

Responses to candidates' questions and requests for information

1. What is the average number of days sick leave per person per annum for the past year and per annum for the past 5 years i.e., before Covid?

The Constabulary measures sickness in working hours rather than days. For the previous five calendar years the average working hours per sickness case equates to:

Calendar Year	Working Hours
2023	53
2022	48
2021	52
2020	64
2019	55

For 2023, sickness equated to approximately 3.63% of police staff hours and 3.6% of police officer hours, which is below the national averages at 4.71% and 4.38% respectively (at last available data publication).

2. How satisfied are police officers (by sex and/or gender as available by reporting please if possible) with (1) PPE provided (2) technologies available to aid detection (3) training and CPD available?

The following questions were included as part of our workforce survey (People Opinion Survey) in October 2023.

- I have the tools needed to do my job effectively.
- I have the skills and knowledge to do my job effectively.

The responses were:

I have the tools needed to do my job effectively:

Sex	Positive Response	Neutral Response	Negative Response
Female	57.3%	20.8%	21.9%
Male	44.9%	19.6%	35.5%

I have the skills and knowledge to do my job effectively:

Sex	Positive Response	Neutral Response	Negative Response
Female	69.3%	20.5%	10.1%
Male	71.5%	14.5%	14.1%

We are unable to provide a specific response for PPE, technologies available to aid detection, and training/CPD within the timescales available as these are not questions that we have asked of our workforce.

3. What number of officer hours per month by area has been provided in the past 3 years in schools to address (1) violence against women and girls and (2) peer-to-peer abuse?

Our Children and Young People Team provide positive engagement and effective early intervention within the school environment. Their work includes the delivery of educational resources which support the Relationships, Sex and Health Education (RSHE) curriculum.

We currently have eight Safer Schools Police Officers who work across 16 Norfolk high schools and two Safer Schools Support Workers who deliver “key messages” presentations pupils in Years 7, 8, 9 and 10 in all secondary schools, including specialist education provisions and Short-Stay schools. Where they have capacity, they also deliver educational sessions for primary school-aged children.

These inputs include:

- Online Safety Awareness
- Drugs and the Law
- Understanding Violence and the Consequences of Violent Crime
- Abuse in Relationships

Within our Children and Young People team we also have two Children and Young People Engagement Advisors.

The actual number of hours per month over the past three years that the officers and staff from our Children and Young People team have spent (by area) in schools addressing violence against women and girls and peer-to-peer abuse is extremely difficult to calculate but extensive work takes place in schools to prevent children and young people from becoming involved in offending behaviour, to make them less vulnerable to exploitation and victimisation, and to provide them with information about how they can access support if they need it.

4. What is the level of early departure for the past two years (or alternative period to allow for reporting) from Norfolk Police and what are the principal reasons e.g., illness, re-posting, dismissal, others.

The table below shows the number of Police Officers who have left the organisation whilst in the first five years of their service, between the period 01/04/2022 – 31/03/2024.

Leaving Reason	Headcount
Dismissal - Disciplinary	2
Dismissal - Unsuccessful Student Officer Probation	1
Medical Retirement	1
Transfer - Other Home Office	3
Transfer to another Force - Other Job	5
Voluntary Resignation - other	76
Voluntary Resignation – Student Officer Probation	2

5. Can you confirm that force demographics allow for same-sex attendants at strip searches where required by person being searched?

Yes. The following table provides the distribution of male and female Police Officers by headcount across our seven County Policing Command districts and our current Student Officer male/female distribution:

District	Female	Male
Kings Lynn	37.6%	62.4%
Breckland	36.6%	63.4%
Broadland	28.9%	71.1%
South Norfolk	33.3%	66.7%
North Norfolk	27.4%	72.6%
Great Yarmouth	29.3%	70.7%
Norwich	28.9%	71.2%
Norfolk Student Officers	46.4%	53.6%

6. Can you provide further details regarding the ages of those charged with violence offences against women or girls in Norfolk?

