel members, both new and existing, are provided with learning and development opportunities to enable them to effectively scrutinise the actions and decisions of the PCC and provide support and challenge to the Commissioner in the exercise of his functions. This includes the provision of training sessions covering governance arrangements in policing and crime, the Panel's statutory powers and duties, key stakeholders and relationships, and running an effective Panel. Professional development is also undertaken through keeping members informed of any new guidance, and via peer group networking.
- 6.2 The Panel holds informal workshops throughout the year, in preparation for forthcoming public meetings. These are open to both members and substitute

members, ensuring that there is a good framework for all members to be kept up to date on recent developments and to have the opportunity to contribute directly to the planning and scoping of the Panel's forward work programme.

- 6.3 Panel members and substitute members are regularly updated about PCC and Panel-related issues, including national and local developments. The membership of the Panel provides a good mix of skills and expertise and a knowledge of local policing issues from across the County.
- 6.4 There were no new members appointed to the Panel following the May 2024 local elections, but 4 new substitute members joined the Panel. Whilst this was insufficient turnover to warrant the procurement of full induction training, induction material was sent to the new members, together with offers of face-to-face meetings with the Panel's Support Officer and/or Monitoring Officer. The same offer was made to two new members of the Panel who joined in February and March 2025, and a full induction session has been procured to take place prior to the Panel's first meeting of 2025/26.
- 6.5 On 1 November 2024 the OPCC's Head of Finance provided Panel members with a financial briefing, providing useful context to the forthcoming budget and explaining the financial climate for policing, the anticipated financial pressures and likely timings from receipt of the 2025/26 settlement. This timely overview assisted the Panel in setting the key lines of enquiry for its important review of the PCC's precept proposals at its January 2025 meeting.
- 6.6 On 1 November 2024 the PCC led a workshop with the Panel as his formal consultation with members on his draft Police and Crime Plan 2025-29. The Panel first considered what it would wish to see included in the PCC's refreshed Plan at its informal workshop on 22 August 2024. Following that meeting a document containing the Panel's discussions was provided to the PCC as an early indication of the Panel's input into the Plan. At the PCC's formal consultation, the Panel made a number of comments and suggestions for the PCC's consideration for taking forward into the final Plan
- 6.7 During the year, the Panel continued its membership of the Eastern Region Police and Crime Panels Network, alongside the seven other PCPs in the region, and attended meetings to discuss key issues and share best practice.
- 6.8 The Panel also continues to be a member of the National Association of Police, Fire and Crime Panels (NAPFCP). The Association provides a common voice for Panels across England and Wales and the opportunity to share good practice in creating guidance or other support materials. It also provides a forum for a collaborative discussion on issues relating to and impacting on the role and operation of Police and Crime Panels. As discussed by the Chair in her foreword, she is now a member of the NAPFCP Executive Committee.
- 6.9 Following each meeting the Chair sends a short synopsis of the business considered, together with some detail around the Panel's purpose and how often it meets, to each district and borough council member of the Panel for them to use in their "outside bodies" reports to their individual councils. We hope this will further publicise the work of the Panel and provide useful background information for district/borough councillors with an interest in joining the Panel.

