



Corporate Performance & Scrutiny Group



Meeting: Tuesday 23rd February

Reporting Period: 1st Apr 15 → 31st Jan 16

NB: Statistics remain provisional and subject to change

**BE SAFE
FEEL SAFE**



INTRODUCTION



Reporting Period: 01/04/2015 → 31/01/2016

Contents:

- The Results: Current Performance levels
 1. Headline overview statistics
 2. Crimes & ASB statistics (including stats by District council area)
 3. Road Traffic Collision casualties

- The People: HR/headcount information

Recommendations:

- The Group notes the contents and current position

Actions arising from this meeting in response to scrutiny:

-

Glossary of Terms

- Please see final page in document

Time Periods

- Unless indicated otherwise statistics are presented by financial year

Performance Monitoring/Management and Operational Priorities

- At a strategic level this meeting (The Corporate Performance & Scrutiny Group) and Executive Board consider performance in the broader context of financial and people data and consider progress against the delivery of the Police and Crime Plan
- The force runs its Tactical Tasking & Co-ordination Group (TTCG) meeting on a 3 month cycle rather than monthly. This meeting looks predicted operational matters some 3 to 6 months in the future. Local TTCG meetings also run quarterly
- The Performance Steering Group now sits with the Operational Delivery Board meeting which also monitors progress against business plans and activity around HMIC inspections

EXECUTIVE SUMMARY

January 2016 Dashboard

Total Crime Recorded

Victim Based Crimes recorded

Anti-Social Behaviour Incidents Reported

Killed Seriously Injured Casualties

% Victims Satisfied

% public w ho believe NYP/Councils deal w ith

% public w ho are Confident in NYP



| 2015/16 | 28246 | 2015/16 | 25320 | 2015/16 | 23139 | 2015 | 493 | 2015 | 83.0% | 2015 | 67.5% | 2015 | 82.5% |
|---------|-------|---------|-------|---------|-------|--------|-------|--------|-------|--------|-------|--------|-------|
| v 14/15 | 6.6% | v 14/15 | 8.5% | v 14/15 | -6.6% | v 2014 | -4.0% | v 2014 | -3.3% | v 2014 | -1.1% | v 2014 | 1.3% |
| v 13/14 | 6.6% | v 13/14 | 7.0% | v 13/14 | -6.6% | v 2013 | -7.0% | v 2013 | -5.2% | v 2013 | -1.1% | v 2013 | 3.5% |

Summarised commentary on current trends

Crime

- NYP has the lowest crime per 1000 population in England based on a rolling 12 month position
- In the main most crime types remain within tolerance. The exceptions (Criminal Damage & Violence Without Injury) are long term trends and recent research shows they are strongly influenced by changes in policy and process ,
- Other exceptional demand seen this month includes violence with injury which links to domestic abuse and victim confidence to come forward
- Ongoing major crime investigations

ASB

- is down by 6.6% on last year. Current trends are all within tolerance

Killed Seriously Injured (KSI) casualties

- Shows a reduction against previous years

Satisfaction

- Satisfaction remains high with more than 8 in 10 victims satisfied with service. The satisfaction levels for victims of auto crime remains under scrutiny with the latest results suggesting small improvements are being made.

Public Confidence

- The latest data released in January 2016 shows 82.5% of the public are confident in NYP.
- The next series of **ACC Kennedy's Performance Conferences** is underway with individual conferences for the Three Command areas, the Control Room, Major Crime, Intelligence, Criminal Justice and Specialist Operations. The focus is the high risk areas of Vulnerability (incl Domestic Abuse , Missing from Home and Child Sexual Exploitation) and use of bail & voluntary attend.