Violence against women and girls (VAWG) is defined as:

“...acts of violence or abuse that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking and so-called honour-based abuse (including female genital mutilation, forced marriage and honour killings), as well as many others, including offences committed online” (HMICFRS, 2021).

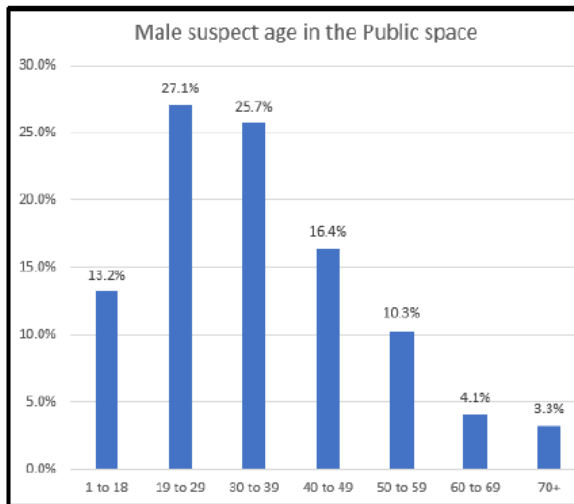
In September 2022 the Constabulary published a Norfolk VAWG profile which analysed VAWG crime and intelligence data over a three-year period. The analysis provided a picture of VAWG within four separate spaces:

1. The public space (where victim and offender are unknown to each other).
2. The private space (where victim and offender are known to each other).
3. The on-line space

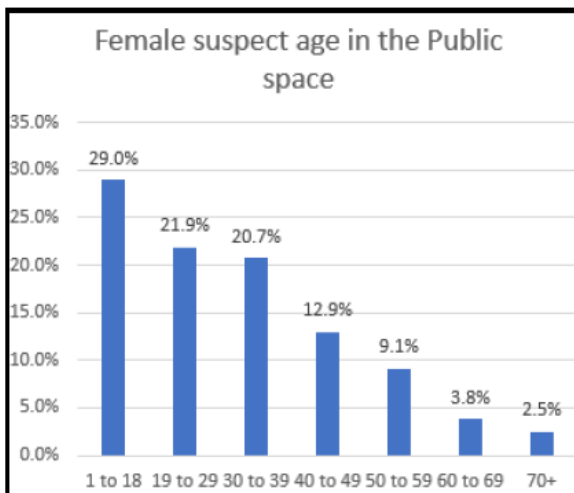
4. Places of education

This analysis included the ages of VAWG **suspects** recorded on Athena (Norfolk's crime recording database) over a three-year period (01.04.2019 – 31.03.2022) for each of the above spaces:

VAWG offences in the Public Space

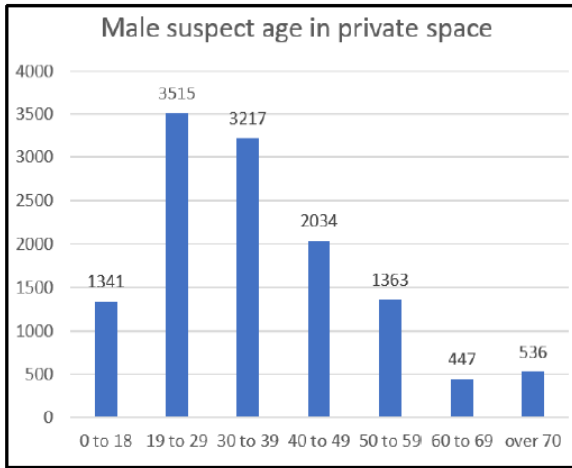


Male suspect age

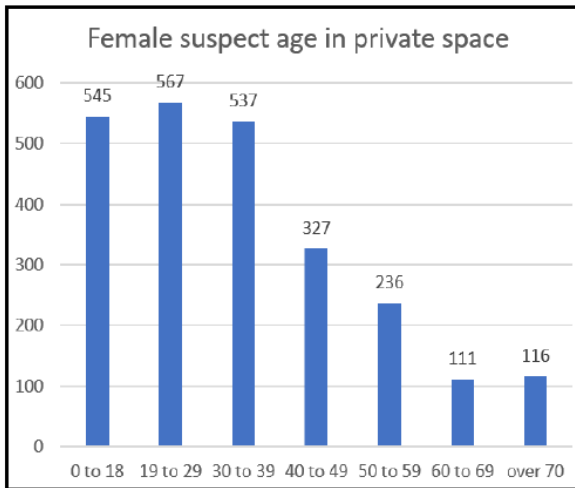


Female suspect age

VAWG offences in the Private space

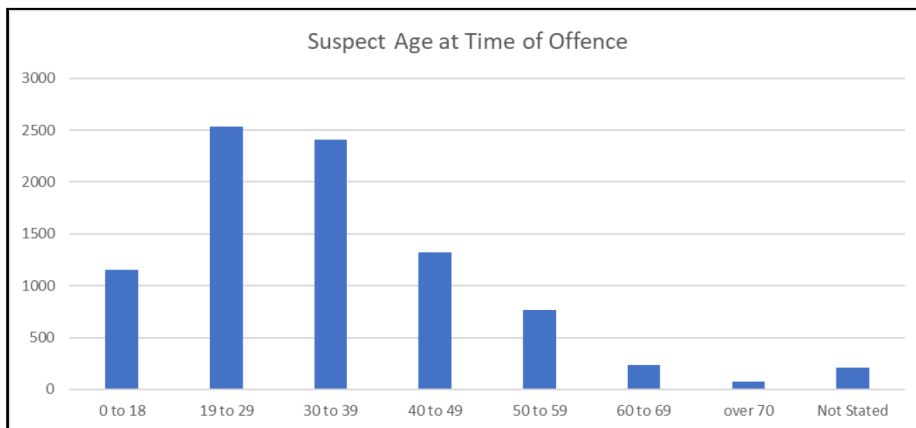


Male suspect age



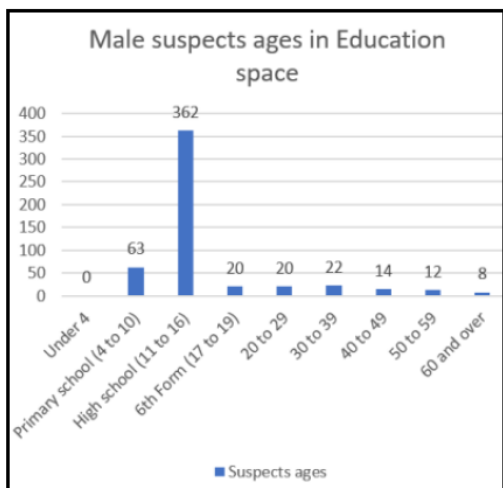
Female suspect age

VAWG offences in the Online space

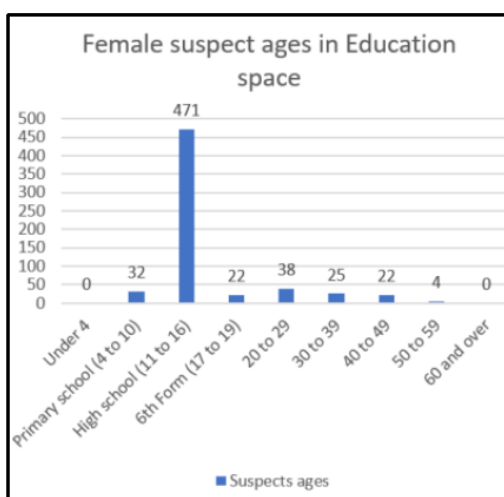


Both male and female suspects

VAWG offences in Places of Education



Male suspect age



Female suspect age

The above data is for VAWG **suspects**. Data for the ages of those **charged** with VAWG offences would require new analysis to be commissioned. It would not be possible to provide this information within the timescales available.

7. Can you provide details on time lapsed between incident report and visit to victim for (1) violence against women or girls within the Norwich City Council area (or approximate equivalent) (2) violence against women or girls beyond the same Norwich City Council area. (3) ASB in Norwich City Council area (4) ASB beyond Norwich City Council area.

