



Corporate Performance & Scrutiny Group



Meeting: 13th June 2014

Reporting Period: 1st Apr 14 → 31st May 14

NB: Statistics remain provisional and subject to change

BE SAFE
FEEL SAFE





INTRODUCTION



Reporting Period: 01/04/2014 → 31/05/2014

Contents:

- The Results: Current Performance levels
 1. Headline overview statistics
 2. Crimes & ASB statistics (including stats by District council area)
 3. Crimes resolved & outcomes at court
 4. Road Traffic Collision casualties
- The Money: Finance/budget information
- 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

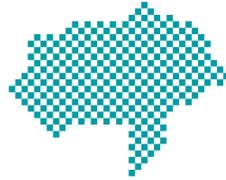
- Please see Appendix A

Time Periods

- Unless indicated otherwise statistics are presented by financial year (April 14 to May 14)
- Due to internal reporting timescales any **Finance and HR data presented will have a one month lag.**

Performance Monitoring/Management and Operational Priorities

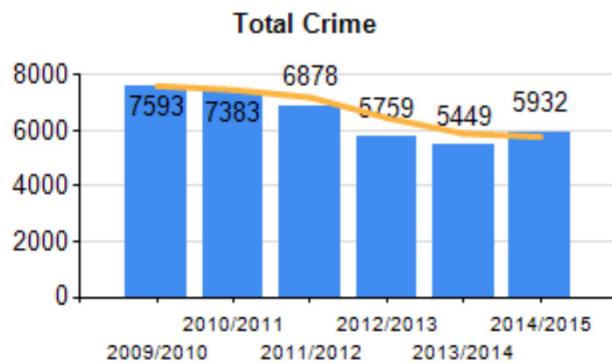
- At a strategic level this meeting (The Corporate Performance & Scrutiny Group) and Executive Board consider performance in the broader context of financial and people data and consider progress against the delivery of the Police and Crime Plan
- At a tactical level the force is piloting a single monthly meeting which now amalgamates the Performance Steering Group and the Tactical Tasking and Co-ordination Group.
- At a local level the Safer neighbourhood Command Tactical Tasking and Co-ordination Group prioritises the proposed tactical activity ensuring that it is aligned to the Control Strategy.



Crime Trends:



Long term trends in Total crime and Victim Based Crime
Based crime based for 1st Apr > 31st May only
for the last 6 financial years



- **The purpose of this slide is just to put some additional context on the crime statistics.**
- Firstly it is important to note that our 'performance year' runs 1st April to 31st March and therefore this pack considers only two months of data. As such the % change can appear large, as we progress through the year and more crime is recorded this % change will reduce.
- Secondly, (as the graphics on the left illustrate) the long term trend in crime is down. This trend is not perfectly linear and there will always be some fluctuations around this trend line. **Statistical modelling suggests crime and ASB levels in April and May were normal.**
- Thirdly, we are reminded that significant snow remained on the ground at that time which may have helped to suppress offending, and therefore comparisons against April 2012 maybe more appropriate and this impact will be within the figures.
- Fourthly, in terms of rise in total crime on last year it is important to note that 31% of the increase relates to "Crimes v Society" which is as much a measure of police activity / proactivity, a further 13% relates to sexual offences which is generally accepted to a reflection of improved victim confidence. However there are other instances where we would police recording of crime is positive, such as where there are 'domestic' characteristics or child abuse/neglect type offences.

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EXECUTIVE SUMMARY

	Total Crimes Recorded	Total Victim Based Crime	ASB Incidents Recorded	Killed / Serious Injured casualties	% of victims satisfied with overall service	Number of (complaint) cases recorded	% public believe NYP/ councils are dealing with crime	% public who have confidence in NYP	Total working days lost to sickness per FTE
This Year	5,935	5,214	5,030	135	87.9%	84	65.4%	76.8%	1.2
v 13/14	8.9%	6.8%	-1.5%	11.6%	0.5%	-21.5%	0.0%	-3.7%	-16.7%
v 12/13	3.1%	1.4%	-11.0%	-17.8%	3.1%	-8.7%	3.9%	2.2%	-21.3%
Latest Month vs Linear Average									

