



# Corporate Performance & Scrutiny Group



Meeting: 24 January 2017

Reporting Period: April – December 2016

NB: Statistics remain provisional and subject to change





# INTRODUCTION



**Reporting Period: Apr – Dec 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 at 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
- At a more local level ACC Lisa Winward conducts quarterly Performance Reviews conferences which allow a more detailed assessment of localised operational and resourcing trends

# EXECUTIVE SUMMARY

## December 2016 Dashboard

Total Crime Recorded

Victim Based Crimes recorded

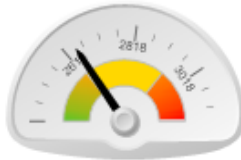
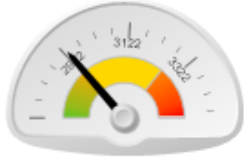
Anti-Social Behaviour Incidents Reported

Killed Seriously Injured Casualties

% Victims Satisfied

% public w ho believe NYP/Councils deal w ith Crime & ASB

% public w ho are Confident in NYP



2016/2017	27796	2016/2017	24921	2016/2017	23417	2016	394	2016	83.9%	2016	66.4%	2016	84.4%
v 15/16	-1.4%	v 15/16	-1.4%	v 15/16	1.5%	v 2015	-8.4%	v 2015	1.5%	v 2015	0.0%	v 2015	2.1%
v 14/15	4.9%	v 14/15	6.8%	v 14/15	-5.2%	v 2014	-10.0%	v 2014	-3.2%	v 2014	-3.9%	v 2014	5.8%

### Summarised commentary on current trends

#### Crime & ASB

- NYP has the lowest crime rates per 1000 population in England
- Crime and ASB are in line with last year (2015)
- There are no statistical exceptions in December.
- Comparisons with 2014 must be seen in context of improved crime recording, increased reporting of historical crimes, and a significant rise in criminal damage which correlates with changes in crime recording rules meaning reports must be crimed within 24 hours rather than 72 hours.

#### Killed Seriously Injured (KSI) casualties

- Long term downward trend. Provisional figures for this calendar year to end of October show a reduction in KSIs against previous years

#### Call Handling

- Performance continues to be a challenge in the Force Control Room. 999 performance continues to improve and whilst December 101 answer speeds and abandonment rates were better than recent months it is likely reduced demand has aided this. However 101 performance is forecast to improve within the coming months as new recruits complete their tutorship and are deployed into the control room.
- In context it is understood that Nationally forces are reporting increases in demand and longer wait times in 2016/17

#### Satisfaction

- Satisfaction remains high with more than 8 in 10 victims satisfied with service.

#### Public Confidence

- The latest data show 84.3% of the public are confident in NYP which is up by 5% from two years ago.
- For public confidence measures NYP performs well compared to similar forces and national averages.

# VOLUME CHANGE v PREVIOUS YEARS

RECORDED CRIME STATISTICS		2014/15	2015/16	2016/17	Diff 16/17 v 15/16		Diff 16/17 v 14/15		Trend
Victim Based	Arson & Criminal Damage	3899	4437	4295	-142	-3.2%	396	10.2%	
	Burglary: Burglary Dwelling	1049	1136	1042	-94	-8.3%	-7	-0.7%	
	Burglary: Burglary Non Dwelling	1947	2025	1633	-392	-19.4%	-314	-16.1%	
	Robbery	105	127	113	-14	-11.0%	8	7.6%	
	Sexual Offences: Other	540	595	745	150	25.2%	205	38.0%	
	Sexual Offences: Rape	233	284	305	21	7.4%	72	30.9%	
	Theft: All Other Theft	3892	3633	3374	-259	-7.1%	-518	-13.3%	
	Theft: Bicycle Theft	1018	1094	1090	-4	-0.4%	72	7.1%	
	Theft: Shoplifting	2993	3054	3067	13	0.4%	74	2.5%	
	Theft: Theft From Person	416	392	392	0	0.0%	-24	-5.8%	
	Vehicle Offences	1685	1749	1647	-102	-5.8%	-38	-2.3%	
	Violence: Violence With Injury	3008	3554	3561	7	0.2%	553	18.4%	
	Violence: Violence Without Injury	2544	3203	3657	454	14.2%	1113	43.8%	
<b>Total</b>	<b>23329</b>	<b>25283</b>	<b>24921</b>	<b>-362</b>	<b>-1.4%</b>	<b>1592</b>	<b>6.8%</b>		
Crimes Against Society	Drugs: Possession Of Drugs	1362	1205	988	-217	-18.0%	-374	-27.5%	
	Drugs: Trafficking Of Drugs	234	185	176	-9	-4.9%	-58	-24.8%	
	Misc Crimes Against Society	423	399	478	79	19.8%	55	13.0%	
	Possession Of Weapons	181	132	160	28	21.2%	-21	-11.6%	
	Public Order Offences	966	989	1073	84	8.5%	107	11.1%	
	<b>Total</b>	<b>3166</b>	<b>2910</b>	<b>2875</b>	<b>-35</b>	<b>-1.2%</b>	<b>-291</b>	<b>-9.2%</b>	
<b>Total</b>	<b>26495</b>	<b>28193</b>	<b>27796</b>	<b>-397</b>	<b>-1.4%</b>	<b>1301</b>	<b>4.9%</b>		