CRIME / ASB / PSW v PREVIOUS YEARS VOLUME CHANGE

| RECORDED CRIME STATISTICS | | 2013/14 | 2014/15 | 2015/16 | Diff 15/16 v 14/15 | | Diff 15/16 v 13/14 | | Trend |
|---------------------------|-----------------------------------|--------------|--------------|--------------|--------------------|--------------|--------------------|-------------|-------|
| Victim Based | Arson & Criminal Damage | 4326 | 3899 | 4451 | 552 | 14.2% | 125 | 2.9% | |
| | Burglary: Burglary Dwelling | 1201 | 1049 | 1140 | 91 | 8.7% | -61 | -5.1% | |
| | Burglary: Burglary Non Dwelling | 2022 | 1947 | 2023 | 76 | 3.9% | 1 | 0.0% | |
| | Robbery | 87 | 105 | 127 | 22 | 21.0% | 40 | 46.0% | |
| | Sexual Offences: Other | 363 | 543 | 601 | 58 | 10.7% | 238 | 65.6% | |
| | Sexual Offences: Rape | 157 | 235 | 281 | 46 | 19.6% | 124 | 79.0% | |
| | Theft: All Other Theft | 4258 | 3892 | 3658 | -234 | -6.0% | -600 | -14.1% | |
| | Theft: Bicycle Theft | 1193 | 1018 | 1094 | 76 | 7.5% | -99 | -8.3% | |
| | Theft: Shoplifting | 2982 | 2993 | 3058 | 65 | 2.2% | 76 | 2.5% | |
| | Theft: Theft From Person | 401 | 417 | 391 | -26 | -6.2% | -10 | -2.5% | |
| | Vehicle Offences | 2005 | 1685 | 1746 | 61 | 3.6% | -259 | -12.9% | |
| | Violence: Violence With Injury | 2887 | 3008 | 3540 | 532 | 17.7% | 653 | 22.6% | |
| | Violence: Violence Without Injury | 1785 | 2543 | 3210 | 667 | 26.2% | 1425 | 79.8% | |
| | Total | 23667 | 23334 | 25320 | 1986 | 8.5% | 1653 | 7.0% | |
| Crimes Against Society | Drugs: Possession Of Drugs | 1193 | 1363 | 1206 | -157 | -11.5% | 13 | 1.1% | |
| | Drugs: Trafficking Of Drugs | 186 | 233 | 194 | -39 | -16.7% | 8 | 4.3% | |
| | Misc Crimes Against Society | 305 | 423 | 401 | -22 | -5.2% | 96 | 31.5% | |
| | Possession Of Weapons | 137 | 182 | 132 | -50 | -27.5% | -5 | -3.6% | |
| | Public Order Offences | 1003 | 967 | 993 | 26 | 2.7% | -10 | -1.0% | |
| | Total | 2824 | 3168 | 2926 | -242 | -7.6% | 102 | 3.6% | |
| Total | 26491 | 26502 | 28246 | 1744 | 6.6% | 1755 | 6.6% | | |

Slide Summary

This slide shows **volume change** across the last 3 years.

Victim Based Crime

- is up on previous years

Anti-Social Behaviour

- is down on the previous years

Public Safety & Welfare

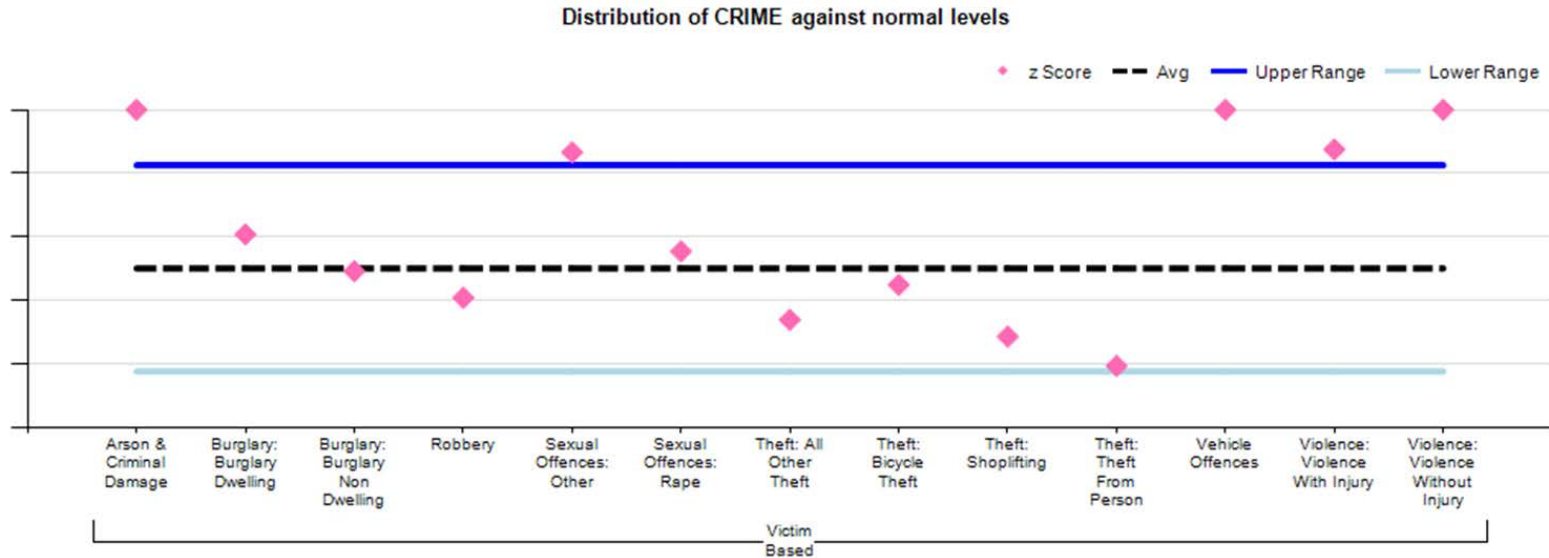
- is up by almost 3% on last year.