Sig Increase
Above Avg
Average
Below Avg
Sig Decrease

- Considering the caveats noted on Page three around interpretation of the crime statistics there has been more crime recorded in April than the previous two Aprils, and a rise in ASB on last year. It must be stressed that volumes of crime and ASB recorded were within the normal range and whilst there are some challenges, especially around volume crime, long term both crime and ASB are down.
- There have been a number of positives in-terms of crime levels to report:
 - Property crime such as Burglary Dwelling, Damage & Vehicle Crime are down long term as is Acquisitive Crime in rural areas
 - Previously reported spikes in Burglary Dwelling in Scar/Rye and Hamb/Rich have fallen following significant arrests.
 - Offences against the person such as Robbery and Violence with Injury (inc Homicide) are down long term
 - Sexual offences reported to the police continues to rise
- There have been a number of challenges which remain around volume crime. Rises have been seen in:
 - Shoplifting (particularly from supermarkets where security policy & 'shop design' are dictated nationally and hard to influence locally).
 - Pedal cycle theft – though the volume rise is skewed by very low levels over the last two years.
 - Increase in Violence Without Injury , particularly the rise in Harassment is something being monitored through the Performance and Tactical Assessment process.
- There are No Short-term Exceptions that do not form part of established trends that are cause for concern
- ASB is now inline with 2013 levels. Analysis indicates the blip in April was skewed by Easter falling in April 2014 but in March 2013.
- The ASB hub is now established in York
- Provisional figures for January to April 2014 show KSIs to be slightly up on the same period in 2013.
 - Driver/Rider error and inappropriate/excess speed remain common causation factors
 - Early indications show the numbers of KSIs in May 2014 were lower than May 2013.
- Almost 9 out of 10 victims of burglary, violent or vehicle crime are satisfied with service received
- Long term upward trend in complaint cases – driven by a greater accessibility to raise a complaint. The 'upheld' rate remains low.
- Confidence in police/partner working remains high and remains well above National and MSF averages
- Confidence in NYP has fallen 4% from its peak level 12 months ago to be more inline with National and MSF average. This is one of several survey measures which generally show improving trends. Indeed the % of public who thinks NYP do a Good / Excellent job has risen by 4%
- Overall Sickness (days lost per FTE) is down, particularly for Police Officers. Over the last 3 months an estimated 0.5 officer days per FTE was spent at work than the same period 12 months ago,

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CRIMES & ASB (APR > MAY) vs PREVIOUS YEARS

	April → May 14			2014/15 vs Historical Years			
	Crimes in 12/13	Crimes in 13/14	Crimes in 14/15	vs 13/14	%	vs 12/13	%
Burglary Dwelling	257	238	241	3	1%	-16	-6%
Burglary Non Dwelling	462	410	438	28	7%	-24	-5%
Robbery	19	19	16	-3	-16%	-3	-16%
Sexual Offences	78	103	168	65	63%	90	115%
Violence With Injury	606	628	613	-15	-2%	7	1%
Violence Without Injury	364	346	524	178	51%	160	44%
Arson & Criminal Damage	1016	962	906	-56	-6%	-110	-11%
Theft: All Other Theft	953	916	890	-26	-3%	-63	-7%
Theft: Bicycle Theft	191	176	247	71	40%	56	29%
Theft: Shoplifting	608	618	700	82	13%	92	15%
Theft: Theft From Person	73	66	85	19	29%	12	16%
Vehicle Offences	513	399	383	-16	-4%	-130	-25%
Total Victim Based Crimes	5140	4881	5211	330	7%	71	1%
Total ASB incidents	5761	5219	5245	26	0.5%	-516	-9.0%
Victim Based Crime + ASB	10901	10100	10456	356	3.5%	-445	-4.1%
Drug Offences	323	293	383	90	31%	60	19%
Misc Crimes Against Society	73	72	77	5	7%	4	5%
Possession Of Weapons	35	31	50	19	61%	15	43%
Public Order Offences	188	172	213	41	24%	25	13%
Total Crimes v Society	619	568	723	155	27%	104	17%
Overall No of Crime	5759	5449	5934	485	9%	175	3%

