

Update from Surrey Police Chief Constable Nick Ephgrave

May 2017



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Last week you will have received an update on counter terrorism and the national threat level from Assistant Chief Constable Steve Barry, I hope you found it informative and useful.

Partner agencies have an important role in the success of the prevent strategy and I appreciate your support in ensuring we can keep the county and country as safe as possible.

Earlier this year I mentioned my ambition that one of my long term legacies for Surrey Police would be ensuring our Force is representative of the communities we serve in Surrey. This month I'd like to spend some time updating you on what we are doing to encourage people from across the county to join us and I hope you can share some of these messages with your communities.

Chief Constable Nick Ephgrave



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Myth busting

At Surrey Police we really value diversity, and by recruiting people from a range of backgrounds, with different experiences we are able to better understand the communities of Surrey and provide them with a more effective service. People have told us there are a number of reasons why they are discouraged from joining us, some of which we are reviewing in Force and some of which are myths that need busting. I would like to take some time to explain a few of these for you to share in your communities.

- We have recently changed our process which means applicants are no longer required to complete a training certificate before they receive a job offer to become a police officer. This means there is no need for someone to commit any time or money to the course without knowing they've got the job first.
- At seven years' service, police officers could be earning £41,821 – our starting salary also compares favourably to other graduate roles, beginning at £25,396 which includes the South East allowance.
- There are a wide range of career progression opportunities as a police officer, whether that's developing investigative skills to become a detective or promotion up the ranks. We may be a small Force but it means there is more opportunity to make your mark.
- We ran a recent survey which highlighted that some people had concerns about their personal safety. I'd like to reassure anyone concerned that we invest heavily in training our officers, including physical training, both at the beginning and throughout their careers.

I'm pleased to say that in 2016/17 we have recruited 212 new police officers and we have also seen the representation of black and minority ethnic officers and staff increase. However, whilst there has been an increase there is still more to be done to attract applicants from all communities across the county, and I hope that some of what I have said above helps break down the barriers preventing people from joining us.

Mental Health Awareness Week

Supporting and developing our staff and officers, both personally and professionally is really important, if we support our teams to the best of our abilities it helps ensure they do the best job possible. This month we took the time to talk about mental health as part of Mental Health Awareness Week in a bid to reduce the stigma surrounding it, and encourage officers and staff to talk openly about their own wellbeing, whether it be to a colleague, manager, friend or one of our mental health advocates in the Force.

Talking openly about wellbeing and mental health is crucial, especially in a job where officers and staff can be faced with distressing situations. Following a review of our Post Incident Trauma Support Process, we have been recruiting internally for Force Defusers and Co-ordinators. These will be individuals who can provide more formalised support to colleagues after a traumatic incident to ensure all those involved have the opportunity to process and manage how they are feeling. We are currently shortlisting the applicants and will be providing training to those who have been successful next month.

By encouraging our staff and officers to identify the signs of a mental health problem and actively seek help, we can see a number of benefits, including improved staff wellbeing that can ensure we are there when the public need us most. It also means officers and staff have a better understanding of mental health problems and therefore can provide a better service when working with vulnerable people in our communities.

Burglary

We have started to see a concerning increase in burglaries – mainly in the north of the county. We have lots of operational activity taking place to catch those responsible but please encourage your communities to help us by ensuring they are keeping their home secure. You can find our burglary crime prevention tips [here](#).

Operational successes

Here are just a few of our operational successes from the month:

- A 32-year-old man from Stamford has been sentenced to 18 years for raping and threatening to kill an 18-year-old woman in Guildford in October 2016. He appeared at Guildford Crown Court on Friday, 19 May after previously being found guilty of two counts of rape, two counts of sexual penetration and threats to kill.
- Following a joint operation with Waverley Borough Council, two fixed penalty notices were issued to Costcutters, Green Lane Farncombe, and Nisa (Clares Pantry) in Bramley High Street for selling alcohol to a 16-year-old test purchaser. Both premises will receive assistance from Waverley Licensing Officers in regard to staff training.
- A passer-by who intervened to stop a woman being sexual assaulted in Guildford has been praised for her actions following the sentencing of the perpetrator. The perpetrator had grabbed a 20-year-old woman he did not know and attempted to kiss her before he was confronted by a cyclist. The first victim was able to run away and raise the alarm as the man then assaulted the cyclist. Other witnesses came to the women's aid and officers arrested the man at the scene. He has since been sentenced to five and a half years.
- Officers have arrested six people and seized a large amount of drugs in a crackdown on drug dealing in Esher. Two warrants were carried out at residential addresses on 9 and 11 May. At the first property, officers seized a small quantity of Class A drugs and other drug paraphernalia and a 25-year-old was arrested. At the second property, officers discovered a large amount of what is believed to be cannabis and other drug paraphernalia that has been seized and five men were arrested on suspicion of possession with intent to supply.



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