## Slide Summary

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

### Victim Based Crime

- is in line with last year.
- NYP have two long standing crime trends of note – an increase in recording of “Other” (i.e. non rape) Sexual offences, and Violence without Injury. These have been reported on and discussed in previous Corporate performance meetings. [Link to OPCC website.](#)
- There are no statistical exceptions in December.

### Anti-Social Behaviour

- is in line with last year

### Public Safety & Welfare

- is up on last two years – this is linked to the recording of Safeguarding and Info sharing data as a PSW incident .

NON CRIME STATISTICS		2014/15	2015/16	2016/17	Diff 16/17 v 15/16		Diff 16/17 v 14/15		Trend
ASB	<b>Total</b>	<b>24714</b>	<b>23068</b>	<b>23417</b>	<b>349</b>	<b>1.5%</b>	<b>-1297</b>	<b>-5.2%</b>	
PSW	<b>Total</b>	<b>57770</b>	<b>59389</b>	<b>60094</b>	<b>705</b>	<b>1.2%</b>	<b>2324</b>	<b>4.0%</b>	

# NYP'S TACTICAL RESPONSE

	Property Crime (theft & damage)	Crimes against the Person
Crav Ham Rich Hgte	<ul style="list-style-type: none"> <li>•<b>Op HAVEN</b> – County focus on the Southern border of Harrogate area around Pool Bridge.</li> <li>•<b>Op HAWK</b> – RCT and specialist ops have been involved in proactivity across Harrogate regarding thefts from quarries, quad bike thefts &amp; burglary other. They have also been patrolling rural areas with regard to livestock theft, especially Richmond and Thirsk and in the vicinity of the A1 corridor around plant theft.</li> <li>•<b>Op FEROX</b> and <b>Op CHECKPOINT</b> – rural crime in Hamb/Rich. Op Checkpoint action day 07/12/16 integrated action between NYP and Cleveland, Durham, Northumbria, Cumbria and Lancashire regarding cross-border criminality. Local Officers also carry out proactive work in relation to Op Checkpoint/Ferox throughout the year.</li> </ul>	<ul style="list-style-type: none"> <li>•<b>Op VAST</b> Targeted work on hotspots for vulnerability in Harrogate Town Centre focusing on young persons, the homeless and those subject to child sexual exploitation.</li> </ul>
Scar Rye	<ul style="list-style-type: none"> <li>•<b>Op SHUDDER</b> . Targets x border criminality for burglary &amp; theft in rural areas. Support from specialist units. Tactics include proactive stop checks . <b>Op HAWK</b> – regular deployments.</li> <li><b>Op AMBIENCE</b> in Castle &amp; North Bay. Multi agency op targeting areas of town where vulnerable children &amp; adults have been identified &amp; supported. Homeless people located &amp; supported, street drinking addressed &amp; drug dealing identified &amp; subsequently targeted by police</li> <li><b>Op Wipeout</b> – reducing shoplifting in Scarborough Town Centre. Consists of various facets including patrol strategy, target hardening and partnership working. This has led to a significant reduction in levels of offences. The operation is set to continue over the Xmas period.</li> </ul>	<ul style="list-style-type: none"> <li>•Op to respond to Domestic Abuse at peak reporting times with uniform &amp; specialist resource to support the victim &amp; deal positively with suspects.</li> <li><b>Op TAUT</b> proactive op targeting drug related violence</li> <li><b>Op YELLOW</b> OCG drug supply from West Yorkshire</li> <li><b>Op WEASEL</b> OCG drug supply from Manchester</li> <li><b>Op VARIETY</b> OCG drug supply from Liverpool</li> <li><b>Op SIKA</b> Filey, Whitby &amp; Ryedale on Sat nights</li> <li><b>Op FOXTROT</b> Trading Standards operation focussing on persons suspected of targeting the elderly</li> </ul>