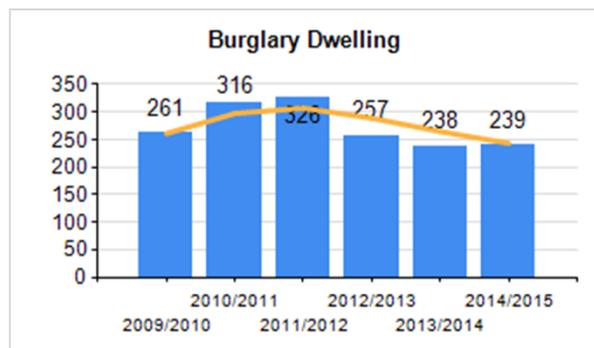
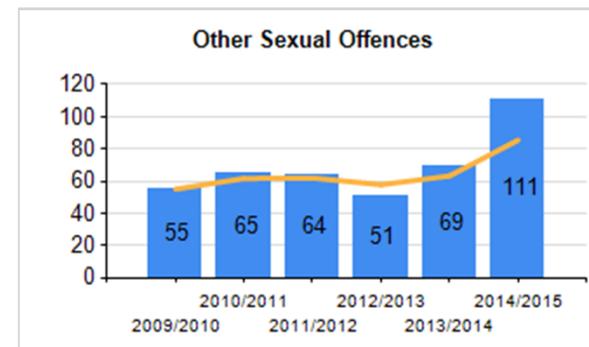
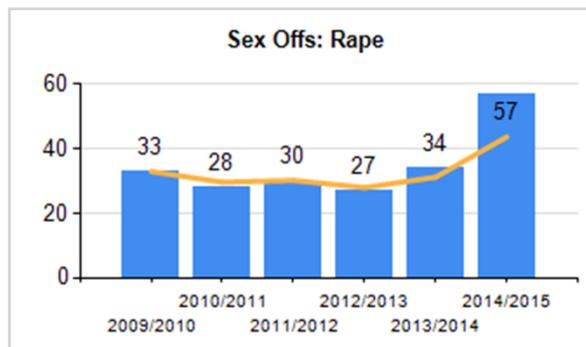
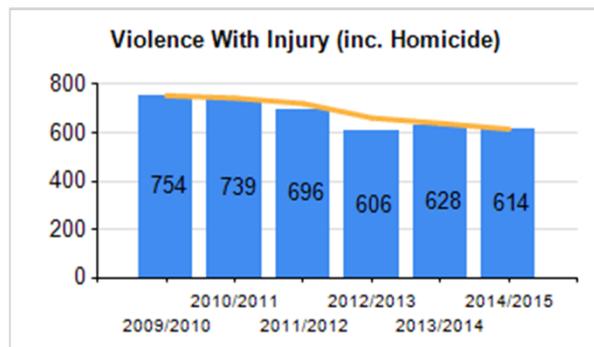
- NYP has seen a rise in crime based on the first two months of this year, however this must be seen in context noted on slide three
- There have been a number of positives in-terms of crime levels to report:
 - Property crime of **Burglary Dwelling, Damage & Vehicle Crime are down long term** as is Acquisitive Crime in rural areas
 - Previously reported spikes in Burglary Dwelling in Scar/Rye and Hamb/Rich have fallen following significant arrests.
 - Offences against the person such as Robbery and Violence with Injury (inc Homicide) are down long term
 - Sexual offences reported to the police continues to rise
- There have been a number of challenges which remain around volume crime. Rises have been seen in:
 - Shoplifting (particularly from supermarkets where security policy & 'shop design' are dictated nationally and hard to influence locally). Pedal cycle theft – though the volume rise is skewed by very low levels over the last two years.
 - Increase in Violence Without Injury , particularly the rise in Harassment is something being monitored through the Performance and Tactical Assessment process.
- There are No Short-term Exceptions that do not form part of established trends that are cause for concern
- NYP current operational priorities: Op HAWK (Rural & Cross Border crime), Op HAVEN (Burglary), Op CONCEAL (Child Sexual Exploitation). Localised plans are in place to deal with issues or compliment forcewide plans.