| NON CRIME STATISTICS | | 2013/14 | 2014/15 | 2015/16 | Diff 15/16 v 14/15 | | Diff 15/16 v 13/14 | | Trend |
|----------------------|--------------|--------------|--------------|--------------|--------------------|--------------|--------------------|--------------|-------|
| ASB | Total | 24785 | 24776 | 23139 | -1637 | -6.6% | -1646 | -6.6% | |
| PSW | Total | 56829 | 57808 | 59462 | 1654 | 2.9% | 2633 | 4.6% | |

NOT PROTECTIVELY M

EXCEPTION BANDING: VICTIM BASED CRIME

◆ Represents Crime levels recorded in the last month, Data is normalised to allow crime groups with different volumes (e.g. robbery and criminal damage) to be presented on same graph. Crime levels can be described as normal if they fall between the blue lines with movement in this range likely to be random fluctuations.



In the main monthly crime volumes remain within respective normal ranges. Although the previous slide details some volume changes in crime levels over the current financial year to date many of the crime levels remain within tolerance and not form part of any identified long term trends.

Violence with injury

- Higher than normal levels in December and January (404 crimes and 393 crimes respectively compared to expected maximum level of 384 crimes).
- Peaks in demand are evident over Christmas and New year. (41 Offences on New Years Day).
- Long term trend shift away from crime locations being hospitality venues or open spaces to dwellings. Analysis of the current levels shows demand from this domestic element is higher than normal.

Other Sexual Offences

- There were 76 offences recorded in January, but 52% of these were recorded at least 30 days after the event. The volume of offences has fluctuated per month this year with offences generally: sexual assaults, activity such as trying to encourage the victim to send indecent images, exposure or police becoming aware of possible inappropriate relationships.

Vehicle Offences

- Higher than usual number of offences in York over the last three months. Generally 'Theft From' offences have seen cash and tools targeted, whilst a number of scooters and motorbikes have also been stolen. Operation TANK is in place in York to combat such thefts.

Violence without injury and Criminal Damage

- remains in exception and have been discussed at length in previous reports (go to <http://www.northyorkshire-pcc.gov.uk/taking-action/scrutiny-of-north-yorkshire-police/> to find out more)