All reported VAWG offences and ASB incidents are assessed for deployment in line with our Contact and Control Room (CCR) Prioritisation of Demand and Call Grading Policy. All decisions on deployment should reflect the National Decision (NDM) Model incorporating the THRIVE principles which is an assessment of Threat, Harm, Risk, Investigation, Vulnerability and Engagement + (advice / support).

Control Room staff will utilise the THRIVE model to assess the urgency and nature of response to an incident which will lead to the appropriate use/deployment of resources. Grading decisions should reflect the threat, risk, and harm a Call Taker has identified.

The different gradings which can be allocated include:

Grade 'D' non-attendance - Resolution without deployment. This will include:

- Advice, intelligence, and guidance
- Signposting to online resources
- Signposting to partners and other agencies

Grade 'C' / Diary scheduled appointment response - Where a contact does not require an immediate or priority response but still requires police attendance, it will result in a scheduled appointment response. The aim is for a Diary or Grade C call to be serviced as scheduled / or within 72 hours.

Grade 'B' - Priority Incidents (non-emergency B1 and B2)

Incidents suitable for a Grade B2 have a target response time of 24 hours.

Incidents suitable for a Grade B1 have a target response time of 60 minutes.

Grade 'A' – Emergency

A response time to scene of 15 minutes for urban areas and 20 minutes for rural areas is set for deployments at this grade.

The response/attendance time assigned to any reported VAWG or ASB incident will depend on the THRIVE assessment that results from the information obtained by the Control Room operator. To provide a breakdown of the assigned response times for each VAWG and ASB report, and the associated performance, would require significant analysis and case reading to be undertaken. This could not be provided within the timescales available.

8. With reference to Q7. how many in absolute terms and % crimes reported are not followed up with a visit to victim?

We are unable to provide this information within the timescales available as it would require significant case reading and analysis.

9. Please can you confirm minimum, average, and maximum time lapsed between shoplifting incident being reported and case closed in the past year?

The minimum investigation length would be where the offence is concluded on the same day as the report. This might be due to an early triage concluding an absence

of evidential opportunity, or where a suspect is arrested and the case is finalised on the same day through charge, caution or an out of court disposal option for example.

The maximum length can also depend upon a number of circumstances. In the past year we have 'detected' shoplifting crimes from several years ago where further enquiries have led us to re-open previously filed investigations. Shop theft crimes, where the value of the theft does not exceed £200, are limited by statute to prosecution within 6 months from the date of the offence.

The average days from report to finalisation of the investigation was 44 days in the financial year 2023/24. Though the median value, which is less affected by the outliers - including the re-opened cases - was just under 2 weeks.

The investigation length stated here does not include the post charge phase from Police to Court.

10. Please could you confirm (1) the number and % of cases that do not proceed to CPS (2) the number and % cases that are submitted to CPS and determined non-proceedable (3) the number and % cases that are iteratively submitted to CPS due to feedback and required amends to the submission?

(1) the number and % of cases that do not proceed to CPS

Crime reports and cases are often very different entities and volumes; for example, a case might contain several suspects and multiple crimes against different victims. Thus, a 'case' only really exists if it is due for submission to the CPS, or for a decision on an Out of Court Disposal such as a caution.

The crime outcomes for the past 3 years are supplied below for context.

(2) the number and % cases that are submitted to CPS and determined non-proceedable

This data is owned and reported on by the Crown Prosecution Service and is therefore not something that we could provide within the timescales available.

The CPS will generally classify their response as 'Legal Decision Made to Charge to Court' or 'No further CPS action'. The latter will mean a range of things to the Constabulary. Often it is the conclusion of the investigation, however, it can also be a route back to the police for an Out of Court Disposal option including the modern Conditional Cautions. In the case of children this consultation may also form part of the assessment through the Youth Offending process.

(3) the number and % cases that are iteratively submitted to CPS due to feedback and required amends to the submission?

This data is owned and reported on by the Crown Prosecution Service and is therefore not something that we could provide within the timescales available.