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Long Term trends – RESTRICTED

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Threat/Risk/Harm Crime Trends



April and May over the last 6 years

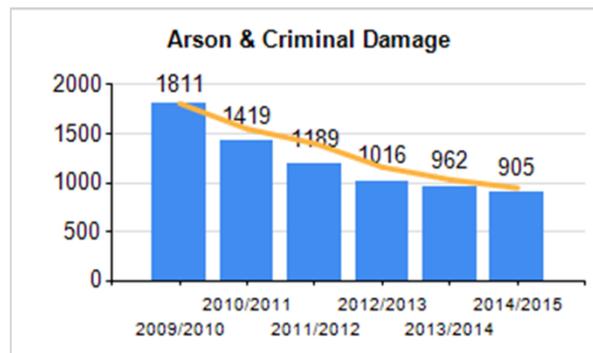
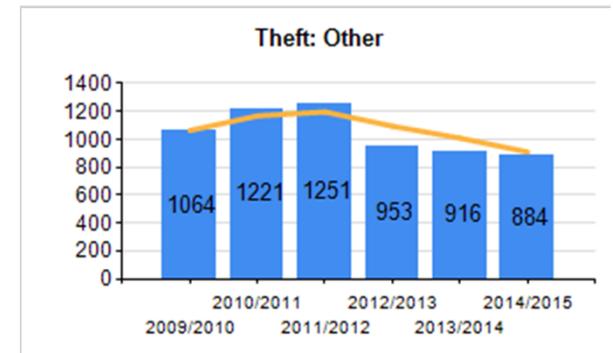
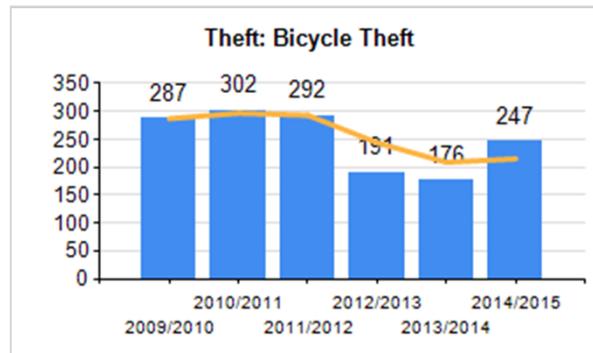
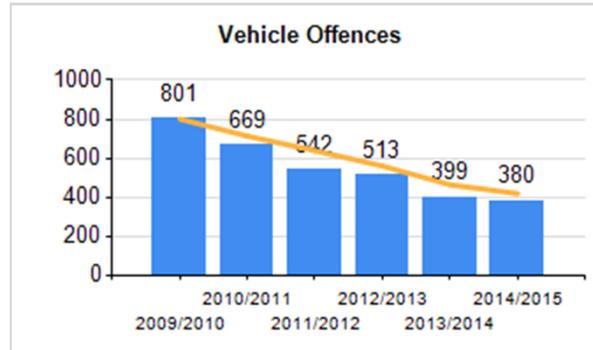
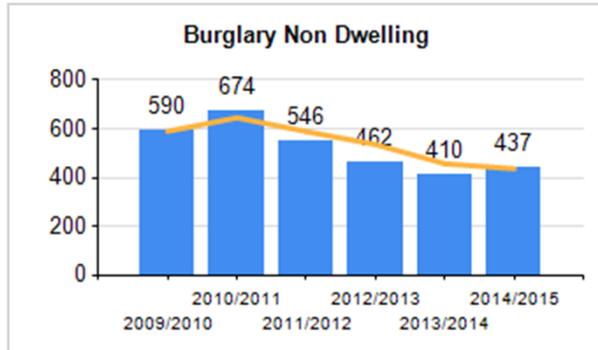
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Volume Crime Trends

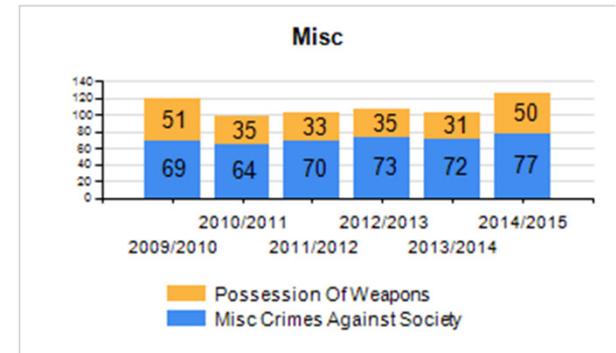
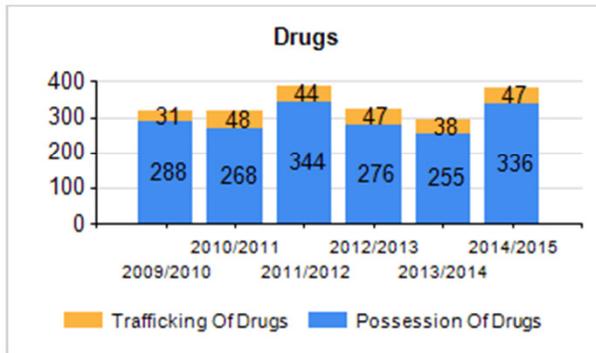