NYP'S TACTICAL RESPONSE

| | Acquisitive Crime (inc Burglary Dwelling & Non Dwelling, Theft) | Criminal Damage | Violence W/Injury | Vio W/out Injury |
|-------------------------------------|--|--|---|--|
| Craven Hamble Richm H'gate | <ul style="list-style-type: none"> •Op RAT - X Border working in Hgte re Dwelling Burglary •Outcomes: Multiple arrests, charges & court process ongoing. West Yorks nominals dealt with for conspiracy •Op SHREWD running in Hamb Rich to coordinate local response •Op SIFT rural burglaries in Hgte subject of ongoing intel work •Op HAWK in Craven on 27th January to tackle burglaries •Use of ANPR & Roads Crime Team and Targeted local patrols •Crime prevention & education with Community Safety Partners •Op CHECKPOINT – regional deployment x border criminals •Op FEROX – rural crime in Hamb/Rich including Landrover crime | <ul style="list-style-type: none"> •Sporadic offending •Local tactics in place | <p>NB: Crime increases strongly linked to improved recording practices</p> | |
| Scarboro Ryedale | <ul style="list-style-type: none"> •Op SHUDDER . Targets x border criminality for burglary & theft in rural areas. Support from specialist units. Tactics include proactive stop checks . •Outcome: Arrests made including one person charged with 13 offences & remanded | <ul style="list-style-type: none"> •Op AMBIENCE in Castle & North Bay. •Multi- Agency response. •Outcomes: Alcohol & tobacco seizures. Signposting adult rough sleepers & street drinkers to appropriate services | <ul style="list-style-type: none"> •High Vis proactive policing in Night Time Economy & drugs dog operations •Bid for an outreach worker to deal with low/standard risk Domestic Abuse. •Brief interventions in Custody to divert people away from heavy alcohol use | <ul style="list-style-type: none"> •New Psychoactive Substances (NPS) outreach worker working with most prolific offenders to address substance misuse. •NPS education in schools •Op SIKA running in Filey, Whitby & Ryedale on Sat nights |
| York Selby | <ul style="list-style-type: none"> •Op JELLYFISH / YETO regional op focusing on burglaries at farms and theft of cables. Targeting of known offenders. •Proactive High Vis & Plain clothes patrols at key times •Op JOYPAD targeting crime prevention advice at insecure properties incl Joint patrols with students and Uni Security Team •Dot Peen property marking •Education work with bus companies, shops & local projects •Op Tank – operation targeting rise in TUMV's across the city. •Arrest of offender linked to burglaries at flooded properties – charged with one offence & on bail whilst investigation continues | <ul style="list-style-type: none"> •Targeted patrols | <ul style="list-style-type: none"> •Op ERASE & Op SAFARI continue (alcohol related violence) •Working with British Transport Police & train companies •Door staff briefings | <ul style="list-style-type: none"> •Passive drugs dog exercises •Targeting of problematic locations with licensing team •Dispersal powers |

NYP'S TACTICAL RESPONSE

Operation Hawk

- Operation Hawk is an NYP initiative to tackle travelling criminality and rural crime with the emphasis on the patrolling of our borders and targeting of vehicles and persons involved in criminal activities.
- Supporting local officers, all Roads Policing, Firearms and Neighbourhood Support Team officers deploy to Operation Hawk when not committed with their primary role. A significant contribution though, is provided by the Road Crime Team (RCT) and Northern Roads Crime Team (NRCT which incorporates some firearms capability).
- Since 1st Oct, the RCT have arrested 57 offenders, recovered 31 vehicles and seized property (Inc. Drugs, cash and stolen vehicles) to the value of £381,000. The NRCT have arrested 53 offenders, recovered 48 vehicles and seized property to the value of £105,200. Of note:
 - A team of 4 eastern Europeans stopped on A64 & arrested following theft of a large quantity of spirits from a supermarket in York.
 - A Ford Transit identified by the ANPR Hub as towing stolen plant on the A1M. Three arrested with the vehicle & property recovered.
- There was also support of local operations.
 - In the Knaresborough area the NRCT assisted local officers resulting in the arrest of two males who were responsible for in excess of 11 thefts from shops throughout the region.
 - The RCT assisted local officers in the Whitby area who were targeting rural burglary offenders resulting in an arrest of a known target.
- In addition to Op Hawk activity occurring solely with NYP assets, there have also been a number of occasions that we have worked alongside our surrounding force colleagues and British Transport Police. Op Drogue is a joint initiative to tackle travelling criminals active throughout the region. Activity has taken place during the later part of 2015 and in January 2016 with further dates identified for February & beyond. Results include –
 - 4 persons arrested near to the SYP border with high value plant stolen from Wheldrake, York
 - Tracker activation of a stolen quad bike that led the RCT to a caravan near to Sherburn in Elmet and the subsequent discovery of a number of stolen vehicles and parts.
 - Stolen 4x4 from Doncaster stopped at Eggborough containing 4 travellers who were arrested for burglary. As a result of intelligence it transpired that they were en route to commit GBH. All were subsequently charged.
 - Vehicle pursued and 1 male arrested near to the Selby border. Subject found to have been involved in the theft of Land Rover parts.

