



Corporate Performance & Scrutiny Group



Meeting: Tuesday 28 March 17

Reporting Period: April 16 – February 17

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE



INTRODUCTION



Reporting Period: Apr 16 – Feb 17

Contents:

- The Results: Current Performance levels
 1. Headline overview statistics
 2. Crime statistics
 3. Anti-Social Behaviour, Public Safety & Welfare and Road Traffic Collision casualty statistics
 4. Crime & ASB statistics by District council area
- The People: HR/headcount information

NB There is a minor differences between the crime and ASB % change between 2016/17 v 2015/16 on the Exec Summary and the drill down later in the report . This is caused by how the components of the report handle 2016 being a leap year. The statistics for 2015/16 in the Executive Summary include the leap day.

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 the Assistant Chief Constable conducts quarterly Performance Reviews conferences which allow a more detailed assessment of localised operational and resourcing trends

EXECUTIVE SUMMARY

February 2017 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 with Crime & ASB

% public w ho are Confident in NYP



| | | | | | | | | | | | | | |
|-----------|-------|-----------|-------|-----------|-------|--------|--------|--------|-------|--------|-------|--------|-------|
| 2016/2017 | 33606 | 2016/2017 | 30023 | 2016/2017 | 27321 | 2017 | 37 | 2017 | 82.4% | 2016 | 66.9% | 2016 | 83.9% |
| v 15/16 | -1.7% | v 15/16 | -2.1% | v 15/16 | 0.7% | v 2016 | -37.3% | v 2016 | -1.1% | v 2015 | -0.6% | v 2015 | 1.4% |
| v 14/15 | 6.3% | v 14/15 | 7.8% | v 14/15 | -4.1% | v 2015 | -32.7% | v 2015 | -3.1% | v 2014 | -1.6% | v 2014 | 2.8% |

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 (2015/16)
- 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.
- NYP have two long standing crime trends of note – an increase in recording of “Other” (non rape) Sexual offences, and Violence without Injury.

Killed Seriously Injured (KSI) casualties

- Long term downward trend. Provisional figures for the first two months of this calendar year show a reduction in casualties on the previous two

Call Handling

- Performance continues to be a challenge in the Force Control Room.
- February performance showed a blip against a trend which had otherwise been moving in the right direction.
- Performance is forecast to improve within the coming months as new recruits complete their tutorship and are deployed into the control room.

Satisfaction

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

Public Confidence

- The latest data show 83.9% of the public are confident in NYP
- For public confidence measures NYP performs well compared to similar forces and national averages.

CRIME 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 | 4683 | 5434 | 5121 | -313 | -5.8% | 438 | 9.4% | |
| | Burglary: Burglary Dwelling | 1249 | 1361 | 1261 | -100 | -7.3% | 12 | 1.0% | |
| | Burglary: Burglary Non Dwelling | 2363 | 2440 | 2042 | -398 | -16.3% | -321 | -13.6% | |
| | Robbery | 127 | 144 | 140 | -4 | -2.8% | 13 | 10.2% | |
| | Sexual Offences: Other | 654 | 734 | 941 | 207 | 28.2% | 287 | 43.9% | |
| | Sexual Offences: Rape | 295 | 349 | 368 | 19 | 5.4% | 73 | 24.7% | |
| | Theft: All Other Theft | 4530 | 4308 | 4026 | -282 | -6.5% | -504 | -11.1% | |
| | Theft: Bicycle Theft | 1155 | 1269 | 1276 | 7 | 0.6% | 121 | 10.5% | |
| | Theft: Shoplifting | 3615 | 3676 | 3720 | 44 | 1.2% | 105 | 2.9% | |
| | Theft: Theft From Person | 474 | 447 | 440 | -7 | -1.6% | -34 | -7.2% | |
| | Vehicle Offences | 2017 | 2150 | 1939 | -211 | -9.8% | -78 | -3.9% | |
| | Violence: Violence With Injury | 3559 | 4287 | 4240 | -47 | -1.1% | 681 | 19.1% | |
| | Violence: Violence Without Injury | 3124 | 3949 | 4509 | 560 | 14.2% | 1385 | 44.3% | |
| Total | 27845 | 30548 | 30023 | -525 | -1.7% | 2178 | 7.8% | | |
| Crimes Against Society | Drugs: Possession Of Drugs | 1625 | 1453 | 1225 | -228 | -15.7% | -400 | -24.6% | |
| | Drugs: Trafficking Of Drugs | 294 | 210 | 203 | -7 | -3.3% | -91 | -31.0% | |
| | Misc Crimes Against Society | 516 | 501 | 647 | 146 | 29.1% | 131 | 25.4% | |
| | Possession Of Weapons | 215 | 164 | 204 | 40 | 24.4% | -11 | -5.1% | |
| | Public Order Offences | 1133 | 1191 | 1304 | 113 | 9.5% | 171 | 15.1% | |
| | Total | 3783 | 3519 | 3583 | 64 | 1.8% | -200 | -5.3% | |
| Total | 31628 | 34067 | 33606 | -461 | -1.4% | 1978 | 6.3% | | |

Victim Based Crime

- is in line with last year.
- NYP have two long standing crime trends of note – an increase in recording of “Other” (non rape) Sexual offences, and Violence without Injury.
- Violence Without Injury monthly totals are above average but within the bounds of statistical exception, whereas the current monthly volumes of Other Sexual Offences are statistically significant.
- These have been reported on and discussed in previous Corporate performance meetings.
- Themes of Other sexual offences are: Use of technology to get victims to send images , sexual assault through touching, Historical allegations, domestic allegations, police being informed of inappropriate relationships)
- There are no other statistical exceptions in February.

ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND CASUALTIES FROM ROAD TRAFFIC COLLISIONS THAT ARE KILLED & SERIOUSLY INJURED

| NON CRIME STATISTICS | | 2014/15 | 2015/16 | 2016/17 | Diff 16/17 v 15/16 | | Diff 16/17 v 14/15 | | Trend |
|----------------------|--------------|--------------|--------------|--------------|-----------------------|-------------|-----------------------|--------------|-------------------------------------------------------------------------------------|
| ASB | Total | 28480 | 27060 | 27321 | 261 | 1.0% | -1159 | -4.1% |  |
| PSW | Total | 69198 | 71374 | 72214 | 840 | 1.2% | 3016 | 4.4% |  |

| KSI | | 2015 | 2016 | 2017 | Diff 2017 v 2016 | | Diff 2017 v 2015 | | Trend |
|-----------------|-------------------------------------|-----------|-----------|-----------|---------------------|---------------|---------------------|---------------|-------------------------------------------------------------------------------------|
| | KSI Casualties | 55 | 59 | 37 | -22 | -37.3% | -18 | -32.7% |  |
| <i>Of Which</i> | <i>KSI Casualties Cyclists</i> | <i>13</i> | <i>5</i> | <i>4</i> | <i>-1</i> | <i>-20.0%</i> | <i>-9</i> | <i>-69.2%</i> |  |
| | <i>KSI Casualties Motorcyclists</i> | <i>3</i> | <i>5</i> | <i>1</i> | <i>-4</i> | <i>-80.0%</i> | <i>-2</i> | <i>-66.7%</i> |  |

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 .

Killed & Seriously Injured (KSI)

- Please note these are provisional data for the period 1st January to 31st December 16 .
- Long term the trend in KSIs is down. **No emerging issues of note**

NYP'S TACTICAL RESPONSE

| | Property Crime (theft & damage) | Crimes against the Person |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Cra Hmb Rich Hgt | <ul style="list-style-type: none"> • Op HAVEN – County focus on the Southern borders of Harrogate & Craven • Op HAWK – RCT and specialist ops have been involved in proactivity across Harrogate regarding thefts from quarries, quad bike thefts & 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. • Op FEROX and Op CHECKPOINT – rural crime in Hamb/Rich. Op Checkpoint quarterly days of action confirmed as 08/03/2017 18/05/2017 13/09/2019 30/11/2017, 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. | <ul style="list-style-type: none"> • Op Aident 2 – <u>forcewide</u> national police week of action targeting modern slavery • Op Client – Drugs supply to vulnerable persons |
| Scar Rye | <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 . • Op HAWK – regular deployments. • Op AMBIENCE in Castle & North Bay. Multi agency op targeting areas of town where vulnerable children & adults have been identified & supported. Homeless people located & supported, street drinking addressed & drug dealing identified & subsequently targeted by police • Op Wipeout – 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. | <ul style="list-style-type: none"> • Op re: Domestic Abuse with uniform & specialist resource to support the victim & deal positively with suspects. • Op VARIETY an operation targeting OCG's from metropolitan areas who are supplying drugs. This has led to disputes between these groups with a rise in violent incidents. • Op SIKA Filey, Whitby & Ryedale on Sat nights • Scarborough – operation targeting the supply of Legal Highs. 4 commercial properties & one private residence were searched with substantial amounts of substances seized. Five people were arrested & bailed . Intelligence indicates this has led to dramatic reduction in the availability of such drugs |
| Yor Sel | <ul style="list-style-type: none"> • OP COCCOON – proactive operation targeting individuals who cause upset within their community -drug dealers, people responsible for handling stolen goods etc. Over several weeks warrants will be executed across York and the officers will also target individual who are shown as wanted for offences. • OP CLOVER – will commence in March once the car boot sales reopen, this will be a proactive operation utilising volunteers who will undertake research around stolen property and research into on line locations where property could be sold, officers will undertake proactive visits at car boot sales and 2nd hand dealers again focussing on items that may have been stolen. • OP WOOLEN/WOODCHIP – continues promoting property marking & community messaging to educate industrial estates & individuals who may be vulnerable. • OP CLUTCH – joint RPG and NPT initiative targeting offenders who use the road network, focusing on range of offence, OPL, mobile phone use, CSE links etc. | <ul style="list-style-type: none"> • Op ERASE continues working with British Transport Police & train companies. Op SAFARI continues • Partnership working and relationship with licensee's, security, Nightsafe, Street Angels, Safer York Partnership • Op TANUS was commenced utilising Mosaic demographic data and providing multi agency advice and support to residents in areas identified as having a fear of crime. |