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Crimes Against Society



VICTIM BASED CRIME RECORDED BY DISTRICT 2014/15 v SAME PERIOD IN THE PREVIOUS TWO YEARS

NO OF CRIMES:	2014/15
RICHMONDSHIRE	255
CHANGE v 13/14	5% (12)
CHANGE v 12/13	26% (52)

NO OF CRIMES:	2014/15
HAMBLETON	353
CHANGE v 13/14	-15% (-61)
CHANGE v 12/13	-18% (-77)

NO OF CRIMES:	2014/15
RYEDALE	206
CHANGE v 13/14	8% (16)
CHANGE v 12/13	-6% (-14)

NO OF CRIMES:	2014/15
CRAVEN	255
CHANGE v 13/14	3% (7)
CHANGE v 12/13	-8% (-22)

NO OF CRIMES:	2014/15
HARROGATE	826
CHANGE v 13/14	-8% (-71)
CHANGE v 12/13	0% (-2)

NO OF CRIMES:	2014/15
SCARBOROUGH	1133
CHANGE v 13/14	30% (263)
CHANGE v 12/13	31% (265)

•Following spikes in Scar/Rye and Hamb/Rich in Burglary Dwelling previously reported a number of significant arrests have been made and levels in May have been 'normal'

•**SCARBOROUGH** The majority of the crime rises for YTD have occurred in May to date. The main area of high crime is in Scarborough SNA with increases in shoplifting, vehicle offences and bicycle theft. A number of arrests have been made for shoplifting. Also a significant arrest for cycle theft with the main suspect being arrested on two occasions in the last 7 days. The rise in vehicle offences has been theft from vehicles with offences in South Cliff and Northern wards of the town. These include a number of drilling of petrol tanks for fuel. Plain clothes patrols are in operation at night in this area.

•The pinch points for **YORK** are in the city centre & Guildhall ward with rises in theft from person, cycle crime, shoplifting and crimes associated with the night time economy. Plans are in place along with the establishment of a dedicated city centre policing team. York have now secured funding for a small proactive team which is being put together and will focus on volume crime reduction, top targets and offenders released from prison. Op ERASE tackles the ASB & alcohol related issues that result from those using attending York on a Saturday afternoon to drink to excess. Op SPOKE is designed to tackle cycle crime with preventative work around the Tour de France with partners. Operation DIP is focussed on retail crime and theft from person.

• In **SELBY** some of the increase has been down to a rise in assaults linked to alcohol. Of note has been violence linked to 4 licensed premises in the rural wards and the local command is working closely with Licensing officers in response.

NO OF CRIMES:	2014/15
YORK	1646
CHANGE v 13/14	5% (75)
CHANGE v 12/13	-10% (-187)

NO OF CRIMES:	2014/15
SELBY	513
CHANGE v 13/14	15% (68)
CHANGE v 12/13	8% (36)

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

ANTI-SOCIAL BEHAVIOUR BY DISTRICT 2014/15 v SAME PERIOD IN THE PREVIOUS TWO YEARS

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NO OF ASB:	2014/15
RICHMONDSHIRE	213
CHANGE v 13/14	-20% (-52)
CHANGE v 12/13	-25% (-72)

NO OF ASB:	2014/15
HAMBLETON	390
CHANGE v 13/14	-16% (-74)
CHANGE v 12/13	-17% (-81)

NO OF ASB:	2014/15
RYEDALE	180
CHANGE v 13/14	-20% (-46)
CHANGE v 12/13	-24% (-56)

NO OF ASB:	2014/15
SCARBOROUGH	1258
CHANGE v 13/14	17% (179)
CHANGE v 12/13	3% (39)