York Selb	<ul style="list-style-type: none"> <li>•<b>Op Hawk &amp; Op Jellyfish</b> – tailored Crime prevention advice to remind home owners again of the vulnerability of this locking system particularly with addresses with high performance Audi's or VW's. Community Messaging System (CMS) and crime prevention due to early dark nights. Rural Task Force support regarding quad bike thefts in South Yorkshire. Maintaining work with Neighbourhood Watch promoting new</li> <li>•<b>Rural watch patrols</b> continue to support crime &amp; sus circs incidents. <b>Engagement &amp; reassurance</b> continues through route 4 u, social media, CMS &amp; media.</li> <li>•<b>Op WOOLEN And WOODCHIP</b> launched – based on a crime prevention survey being distributed to identified vulnerable locations e.g.. farms /industrial estates, this encourages the owner to undertake a crime prevention survey themselves, once this is completed the SNT/CSH revisit &amp; undertake a more thorough survey offering property marking service &amp; encouraging the use of CMS.</li> <li>•<b>Op Yuletide</b> –running throughout December in the city centre to target offences of theft from person and shop theft – overtime being utilised on key dates around St Nicholas Fayre</li> </ul>	<ul style="list-style-type: none"> <li>•<b>Op ERASE</b> continues working with <b>British Transport Police</b> &amp; train companies. <b>Op SAFARI</b> continues</li> <li>•<b>Partnership working</b> and relationship with licensee's, security, Nightsafe, Street Angels, Safer York Partnership</li> <li>•<b>Op TANUS</b> was commenced utilising data from Moasic and providing multi agency advice and support to residents in areas identified as having a fear of crime.</li> </ul>

# NYP'S TACTICAL RESPONSE

## **Rural Crime Task Force (RTF)**

- **Prevention** – Preventative marking events using Dot Peen machine at numerous livery yards, equestrian centres, private businesses, and sports clubs. PCSO's have been proactively offering prevention advice to victims of poaching, and those potentially at risk of it, based by geography. Op Woollen and Op Woodchip, which focus on proactive crime prevention to isolated properties and business areas, have been established successfully in York, and will be rolled out to other areas in the New Year. Rural Watch expanding into Helmsley / Craven, greater use of Community Messaging within the team.
- **Enforcement** – Two offenders given 14 months apiece for rural burglary; arrest of two males from Durham for burglary in Bedale area – ongoing investigation with Durpol; arrest of males linked to OCG in Cleveland for thefts in Stokesley area; ongoing investigation with Cleveland Police; arrests of males from Bradford for quad theft; 4 males arrested in South Yorks for series of quad theft, drugs offences in Hambleton. 55 arrests, 61 Reported for Summons, 25 vehicles seized by RTF since April. Op Hawk / Checkpoint ongoing into December.
- **Engagement / Reassurance** – Attendance at Parish Council Liaison meetings, auction marts, machinery sales, private events ongoing. Rural Crime Roadshows at Ripon and Crosshills, with further at Tadcaster planned this month. Further engagement with York Heritage Watch group, and reassurance patrols for national Op Pandora (heritage) between 07-11 Nov, training sessions for FCR on heritage crime. Media campaign for Horse Watch on local TV, ongoing use of social and traditional media (FB, Twitter, NFU Mag, local papers), "Call It In" campaign launched for suspect incidents.