7. THE PANEL'S FINANCES AND VALUE FOR MONEY

- 7.1 For 2024/25 a Home Office grant of up to £65,260 provided the finance to Suffolk County Council to cover the costs of the maintenance of the Police and Crime Panel for Suffolk, including:
- staffing support to the Panel;
 - specialist professional advice and support;
 - meeting management;
 - financial administration and management;
 - website management and updates;
 - Members' expenses, Chair's allowance, Independent Co-opted Member attendance allowances; and
 - Conference attendance fees and subscription to the Eastern Region Police and Crime Panel Network.
- 7.2 As part of the Home Office agreement, Suffolk County Council is required to submit an annual return detailing progress against KPIs in achieving outcomes and targets, including how value for money is being achieved.
- 7.3 An Information Bulletin is included with the papers for each meeting providing information on matters of interest to the Panel and ensuring that agenda time is used to best effect in focusing on matters for scrutiny. The information bulletin is also used to keep a track of decisions and recommendations made at previous Panel meetings.
- 7.4 The Panel continues to deliver value for money in the following ways:
- The Chair's Special Responsibility Allowance has been held at the same rate since 2014.
 - Scrutiny scoping workshops continue to be held remotely to ensure costs are kept to a minimum.
 - Members and substitutes are encouraged to make use of technology for reading agendas and reports. Reports also routinely include hyperlinks to more detailed information which affords members the opportunity to drill deeper into a topic area and helps to keep production costs to a minimum.
 - Professional updating is generally undertaken via electronic documents and through remote peer group networking rather than attendance at specific training events. Where members and officers attend paid-for training, the value and benefits are considered in advance and are related to the overall value to the Panel.
 - Panel members also attend a remote pre-meeting in advance of formal Panel meetings to develop an effective questioning strategy and help with management of the meeting.

8. THE PANEL'S FORWARD WORK PROGRAMME

- 8.1 The Panel maintains a forward Work Programme which is published with the agenda and papers for each formal Panel meeting and is kept under regular review at each meeting and workshop session. The forward Work Programme provides a published record of the Panel's delivery plans.
- 8.2 At each formal meeting the Panel considers any updates required to its Forward Work Programme, with consideration given that the matter comes within its terms of reference, and that there is an opportunity to have a positive impact and add value to the work of the PCC.
- 8.3 Looking forward into 2025/26, discussion and development of the detailed topics for consideration by the Panel in the coming year will take place at the Panel's informal workshop sessions, and will include regular scrutiny of the objectives in the PCC's revised Police and Crime Plan.
- 8.4 Finally, the PCC appointed Darren Horsman as his Chief Executive in March 2025, and the Chair and Vice Chair look forward to working with Darren to continue the good working relationship with all members of the PCC's office.

9. CONTACTS AND FURTHER INFORMATION

If you would like further information about the Suffolk Police and Crime Panel, or if you find any of the content of this report to be inaccessible, please contact Suffolk County Council on Tel. 01473 265119, email: committee.services@suffolk.gov.uk.

10. APPENDIX A

Recommendations made by the Suffolk Police and Crime Panel during 2024/25

12 July 2025

Police and Crime Plan 2022-2025

The Panel requested that the PCC:

- a) take the issue of Constabulary input into large housing and industrial planning applications, for the purpose of advising on designing out crime, to a future meeting of the Suffolk Public Sector Leaders Group (SPSLG); and
- b) consult the Panel on his refreshed Police and Crime Plan in the autumn of 2024, prior to the full public consultation on the revised Plan.

The Panel also requested that District and Borough Council Panel member representatives take the following two issues back to their parent councils:

- a) the need for Constabulary input into large housing and industrial planning applications, for the purpose of advising on designing out crime; and
- b) the need for the chairs of Suffolk's Community Safety Partnerships (CSPs) to send a substitute with decision making powers to the quarterly meetings of the Suffolk Police and Crime Commissioner's Fund when unable to attend.

Statutory responsibilities of the Police and Crime Commissioner and Suffolk Constabulary

The Panel asked that the PCC:

- a) work with other PCCs to lobby Central Government to embed the principle of additional burdens funding for PCCs, along the model used for local government; and
- b) update the Panel at a future meeting on the outcome of his review of the capacity and structure of his office.

Police and Crime Plan Objective 3

The Panel requested that the PCC:

- a) publish the outcomes of each round of street meets and other public meetings, in particular themes brought forward by those attending and any actions which would be taken as a result of his public engagement activities to benefit the community;
- b) inform town councils directly of the date of street meets at as early a point as possible, with the proviso that these may be cancelled for operational reasons; and
- c) provide Panel members with the statistics on the outcomes of Constabulary visits to schools which had been referred to during the meeting.