NO OF ASB:	2014/15
CRAVEN	231
CHANGE v 13/14	-11% (-28)
CHANGE v 12/13	-6% (-16)

NO OF ASB:	2014/15
HARROGATE	954
CHANGE v 13/14	14% (117)
CHANGE v 12/13	3% (27)

NO OF ASB:	2014/15
YORK	1568
CHANGE v 13/14	0% (-5)
CHANGE v 12/13	-15% (-279)

NO OF ASB:	2014/15
SELBY	427
CHANGE v 13/14	-14% (-70)
CHANGE v 12/13	-15% (-78)

- Long term the trend in ASB is down. Increases reported last month were largely down to Easter (and the two week holiday) falling entirely in April, whereas in 2013 it fell across March and April.
- Local issues are being dealt with through bespoke Problem Solving Plans or as part of the Quality of Life Control Strategy Priority. The following covers both a tactical and strategic response to ASB.
- Strategic: In **YORK** the ASB hub is established – and York now showing a reduction in ASB, better identification of vulnerability caused by ASB, high risk victims allocated a SPOC within the Hub and Service Delivery PC's on Neighbourhood areas now freed up to focus on crime reduction and high risk domestic violence. Previously beat managers have been unable to focus on crime reductions due to the volume of ASB related issues raised. As these are now tackled by the ASB Hub and PCSO's we can re-direct the efforts of the former beat managers. The ASB Hub is already showing increased efficiencies in multi agency working and faster responses to incidents thereby deploying a 'nipping things in the bud' approach.
- Tactical: In **HARROGATE** an assessment of the ASB to date has not revealed a specific location of concern or type of ASB. Further analytical work completed and the bullet points below provide areas that have several occurrences linked to them and the actions currently in place. Ripon Minster and Harrogate Town Night Time Economy have previously been subject of Problem Solving Plans (PSP) and these are being reviewed. Ripon Minster has a regular patrol plan and is on the tasking document for officers to support daily with the returns vreviewed each day at the DMM. PSP for Harrogate Town is in draft form and will be provided to the community / Businesses shortly for a review. This was reviewed by the CSP last week and is due community consultation in the coming week. This will ensure that the plan is community inclusive and an effective reporting mechanism back
- Tactical: **SCARBOROUGH** area has seen a rise on last year however volumes remain well within expected monthly variations. Mainly nuisance ASB and a large proportion is alcohol related. Op ENGAGE continues to run in the central wards.

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CRIME OUTCOMES IN 2014/15 (APR > MAY)

TOTAL FORCEWIDE RESOLVED CRIMES BY TYPE

		Volume	% Resolved	% Prosecution Based	% Victim Decline/Withdraw	% Closed Pending
VICTIM BASED CRIMES	Burglary Dwelling	222	19%	11%	2%	68%
	Burglary Non Dwelling	429	7%	5%	1%	87%
	Robbery	17	35%	12%	18%	35%
	Sexual Offences	125	26%	34%	27%	13%
	Violence Against The Person	1046	47%	20%	24%	8%
	Arson & Criminal Damage	973	24%	7%	4%	66%
	Theft: All Other Theft	881	15%	8%	4%	73%
	Theft: Bicycle Theft	237	3%	5%	3%	89%
	Theft: Shoplifting	741	66%	5%	2%	27%
	Theft: Theft From Person	86	1%	1%	3%	94%
	Vehicle Offences	415	12%	6%	1%	82%
OTHER	Drug Offences	342	91%	9%	0%	0%
	Misc Crimes Against Society	67	78%	9%	3%	10%
	Possession Of Weapons	44	84%	14%	0%	2%
	Public Order Offences	183	78%	12%	7%	3%
Grand Total		5808	35%	10%	7%	48%

- Reminder that no historical comparative data exists and there should be no attempt to make comparisons against historical Sanction detection rates.
- The in year outcome rate is 65% (these are crimes recorded in this financial year and also allocated outcomes in the same period).
- No significant change in proportions of outcomes from the April report. As expected the Outcome rates for Prosecution and Victim reasons are higher for Sexual Offences and Violence Offences.
- It should be noted that although Scar/Ryed has seen an increase in recorded crime the proportion of "Resolved" crime outcomes is highest in force (38%).