## **Operation Hawk**

- Op 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. In November, the RCT have arrested 12 offenders, recovered 2 stolen vehicles and seized 2 vehicles, the team has seized property to the value of £60,000 (Inc. Drugs, cash and stolen vehicles). The NRCT have had arrested 10 offenders, recovered 2 stolen vehicle and seized 15 vehicles. The team have seized property to the value of £39,000. Of note:
  - The NRCT stopped a vehicle which had been circulated by Cumbria Police as the driver was suspected for child abduction.
  - After a reliable sighting of a vehicle on the A19, Thirsk a vehicle was stopped by the NARCT. A search was carried out by the team which led to both occupants of the vehicle being arrested for money laundering and possession of controlled substance.
  - The RCT and FSU identifies a vehicle suspected of criminal activity. Driver arrested for disqualified driving and also arrested for going equipped.
- While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk as well as supporting local policing, successes include:
  - ARV units respond to a report of a stolen vehicle, this results in the 2 occupants of the vehicle being arrested and the vehicle being recovered.
  - RPG stop a stolen motor vehicle on the A64 after a SYP marker. The 3 occupants of the vehicle were arrested on behalf of SYP.
  - The RTF while on patrol identify 2 males involved in suspicious activity. This resulted in one being arrested and drugs, money being recovered.

## **Operation Checkpoint**

- There has been a further Multi-Force operation carried out on the 5<sup>th</sup> October involving over 30 NYP officers working on the operation from Local officers, the NARCT, RTF, Dog units, NST's and RPG officers, although no specific incident of note over 200 vehicle checks were carried out and disruption tactics were successful. There is a further Op Checkpoint scheduled for the 7<sup>th</sup> December 2016.

## **Other Operations**

- **Multi-agency Enforcement Operation Ripon** – RPG work in the Ripon area on this operation resulting in 4 Immediate Prohibitions 2 x Suspension, 1 x Dangerous Condition. 3 x Delayed Prohibitions, 1 x Custom Seizure, 6 x Advisory and 1 x No Excise Licence.
- **Taxi Enforcement Operation Harrogate** – RPG along with VOSA and HMRC carry out an operation resulting in 3 x Immediate Prohibitions, 1 x Delayed Prohibitions, 14 x Advice Items and defective tyres.

## NOTABLE INVESTIGATIONS

**Op Corkscrew** Scarborough. Murder investigation. 27/12/16. Two charged and currently on remand awaiting trial.

**Op Clue** York. Murder investigation. 15 year old female charged and currently remanded.

**Op X-ray** Murder in Scarborough (Oct 2016). 2 persons charged & remanded, in addition 2 x robbery detections & work locally to protect vulnerable victims.

**Op Wild** Reported rape York. Investigation ongoing . Awaiting CPS decision.

**.Op Neutron** Robbery / aggravated burglary in Knaresborough – 5 x offenders from Leeds/Harrogate charged, trial set for September. All 5 convicted 4 sentenced to terms of imprisonment between 17 and 13 years. One defendant still awaiting sentence.

**Op Essence** Claudia LAWRENCE

**Op Wain – Cold Case Review** Murder investigation from 2007 - This case is being managed as part of the overall cold case review function of the MCU

**Op Woolpack** Rape investigation. York. Awaiting CPS decision.

**Op Woodcutter** Attempt murder investigation. York. 4 persons charged with conspiracy to murder.

**Gross negligence manslaughter investigation.** Craven area. Male charged with gross negligence manslaughter and wilful neglect of a person.