11 October 2024

PCC's Annual Report 2023-24

The Panel requested that the PCC:

- a) consider reporting on project outcomes from his grants commissioning both in future Annual Reports and on his website;
- b) consider the publication on his website of the themes and outcomes arising from his public engagement events;
- c) consider providing a short executive summary of future Annual Reports, emphasising the key points in a more accessible format;
- d) reflect on the language in the report concerning his relationship with the Chief Constable and his role in holding the Constabulary to account; and
- e) consider adding some wording in future Annual Reports acknowledging that the relatively low crime rate in Suffolk is due to a range of factors, not just the effectiveness of the police force.

2024-25 Financial Position

The Panel asked the PCC to:

- a) consider working with partner organisations and other Police and Crime Commissioners and Constabularies at a national level to produce a business case around crime prevention, providing a per unit cost of crime to evidence the need for a fairer funding settlement based around prevention rather than reaction to crime, and the necessity to work together on crime prevention;
- b) review the visibility of his savings plan, articulating planned savings in detail in order facilitate the monitoring of their achievement;
- c) ensure thorough monitoring of his Capital Programme to avoid slippage, particularly in times of higher inflation and the potential for increased costs; and
- d) continue to lobby for a change in the police funding formula, focusing on outcomes and in particular where these dovetail with Central Government's priorities.

Police and Crime Plan Objective 4

The Panel questioned that the PCC:

- a) continue to learn from how Norfolk and Essex dealt with retail crime and what elements of their work might be applicable in Suffolk;
- b) consider the sustainability of projects when initially funding them, and how a project, if successful, might continue at the end of funding;
- c) consider how the Panel might support the PCC to ensure that the county's courts are sufficiently staffed to enable them to operate at full capacity, or in the production of a business case that could be used to justify an expansion of the court estate rather than its recent contraction;
- d) consider the inclusion in his refreshed Police and Crime Plan of measures to join up with the criminal justice system to enable more offenders to access restorative justice programmes;
- e) consider the inclusion in a future Supporting Vulnerable Victims report to his Accountability and Performance Panel of detail around complaints made under Right 12 of the Victims' Code of Practice; and
- f) having commented that partnership working could be improved and engagement increased with the Suffolk Safer Stronger Communities Board, the Criminal

Justice Board, the Suffolk Public Sector Leaders Group and the Suffolk Community Safety Partnerships, consider what actions he might take to better join up the working and engagement with those four organisations.

31 January 2025

PCC's Proposed Policing Precept for 2025/26

The Panel:

- a) supported the PCC's proposal to increase the policing precept by £13.95 (5.1%) per annum in 2025/26 (6 votes in favour and 1 against);
- b) agreed that the Panel Chair would make a formal report on behalf of the Panel on the PCC's precept, by the statutory deadline of 8 February 2025. A copy of the report can be found on the [County Council's website](#); and
- c) made the following recommendations to the PCC:
 - i) That the PCC, at the earliest opportunity, provide additional detail to the Panel around the planned 2025/26 budget savings;
 - ii) That, once further information has been provided by the Government, the PCC provide information to the Panel on how the additional neighbourhood policing grant is to be spent;
 - iii) That the PCC consider providing a clearer link in future budgets between the financial proposals and the Police and Crime Plan, with planned expenditure linked to the priorities in the Plan;
 - iv) That a summary of comments received via the PCC's precept survey be provided to the Panel in due course; and
 - v) That in future years the PCC consider other ways to engage with people in order to elicit a greater number of responses to consultation exercises.
- d) The Panel also resolved:
 - i) That the Police and Crime Panel undertake research to ascertain the evidence and reasoning behind other Police and Crime Commissioners using different assumptions for the level of council tax rises that will be allowed in future; and
 - ii) That the Panel Chair write to the leaders of the Suffolk district, borough and county councils to stress the importance of their nominated members on the Panel attending meetings, or if unable to attend, giving apologies in good time and arranging for a substitute to attend.