Operation Checkpoint

- There has been a further multi force operation in early February 2016 involving 28 officers , 2 specials and 42 watch volunteers. Of note,
 - one arrest was that of a prolific burglar from Cleveland who was tracked through ANPR activity throughout the whole force area before being stopped near to Stokesley.
 - Two were arrested in Colburn for Possession With Intent to Supply having being found to be in possession of a large quantity of class A drugs
 - There were two males from Middlesbrough arrested in Scotton for theft offences.

VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|-------|
| HAMBLETON | 1991 | |
| CHANGE 15/16 v 14/15 | 191 | 10.6% |
| CHANGE 15/16 v 13/14 | 96 | 5.1% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|--------|
| RICHMONDSHIRE | 993 | |
| CHANGE 15/16 v 14/15 | -83 | -7.7% |
| CHANGE 15/16 v 13/14 | -157 | -13.7% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|------|
| RYEDALE | 1097 | |
| CHANGE 15/16 v 14/15 | 75 | 7.3% |
| CHANGE 15/16 v 13/14 | 82 | 8.1% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|-------|
| SCARBOROUGH | 5141 | |
| CHANGE 15/16 v 14/15 | 359 | 7.5% |
| CHANGE 15/16 v 13/14 | 759 | 17.3% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|------|
| HARROGATE | 4165 | |
| CHANGE 15/16 v 14/15 | 141 | 3.5% |
| CHANGE 15/16 v 13/14 | 197 | 5.0% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|-------|
| CRAVEN | 1373 | |
| CHANGE 15/16 v 14/15 | 212 | 18.3% |
| CHANGE 15/16 v 13/14 | 32 | 2.4% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|-------|
| YORK | 8165 | |
| CHANGE 15/16 v 14/15 | 880 | 12.1% |
| CHANGE 15/16 v 13/14 | 365 | 4.7% |

| NO OF CRIMES | 2015/16 | |
|----------------------|---------|-------|
| SELBY | 2363 | |
| CHANGE 15/16 v 14/15 | 198 | 9.1% |
| CHANGE 15/16 v 13/14 | 257 | 12.2% |

• In addition to Criminal Damage and Violence which are seen across the force area, the main localised exceptions are:

- Vehicle Crime in York
- Small Burglary Dwelling series in Craven

The above is a presentation of year on year statistics. For latest local data displayed on a map for your area go to www.police.uk and enter your postcode

NOTABLE INVESTIGATIONS

Update from Major Crime Unit (MCU)

Op Neutron

- robbery / aggravated burglary in Knaresborough

Op Overcast

- murder in York.

Op Hoe

- peanut allergy case – Awaiting trial.

Op Essence

- Claudia LAWRENCE

Op Ram

- Complex blackmail

Op Shortbread

- murder in Thirsk in November

Op Wain – Cold Case Review

- Murder investigation from 2005 - This case is being managed as part of the overall cold case review function of the Major Crime Unit.