NOTABLE RESOLVED CRIME RESULTS IN MAY - OUTCOMES AT COURT

- An Easingwold man (BURNS) has been jailed for 11 years for a number of sexual offences against children. He pleaded guilty to six counts of assaulting a young girl over a six year period between 2007 and 2013. He also pleaded guilty to four counts of taking an indecent photograph, one count of sexual touching and once count of voyeurism.
- A York man (THOMPSON) has been sentenced to life imprisonment for rape and kidnap. He was found guilty of three counts of rape, two counts of sexual assault, one count of kidnapping, one count of attempted rape and one count of trespass with intent to commit a sexual offence. He must serve at least 11 and a half years in prison before being eligible for parole.
- Four people (BAILEY, CLARKE Graham, HUSSAIN and CLARKE Rachel) have been sentenced to more than 12 years imprisonment for their part in a plot to supply drugs in Scarborough, with drugs amounting to £275,000 recovered during the investigation. BAILEY and CLARKE Graham pleaded guilty to possession with intent to supply Class A and Class B drugs, BAILEY was sentenced to six years in prison and CLARKE Graham was jailed for four and a half years. HUSSAIN received a nine month suspended jail sentence after pleading guilty to money laundering. CLARKE Rachel was sentenced to 12 months imprisonment for being concerned in the supply of class A drugs.
- A Northallerton man (OLIVER) who had more than 3,000 indecent images of children has been jailed for two years and eight months. He pleaded guilty to 11 counts of making indecent images and six counts of distributing indecent images.
- A HAWES man (PIKE) has been jailed for four years and three months after pleading guilty to two counts of inciting sexual activity with a child, he also pleaded guilty to 13 counts of possessing indecent images of children.
- A Scarborough man (STUBBINGS) has been sentenced to six years imprisonment after being found guilty of eight counts of sexual activity with children between 2004 and 2012.
- A man from Bridlington (VOWLES) was sentenced to nine years imprisonment after pleading guilty to eight counts of sexual activity with a boy under the age of 13 and four counts of inciting sexual activity with a child.

CASUALTIES KILLED OR SERIOUSLY INJURED (KSI) FROM ROAD TRAFFIC COLLISIONS (RTCs)

	YTD	+/- Change
Key Performance Indicator	2014	on 2013
Killed or Seriously Injured casualties from RTCs:	135	14 (12%)
Motorcyclist KSI casualties from RTCs:	22	3 (16%)
Child (= <16) KSI casualties from RTCs:	13	6 (86%)

Statistics presented by Calendar Year

- Please note 2014 data are based on calendar year and are provisional. There is a lag on the data by one month.
- The latest KSI figures show that between **01/01/2014 and 30/04/2014** there have been 11 fatal casualties and 124 serious casualties compared to the same period in the previous year when there were 12 fatal and 110 serious casualties.
- For Motorcycle KSIs between 01/01/2014 and 30/04/2014 there have been 3 fatal and 19 serious casualties and in the same period in 2013 there were 1 fatal and 19 serious casualties.
- The top five contributory factors for the collisions are: Failed to look properly, Loss of control, Poor turn or manoeuvre, Failed to judge other persons path or speed, Careless/reckless/in a hurry.
- Summer drink/drive campaign launched, and a number of Op HORIZON days booked in on key motorcycle routes.
- Seasonal increases for KSIs between May and September peaking in July **are predicted**. In addition due to the Tour De France publicity and extent it is expected to see a general increase in cycle usage on the roads, due to the vulnerability of cyclists and the nature of the road structure in North Yorkshire, an increase in KSIs involving pedal cyclists may be anticipated, however due to the numbers there is also an increased awareness amongst drivers. Increased visitor numbers on the rural and major road network, including motorcyclists and caravans, will further increase KSIs.

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FINANCE OVERVIEW

- The finance team have advised that there will be no summary for this months report as they are currently working on the final accounts for 2013/14
- The finance team are expecting to have a draft report to take to Exec Board at the end of June

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HR OVERVIEW

Police Officers

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
Officer Budget FTE Target	1392.0												
Actual/ Projected Num inc recr'ment	1401.68	1398.20	1397.28	1389.78	1401.28	1393.78	1402.28	1397.78	1388.28	1396.78	1392.28	1388.78	1393.28

The actual number of Officers has decreased in May 2014 by 3.48 officers however this is still in line with leaver projections.