Crime Outcomes – for context

Norfolk Constabulary recorded:

2021 – circa 66,000 crimes

2022 – circa 68,000 crimes

2023 – circa 61,000 crimes

Norfolk Constabulary reported crime outcomes in the calendar years below give an indication of the crimes solved against those recorded in the same period.

Outcome Type	Outcome	2021	2022	2023
Positive	Charge / Summons	6409	7249	7650
Positive	Cautions (All Types)	1277	1244	1203
Positive	Type 4 - TIC - Taken into Consideration	71	138	379
Positive	Type 5 - Offender has died	61	40	22
Positive	Type 6 - Penalty Notice for Disorder	127	38	1
Positive	Type 7 - Cannabis/Khat Warning	547	224	8
Positive	Type 8 - Community Resolution (Crime)	813	1516	1930

Of note, Type 6 and 7 positive outcomes were phased out in the FY 2022/23

11. Under 7 Force procurement procedures, is there an existing supplier framework against which call off contracts are let? Or are all tenders individually let?

There is not a supplier framework. Contracts are let either by a full tender procedure being undertaken by 7 Force Commercial Services or from a mini tender/direct award from a framework agreement that has been set up by organisations such as the Crown Commercial Service, Blue light Commercial or Eastern Shire Purchasing Organisation.

12. Is there a 7 Force standard form of contract for c. £100k - <£1m which can be shared for information?

Unless specific contract documents are used when forming a contract against a framework agreement as above, then there is a specific form of contract (agreement pack) as attached which runs from £60k to any value. Works contracts will use JCT standard form contracts unless being called of from a specific framework agreement and using framework specific documents.

13. I can find no specific procurement policy or social value policy associated with the OPCC / 7 Forces procurement. Please can you provide?

The current Procurement Policy is attached. There is no separate Social Value Policy, but it is referenced with the Procurement Policy.



7F SPOL 084
Strategic Procurement



7F AGRP 043
Agreement Pack (Con

14. What is the approach to stalking and any advocacy service?

Situated within Norfolk's Multi-Agency Safeguarding Hub (MASH), Norfolk Constabulary have a dedicated Domestic Abuse Safeguarding Team (DAST). This team reviews all high risk domestic abuse crimes and incidents, as well as all medium risk domestic abuse crimes. They will then liaise with investigating officers, victims and advocacy services to ensure that appropriate safeguarding is in place.

The DAST also review reports of stalking and will advise officers on further action that could be taken, including whether a Stalking Protection Order might be appropriate. Also within the MASH is the Domestic Abuse Perpetrator Partnership Approach (DAPPA) team. This team work on a multi-agency basis to focus on serious and persistent domestic abuse perpetrators.

The manager of this team has completed the accredited Independent Stalking Advocacy Caseworker (ISAC) course provided by Paladin National Stalking Advocacy Service. Integrated into the MASH is the Norfolk Integrated Domestic Abuse Service (NIDAS), which provides the Independent Domestic Violence Advocacy (IDVA) service across Norfolk. The DAST & DAPPA work very closely with NIDAS to support victims in Norfolk. From a stalking perspective, NIDAS have an ISAC trained IDVA, which provides stalking expertise within Norfolk's advocacy service.

15. How is rural crime treated? I am aware there are no officers with specific responsibility.

As you are aware we are a large rural county, in both geographical area and size of farming communities. To that end we consider all our officers to have responsibility for rural crime and expect they all treat it as such. Beyond that work our Community Safety Operational Unit have responsibility for investigating offences, advising, and supporting districts, providing relevant engagement with rural groups and communities, and providing training and guidance to our wider organisation, as well as conducting high visibility patrols in target areas.

This team contains nine Police Constables, and whilst they look after a number of portfolios, the specific rural responsibilities sit with two of those PCs with appropriate supervision from an Inspector and Sergeant. Also, within our districts there are two exclusive rural crime Beat Manager PCs, who have similar responsibilities within their localised area. The policing model has retained the 49 Safer Neighbourhoods each allocated a dedicated Beat Manager. These will identify and tackle the local priorities. Across the 49 there is a varied range of urban and rural and the issues are tackled accordingly.