Op Tarn

- Serious assault in Sherburn in Elmet in December

Industrial death

- Joint investigation with Health & Safety Executive

NOT PROTECTIVELY MARKED

ASB BY DISTRICT v PREVIOUS YEARS

| NO OF ASB | 2015/16 | |
|----------------------|---------|--------|
| HAMBLETON | 1806 | |
| CHANGE 15/16 v 14/15 | -164 | -8.3% |
| CHANGE 15/16 v 13/14 | -218 | -10.8% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|-------|
| RICHMONDSHIRE | 1060 | |
| CHANGE 15/16 v 14/15 | -55 | -4.9% |
| CHANGE 15/16 v 13/14 | -62 | -5.5% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|--------|
| RYEDALE | 881 | |
| CHANGE 15/16 v 14/15 | -73 | -7.7% |
| CHANGE 15/16 v 13/14 | -150 | -14.5% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|-------|
| SCARBOROUGH | 5243 | |
| CHANGE 15/16 v 14/15 | -351 | -6.3% |
| CHANGE 15/16 v 13/14 | -191 | -3.5% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|--------|
| HARROGATE | 3683 | |
| CHANGE 15/16 v 14/15 | -526 | -12.5% |
| CHANGE 15/16 v 13/14 | -325 | -8.1% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|--------|
| CRAVEN | 916 | |
| CHANGE 15/16 v 14/15 | -63 | -6.4% |
| CHANGE 15/16 v 13/14 | -235 | -20.4% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|-------|
| YORK | 7242 | |
| CHANGE 15/16 v 14/15 | -375 | -4.9% |
| CHANGE 15/16 v 13/14 | -389 | -5.1% |

| NO OF ASB | 2015/16 | |
|----------------------|---------|-------|
| SELBY | 2207 | |
| CHANGE 15/16 v 14/15 | -38 | -1.7% |
| CHANGE 15/16 v 13/14 | -97 | -4.2% |

- ASB is down on the previous year by almost 7%

- There is no link between the fall in ASB and the rise in Criminal Damage in respect of recording standards. A review by the Force Crime & Incident Registrar found no significant issues.

CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

| | | YTD | +/- Change | |
|---------------------------|--|------------|-----------------------|---------|
| Key Performance Indicator | | 2015 | on 2014 | on 2013 |
| | Killed or Seriously Injured casualties from RTCs: | 493 | -13 (-3%) | |
| | Motorcyclist KSI casualties from RTCs: | 106 | 6 (6%) | |
| | Child (= <16) KSI casualties from RTCs: | 25 | -4 (-14%) | |
| | Cyclist KSI casualties from RTCs: | 81 | -10 (-11%) | |

- Please note these are provisional data for the period 1st January to 31st December 2015.
- Long term the trend in KSIs is down. **No emerging issues of note.**
- The provisional stats show a reduction on the previous years:
 - All KSI = 32 fatal and 461 serious against 45 fatal and 461 serious in same period in 2014.
 - Motorcycle = 13 fatal and 93 serious against 12 fatal and 88 serious in same period in 2014.
 - Pedal cyclist = 4 fatal and 77 serious against 3 fatal and 88 serious in same period in 2014.

HR OVERVIEW

Police Officers

| | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 |
|------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Officer Budget FTE Target | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 | 1393.0 |
| Actual/Projected Num inc recr'ment | 1382.37 | 1387.02 | 1380.01 | 1374.27 | 1365.93 | 1360.21 | 1349.88 | 1343.60 | 1342.01 | 1340.89 | | | |

The actual number of Officers has decreased by 1.12 FTE from the previous month.

9 Student Officers are due to commence with NYP in March 2016.

It is planned that a further 100 officers will be recruited in the next financial year to meet the aspirational figure of 1400. This takes into account officers leaving the service to retire or for other reasons as well as current gaps.

PCSO

| | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 |
|------------------------------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PCSO Budget FTE | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 | 183.0 |
| Actual/Projected Num inc recr'ment | 197.98 | 197.52 | 197.52 | 195.52 | 194.46 | 194.46 | 192.46 | 192.31 | 191.98 | 190.83 | | | |

The actual number of PCSO's has decreased by 1.15 FTE from the previous month towards the planned budgeted numbers.

A PCSO recruitment campaign will be launched later this year.

Due to ORIGIN upgrade and system testing the Op Readiness data is not available this month.

NOT PROTECTIVELY MARKED

HR OVERVIEW

Specials

| | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Specials Budget FTE | 260.00 | 260.00 | 260.00 | 260.00 | 286.00 | 286.00 | 286.00 | 286.00 | 286.00 | 286.00 | 286.00 | 286.00 | 286.00 |
| Actual Specials FTE | 185.00 | 177.00 | 172.00 | 171.00 | 170.00 | 189.00 | 183.00 | 177.00 | 199.00 | 198.00 | | | |

The actual number of Special Constables has decreased from the previous month by 1.