Student Officer Recruitment

28 new Student Officers commenced on 31 March 2014, with all Student Officers passing the first stage of assessments. Recruitment and selection activity is currently underway facilitating the next intake of 14 scheduled for 04 August 2014 which will be sourced from the current holding list.

Transferee Recruitment

Following the launch of the transferee campaign in March 2014 there were 14 officers who were successful (2 AFO, 2 DC's and 10 PC's) and are currently being progressed through the final selection processes to facilitate an intake scheduled for 09 June 2014.

PCSO

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
PCSO Budget FTE	183.0												
Actual/ Projected Num inc recr'ment	184.09	183.06	180.88	188.88	187.88	183.88	183.88	190.88	190.88	190.88	185.88	183.88	183.88

The actual number of PCSO's has decreased in May 2014 by 1.3FTE.

PCSO Recruitment

8 PCSO commenced with NYP on 31 March 2014.

14 candidates are currently being processed in preparation for the next intake scheduled for 09 June 2014.

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HR OVERVIEW

Specials

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
Specials Budget FTE	260.00	260.0											
Actual Specials FTE	153.00	151.00											

The actual number of Special Constable's decreased by 2.
8 Special Constables commenced 22 March 2014.

The recent campaign launched in January 2014 has now closed, with a total of 204 applications received. Successful applicants from this campaign will aim to fill projected intakes in the next financial year with 14 candidates scheduled to commence with NYP on 17 May 2014. A targeted increase in the numbers of Special Constables continues throughout 2014/15/16 with a review currently being undertaken as part of the OPM to qualify the desired target of 300 total numbers.

Staff

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
Staff Budget	1016	1016	1016	1016.	1016								
Permanent Staff FTE	895.90	896.74											
Temporary Staff FTE (not including agency)	50.52	50.52											
Agency Staff FTE	38.95	39.91											
Total Staff against budget FTE	985.37	987.17											

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HR OVERVIEW

The Staff Budget has been adjusted for 2014/ 2015. The 1016 is the Forces financial commitment for the next 12 months. Police staff roles fluctuate in accordance with organisational priorities and requirements articulated in business cases agreed through the decision notice route. 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 increased by 1.8 FTE from the previous month.

The number of agency staff has increased by 0.96 since the previous month:

15.41 x agency staff are in supernumerary posts.

24.5 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

The current number of Staff vacancies is 54, this includes permanent and, fixed term and agency positions.

Force Control Room – A recruitment campaign was recently launched to recruit to the holding list which will fulfil the intended intake in October 2014. Offers have been made from the current holding list for the June 2014 intake.

Volunteers

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
Volun- teers	111.0	111.0											

All 111 volunteers are within the Response & Reassurance Directorate
52 of the 111 volunteers are Front Counter Support
52 of the 111 volunteers are Safer Neighbourhood Support
1 of the 111 is Head of Volunteering
1 of the 111 is Deputy Head of Volunteering.
5 of the 111 are Volunteer Advisors'.

The number of volunteers is linked to the work around the use and deployment of Special Constables, the extended use of Volunteers is being progressed through the Citizens in policing framework.

Please note:

That the above figures include Secondments Out of Force but exclude Career Break Staff.

NOT PROTECTIVELY MARKED

NOT PROTECTIVELY MARKED

HR OVERVIEW

The Staff Budget has been adjusted for 2014/ 2015. The 1016 is the Forces financial commitment for the next 12 months. Police staff roles fluctuate in accordance with organisational priorities and requirements articulated in business cases agreed through the decision notice route. 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 increased by 1.8 FTE from the previous month.

The number of agency staff has increased by 0.96 since the previous month:

15.41 x agency staff are in supernumerary posts.

24.5 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

The current number of Staff vacancies is 54, this includes permanent and, fixed term and agency positions.

Force Control Room – A recruitment campaign was recently launched to recruit to the holding list which will fulfil the intended intake in October 2014. Offers have been made from the current holding list for the June 2014 intake.

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APPENDIX A

READING THE PERFORMANCE DATA

- The numbers shows performance against the previous year
- The graphic is an assessment of the latest month against an “average month” based on the 2013/14 reporting period. The position of the ♦ icon 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
- 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 crime = A crime where an offender has been dealt with through sanction or restorative justice.
- 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

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