21 February 2025

PCC's Police and Crime Plan for Suffolk 2025-2029

The Panel:

- a) delegated the Chair, on behalf of the Panel, to make a report on the draft Police and Crime Plan 2025-2029 to the PCC, incorporating the points made by members during the discussion;
- b) agreed that the Panel's report would be published with the minutes of the meeting, on the County Council's website;
- c) recommended that the PCC:

Recommendations relating to the draft Police and Crime Plan 2022-2025

- i. as mentioned by the PCC during the meeting, produce a summary document to be published alongside the full Plan, to make it accessible to a greater number of people;
- ii. consider amending the draft Plan to better reflect the key issues affecting Suffolk for prioritisation by the Constabulary, and actions to be taken on these issues;
- iii. report back to the Panel outside of the meeting the reason for the change from an earlier draft of the Plan under Theme 2, Objective 1 stating “Learn from needs assessments and ... support joint commissioning and the new duty to collaborate to support victims of domestic abuse and sexual violence so a victim’s right to be referred to a service are met” to “Use needs assessments to build evidence, enable collaboration and increase accessibility for victims”;
- iv. when refreshing the performance framework to be used to measure the success of the Plan, consider the inclusion of “smart” (specific, measurable, achievable, realistic, timely) performance targets to better inform the PCC whether the Constabulary is delivering against the Plan’s objectives;
- v. bring the draft refreshed performance framework to the Panel’s 18 July 2025 meeting for consideration and comment before its final publication;
- vi. consider changes which might be made to question structure in future consultation documents, including those on future Police and Crime Plans, that might make respondents more likely to share their ethnicity information;
- vii. consider the inclusion in the consultation responses document at Evidence Set 2 of the agenda pack of the data regarding the percentage of respondents who had either ticked “prefer not to disclose” or had skipped the question relating to their ethnicity, as this provided useful information regarding the people who had responded;

Other recommendations

- viii. bring a verbal progress update to the October 2025 meeting of the Panel on the Constabulary’s approach to the recruitment and retention of detectives; and
- ix. consider how comparative data for specific crimes, including year-on-year trends, might be published in a format which is readily accessible to the public.

14 March 2025

Review of Police and Crime Plan 2022-2025

The Panel recommended that the PCC:

- a) report back to the Panel towards the end of 2025 on the actions being taken by the Constabulary as a result of the recommendations within the Police Race Action Plan;
- b) explore with the Chief Constable the reasons behind the disproportionately low “find rate” following stop and search of Black people compared with other groups, and actions that could be taken to improve this position, and ask that these be included in the next appropriate Accountability and Performance Panel (APP) report;

- c) explore with the Chief Constable any trends or themes around the use of Body Worn Video which shows positive outcomes from its use for victims, and provides evidence to prosecute offenders, and ask that these be included in the next appropriate APP report;
- d) advise the Panel's Support Officer when the next APP report containing anti-social behaviour trend data is available;
- e) relay to the Constabulary's Communications Team members' comments relating to the potential use of social media for Police Connect alerts, alongside the current use of email;
- f) request an update from the Deputy Chief Constable on any available trends data relating to missing children, to be included in the next appropriate APP report;
- g) publish on his website the outcomes of each round of street meets and other public engagement events, in particular the themes brought forward by those attending and actions which would be taken by the PCC as a result of any public engagement activity to benefit the community;
- h) inform Town Councils directly of the date of Street Meets and the PCC's public engagement events at as early a point as possible, with the proviso that these may be cancelled for operational reasons;
- i) report back to the Panel at an appropriate time during 2026 on how the Office of the PCC (OPCC) is developing the requirements under the Victims and Prisoners Act 2024 for it to monitor compliance with the Victims' Code by all criminal justice partners, including how the OPCC will monitor how partners meet the needs of victims and strive to improve the victim journey;
- j) once he has been contacted by the County Council's recently appointed Violence Against Women and Girls (VAWG) Champion, report back to the Panel on how he will work with the Champion to deal with both VAWG and other types of domestic violence;

Other recommendations:

- k) That members advise the PCC outside of the meeting where issues of anti-social driving had been reported to the local Community Policing Officer but no action had been taken; and
- l) That an item be added to the Panel's Work Programme to review the PCC's new website after its implementation to ensure that information provided to the public is sufficient and easily accessible.