**Op Worthwhile** – Enquires in relation to the “red shoe murder” following recent publicity in York Evening Press.

# VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

NO OF CRIMES	2016/17	
<b>HAMBLETON</b>	2001	
CHANGE 16/17 v 15/16	16	0.8%
CHANGE 16/17 v 14/15	203	11.3%

NO OF CRIMES	2016/17	
<b>RICHMONDSHIRE</b>	1041	
CHANGE 16/17 v 15/16	51	5.2%
CHANGE 16/17 v 14/15	-34	-3.2%

NO OF CRIMES	2016/17	
<b>RYEDALE</b>	1051	
CHANGE 16/17 v 15/16	-44	-4.0%
CHANGE 16/17 v 14/15	30	2.9%

NO OF CRIMES	2016/17	
<b>HARROGATE</b>	4370	
CHANGE 16/17 v 15/16	210	5.0%
CHANGE 16/17 v 14/15	344	8.5%

NO OF CRIMES	2016/17	
<b>SCARBOROUGH</b>	5020	
CHANGE 16/17 v 15/16	-122	-2.4%
CHANGE 16/17 v 14/15	238	5.0%

NO OF CRIMES	2016/17	
<b>CRAVEN</b>	1380	
CHANGE 16/17 v 15/16	6	0.4%
CHANGE 16/17 v 14/15	220	19.0%

NO OF CRIMES	2016/17	
<b>YORK</b>	7759	
CHANGE 16/17 v 15/16	-393	-4.8%
CHANGE 16/17 v 14/15	476	6.5%

NO OF CRIMES	2016/17	
<b>SELBY</b>	2239	
CHANGE 16/17 v 15/16	-113	-4.8%
CHANGE 16/17 v 14/15	74	3.4%

Localised exceptions of note :

- Rises in **Harrogate District** are linked to rises in Cycle Theft and Criminal Damage.
- In context levels of cycle crime were significantly low over the whole of last year and therefore the rise is somewhat disproportionate . However a problem solving plan is in place.
- The rise in damage is the aggregation of small increases in crime vs the same month the previous year of around 10 to 20 extra offences. Damage offences have largely been in Granby Harrogate (including a number of crimes at the High School), Knaresborough Road Estate and in Ripon.

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](http://www.police.uk) and enter your postcode



## ASB BY DISTRICT v PREVIOUS YEARS

NO OF ASB	2016/17	
HAMBLETON	1921	
CHANGE 16/17 v 15/16	128	7.1%
CHANGE 16/17 v 14/15	-40	-2.0%

NO OF ASB	2016/17	
RYEDALE	864	
CHANGE 16/17 v 15/16	-15	-1.7%
CHANGE 16/17 v 14/15	-86	-9.1%

NO OF ASB	2016/17	
RICHMONDSHIRE	892	
CHANGE 16/17 v 15/16	-163	-15.5%
CHANGE 16/17 v 14/15	-220	-19.8%

NO OF ASB	2016/17	
SCARBOROUGH	5203	
CHANGE 16/17 v 15/16	-37	-0.7%
CHANGE 16/17 v 14/15	-389	-7.0%

NO OF ASB	2016/17	
HARROGATE	3982	
CHANGE 16/17 v 15/16	313	8.5%
CHANGE 16/17 v 14/15	-210	-5.0%

NO OF ASB	2016/17	
CRAVEN	949	
CHANGE 16/17 v 15/16	39	4.3%
CHANGE 16/17 v 14/15	-29	-3.0%

NO OF ASB	2016/17	
YORK	7122	
CHANGE 16/17 v 15/16	-93	-1.3%
CHANGE 16/17 v 14/15	-470	-6.2%

- ASB is in line with the previous year at force level

• Harrogate volume rise is linked to (Sep, Oct, Nov, Dec) which has yielded over 250 of the increase this year and this is of comparisons to lower volumes in the same period in 2015. Op YEEHAW, Harrogate town centre ASB operation in conjunction with partners and supporting Harrogate Borough Council's Public Spaces Protection Order. Significant police activity since mid November which has resulted in numerous seizures of alcohol and other ASB enforcement. Early indications of a positive effect with a reduction of reported incidents and satisfaction from public and local businesses.