The recent recruitment campaign for Special Constables closed 1 February 2016. These applications will now be progressed, with the next intake of Special Constables scheduled for May 2016 .

Staff

| | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 |
|--|----------------|----------------|----------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Staff Budget | 1034.4 | 1035.2 | 1034.4 | 1028.4 | 1028.4 | 1027.4 | 1019.4 | 1018.4 | 1018.4 | 1018.4 | 1018.4 | 1017.4 | 1034.4 |
| Permanent Staff FTE | 912.98 | 913.93 | 916.52 | 912.88 | 915.32 | 915.93 | 914.83 | 911.41 | 910.98 | 910.75 | | | |
| Temporary Staff FTE (not including agency) | 65.07 | 69.62 | 65.62 | 69.30 | 63.30 | 58.02 | 54.76 | 52.39 | 59.60 | 56.87 | | | |
| Agency Staff FTE | 33.50 | 30.00 | 28.22 | 31.74 | 36.74 | 35.32 | 38.24 | 43.16 | 45.16 | 46.16 | | | |
| Total Staff against budget FTE | 1011.55 | 1013.55 | 1010.36 | 1013.92 | 1015.36 | 1009.27 | 1007.83 | 1006.96 | 1015.74 | 1013.78 | | | |

NOT PROTECTIVELY MARKED

HR OVERVIEW

- The Staff Budget has been adjusted for 2015/ 2016. Police staff roles fluctuate in accordance with organisational priorities and requirements. The approach to police staff workforce profiling is to explore opportunities where flexible resources can be utilised specifically to deliver key pieces of work.
- The total number of actual Staff has decreased by 1.96 FTE from the previous month.
- The number of agency staff has increased by 1 FTE since the previous month:
 - 20.92 x agency staff are in supernumerary posts.
 - 25.24 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

Volunteers

| | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Volunteers | 176.00 | 177.00 | 178.00 | 179.00 | 177.00 | 179.00 | 180.00 | 180.00 | 230.00 | 238.00 | | | |

- Deployment of volunteers:-
 - The 238 volunteers are broken down into the following roles
 - 1 Chief Officer – Citizens in Policing
 - 1 - Head of Volunteering
 - 1 - Deputy Head of Volunteering
 - 6 - Volunteer Advisors’.
 - 37 - Front Counter Support
 - 143 - Volunteers are Safer Neighbourhood Support
 - 40 – Police Cadets
 - 9 Police Cadet Leaders

GLOSSARY

Reading the performance data

- The numbers shows performance against the previous year
- The dashboard graphic for operational crime, ASB and KSI data is an assessment of the latest month against a normal month based on the 2014/15 reporting period. The position of the needle describes the month results relative to a linear average. This allows for factors such as seasonal trends or the impact of single one off events to be explained. As the desired direction of travel can be up or down (e.g. increasing crime is negative but an increasing resolution % positive) the graphics alternate the red/green colouring accordingly.

Glossary

- ASB = Anti-Social Behaviour
- Crimes Against Society = These are crimes which do not have a “named victim” i.e.. the offence is against The Crown. These are usually (but not always) are as the direct result of police intervention/proactivity e.g a drugs operation. In North Yorkshire & City of York approx 10% of crimes are “Against Society” therefore it is important to make the clear distinction from Victim Based Crime.
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- MO = Modus Operandi
- NPS = New PsychoaSubstances is the official term for Legal Highs
- NTE = Night Time Economy
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- P&CP = Police & Crime Plan document setting out the Police & Crime Commissioner’s priorities
- PCC = Police & Crime Commissioner
- PCSO = Police Community Support Officer
- PSG = Performance Steering Group is an internal meeting chaired by a Chief Officer monitoring statistics & trends
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- Sanction Detection = A historical method of looking at how crimes were resolved. A sanction detection includes where an offender is Charged, Cautioned, given a Penalty Notices for Disorder or Cannabis Warning or Fixed Penalty Notices, and where an offender has crimes Taken Into Consideration (TIC - see below).
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.
- TTCG = Tactical Tasking & Co-ordination Group is an internal meeting which directs resources to tackle specific problems

NOT PROTECTIVELY MARKED