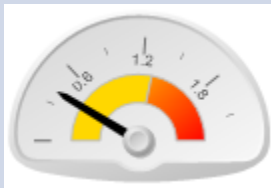

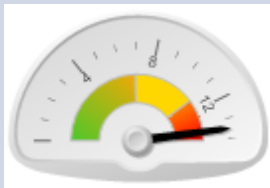
NO OF ASB	2016/17	
SELBY	2331	
CHANGE 16/17 v 15/16	130	5.9%
CHANGE 16/17 v 14/15	93	4.2%

## CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

		YTD	+/- Change	
Key Performance Indicator		2016	on 2015	on 2014
	<b>Killed or Seriously Injured casualties from RTCs:</b>	<b>423</b>	<b>-44 (-9%)</b>	<b>-44 (-9%)</b>
	<b>Motorcyclist KSI casualties from RTCs:</b>	<b>102</b>	<b>1 (1%)</b>	<b>3 (3%)</b>
	<b>Child (= &lt;16) KSI casualties from RTCs:</b>	<b>21</b>	<b>-2 (-9%)</b>	<b>-4 (-16%)</b>
	<b>Cyclist KSI casualties from RTCs:</b>	<b>70</b>	<b>-9 (-11%)</b>	<b>-18 (20%)</b>

- Please note these are provisional data for the period 1<sup>st</sup> January to 30<sup>th</sup> November 16 .
- Long term the trend in KSIs is down. **No emerging issues of note.**
- The provisional stats show a decrease on the previous year:
  - All KSI = 29 fatal and 394 serious against 31 fatal and 436 serious in the same period in 2015.
  - Motorcycle = 6 fatal and 96 serious against 13 fatal and 84 serious in the same period in 2015.
  - Pedal cyclist = 1 fatal and 69 serious against 4 fatal and 75 serious in the same period in 2015.
  - Child KSI = 1 fatal and 20 serious against 23 serious in the same period in 2015
- latest KSI iQuanta data up to the end of June 2016 shows that NYP are:
  - 14 Nationally and 2 in MSF for all KSIs
  - 3 Nationally and 1 in MSF for Child KSIs,

# FORCE CONTROL ROOM

999 EMERGENCY CALLS			NON EMERGENCY CALLS	
Avg Ans Speed	% Ans in 10sec	% to 2nd Line	Avg Ans Speed	% Abandoned
8.03 Sec	87.0%	0.4%	90 Sec	13.5%
				
Trend Improving	Trend Improving	Trend Normal	Trend Higher than Normal <b>National Avg</b> 48 Sec (15/16)	Trend Higher than Normal <b>National Avg</b> 6.3% (15/16)

## Background:

- Current FCR performance indicators have been outside normal range since July 2016.
- NYP has seen an increase in demand into the FCR
- Please refer to this [previous presentation](#) to CPSG to get a detailed narrative of changes in process, temporary vacancies, and technology issues which are impacting on current performance. The below is an updated position:

## December update:

- Performance was better in December than it has been for some months for both call types.
- In the case of Non Emergency calls this will be helped by the lower volume compared to previous months
- Performance is forecast to improve in the coming months as the 16 recent recruits complete their tutorship and are deployed into the control room to boost resilience of staff.
- Further staff recruitment (including running campaigns using Community Messaging System) is being planned. The FCR will be changing its approach to recruitment and give conditional offers of employment to avoid issues where the 'holding' list was being depleted by people who had gained employment elsewhere before they were given a start date by NYP.
- Training courses are pencilled in for April/August and October.

## In context:

- NYP remains one of the best performing forces for 999s according to BT
- Nationally forces are reporting increases in demand and longer wait times.

# HR OVERVIEW

## Police Officers

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Mar 18
<b>Officer Long Term FTE Target</b>	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0
<b>Officer FTE Budget for the month after vacancy factor</b>	1,335.6	1,349.6	1,343.6	1,359.6	1,371.6	1,367.6	1,355.6	1,371.6	1,365.6	1,362.6	1,377.6	1,369.6	1370.6
<b>Actual/ Projected Officer Numbers (includes recruitment)</b>	1330.0	1320.9	1328.6	1324.8	1346.1	1340.6	1335.6	1333.9	1358.3	1,351.5	1,388.0	1,400.0	1378.0

The above figures have been amended to include the Officer FTE Budget for the month after vacancy factor and also what the projected numbers are for the rest of the financial year (figures in shaded boxes).

The actual number of Officers has decreased by 5.73 FTE from the previous month. This is below officer number projections due to the intake of transferees in October / November 2016 being 11 lower than predicted. However, an additional intake of potentially 10 transferees is planned in February 2017, which should bring the predictions back in line.

Further intakes of officers are planned in the next financial year to meet the figure of 1400. This takes into account officers leaving the service to retire or for other reasons as well as current gaps.

## PCSO

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	
<b>PCSO Long Term FTE Target</b>	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	
<b>PCSO FTE Budget for the month after vacancy factor</b>	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	
<b>Actual/ Projected PCSO Numbers (includes recruitment)</b>	184.62	184.15	180.96	180.96	179.96	179.15	183.94	183.94	172.94	171.43	196.66	200.16	

- The actual number of PCSO's has decreased by 1.51 FTE from the previous month.

- In August 2016 a PCSO recruitment campaign was launched with the aim of reaching the target of 200 PCSO's, as set by the PCC/Chief Constable.

- 251 applications were received, 98 of these will progress to the assessment centre. 14 PCSO's commenced 3 January 2017 with a further intake of 9 PCSO's planned for March 2017.

# HR OVERVIEW

## Staff

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17
OPCC	16.0	16.0	16.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0
Project Staff	77.5	78.5	78.5	77.5	75.5	74	73	73	73	73	72	72
Corporate Services (including Commissioned Services)	199	199	198	197	202.05	205.05	203.05	203.05	203.05	203.05	203.05	203.05
Chief Constable	916.73	903.44	901.94	902.94	900.94	902.91	901.91	938.41	938.41	935.41	935.41	934.41
Total Staff FTE Budget for the month	1203.23	1190.94	1188.44	1187.44	1183.44	1186.91	1182.91	1219.41	1219.41	1216.41	1215.41	1214.41
Permanent Staff FTE	911.36	897.04	895.75	904.80	881.98	890.87	904.86	923.52	924.58	924.55		
Temporary Staff FTE (not including agency)	53.80	62.41	64.59	60.82	63.15	66.79	70.98	77.01	83.06	85.65		
Agency Staff FTE	44.38	42.16	37.88	45.60	50.60	50.60	52.85	46.93	50.43	49.58		
Total Staff against budget FTE	1009.54	1001.61	998.22	1011.22	995.73	1008.26	1028.69	1047.46	1058.07	1058.78		

The Staff Budget has been adjusted for 2016/ 2017. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year. The CC's staff budget increases significantly in November 16 due to the introduction of the new Safety Camera Van Teams.

The total number of actual Staff has increased by 0.71 FTE from the previous month.

The number of agency staff has decreased by 0.85 from the previous month:

- 22.00 x agency staff are in supernumerary posts.
- 27.58 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

# HR OVERVIEW

## **Citizens in Policing**

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17
<b>Specials long-term FTE Target</b>	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00
<b>Actual Specials FTE</b>	184.00	184.00	193.00	187.00	180.00	162.00	171.00	165.00	155.00	151.00		
<b>Actual Volunteers (including Police Cadets)</b>	241.00	238.00	231.00	231.00	241.00	242.00	232.00	226.00	245.00	239.00		

The actual number of Special Constables has decreased by 4 from the previous month.

The recruitment campaign for Special Constables closed 15 November 2016. A total of 22 applications were received, with 114 applicants booked on a familiarisation event. Intakes are planned in February and March 2017.

Deployment of volunteers:-

- The 239 volunteers are broken down into the following roles
- 1 Chief Officer – Citizens in Policing
- 1 - Head of Volunteering
- 1 - Deputy Head of Volunteering
- 3 - Volunteer Advisors’.
- 30 - Front Counter Support
- 137 - Volunteers are Safer Neighbourhood Support
- 57 – 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 2015/16 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
- CMS = Community Messaging System
- 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 PsychoaSive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- NRCT = Northern Roads Crime Team – Roads Policing with some firearms capability
- NST = Neighbourhood Support Team – a specialist unit which is deployed around the force through tactical bidding process
- 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.
- RPG = Roads Policing Team
- 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