NYP'S TACTICAL RESPONSE

Rural Crime Task Force (RTF)

- **Prevention** – Op Woollen has started across the County , offering proactive prevention advice, CMS sign up, and preventative marking to North Yorkshire's 9000 farms, with 750 sent to date and around a 25% response rate. Follow up visits to victims of poaching. Preventative marking events using Dot Peen machine at numerous livery yards, equestrian centres, private businesses, and sports clubs. Rural Watch continuing to develop in various areas across the force. Call it in campaign through Corporate Comms, focussing on the reporting and follow up to suspicious incidents. York Heritage Watch due to launch March 28th
- **Enforcement** – 98 arrests, 71 Reported for Summons, 38 vehicles seized by RTF since April. Op Checkpoint carried out March 8th with six neighbouring forces. Recent arrests for hare coursing, thefts from recycling centres, rural pub burglaries, quad thefts – across entire county. Two significant investigations ongoing into fox hunting. OCG Wilderness likely to be archived, but OCG Purple which is Clepol based is ongoing, and therefore joint working continuing into this group who commit rural crime.
- **Engagement / Reassurance** – Attendance at Parish Council Liaison meetings, auction marts, machinery sales, private events ongoing. Partnership work is ongoing with Yorkshire Dales, North Yorkshire Moors, and Angling Trust, to utilise volunteers to assist with this message. Training planned for all officer on Wildlife Crime to increase awareness, which is reinforced with poaching packs being distributed. Op Target and Op Aidant 2, are two weeks of action running until the end of March aimed at tackling vulnerability, and modern slavery. Various partners have been identified who can assist with addressing wellbeing of rural communities, and literature produced to be distributed in line with this week. Frequent publicity through Q1 Newsletter, social media presence, and articles in NFU.

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. In February the RCT have arrested 18 offenders recovered 1 stolen vehicle and seized 5 vehicles, the team has seized property to the value of £ 38,000(Inc. Drugs, cash and stolen vehicles). The NARCT have arrested 6 offenders, recovered 2 stolen vehicles and seized 15 vehicles. Together the teams have seized property to over the value of £ 83,000 Of note:
- The RCT sight a white van on the border of WYP and go onto stop the vehicle in Leeds. After smelling cannabis a search is conducted and a large amount of cannabis is found. NST officers carry out a Section 18 search of the offenders address where £14000 in cash was recovered.
- The RCT along with RPG attend Garforth area to support WYP due to a vehicle making off from officers.
- The NARCT stop a vehicle with a well known OCG in from the York area and with connections with South Yorkshire. After a search of the male and vehicle a £3500 in cash was located and the male was arrested for suspicion of money laundering.
- The NARCT and RPG respond to a report of a stolen Bobcat mini digger from near Ripon. After officers respond the vehicle is located and is brought to a stop. The 2 occupants of the vehicle were arrested on suspicion of burglary. There were also other various industrial tools recovered from the vehicle.
- The NARCT and RPG respond to an ANPR activation on the A19 south, a stolen Mercedes van from the Northumbria area. The vehicle was located and the driver arrested and transported to Harrogate Police Station.

While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk as well as supporting local policing, successes include:

- FSU safely bring a vehicle to a stop using Pre-emptive tactics. In the vehicle was a Despondent High Risk Missing from home who had with him whisky and a large amount of prescribed tablets, stating his intention was to take the tablets. FSU calm the male down and take him to the Mental Health Suite.
- FSU and Dog officer respond to a report of a male in possession of a knife threatening to kill himself. FSU officers attend were they successfully negotiate with the male bringing the incident to a safe resolution. The male is detained and is seen by Ambulance staff.
- RPG and Dog section officers respond to a 2 in 1 burglary near Tadcaster, after following it to Leeds the vehicle goes off road where the 2 occupants decamp and make off on foot. After a search utilising Dog section the dog catches the offender leading to an arrest and the recovery of the vehicle.
- RPG attend a report of a male not breathing in Scarborough. Officer arrive prior to the ambulance and Tac Med is immediately given and CPR conducted. After 2 shocks the male starts to breathe and a pulse is regained.
- FSU and Dog offers stop a vehicle after an ANPR activation due to drugs markers. Officers carry out a search and hidden within a 2.5 litre thermos flask were a large amount of what was believed to be Class A drugs, the driver subsequently arrested.

Operation Checkpoint

- There have been 3 Op Checkpoint dates carried out so far this financial year, whereby local officers along with Farm watch and NYP officers from all the Proactive teams carry out cross border patrols.
- The next Op Checkpoint is scheduled for the 8th March 2017.

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 Essence** Claudia LAWRENCE
- **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. Pleaded guilty to wilful neglect. Currently serving prison sentence.
- **Op Curve** fatal agricultural incident at Tadcaster. Investigation jointly with HSE.
- **Op Conifer.** Murder investigation. York. 06/03/17. 19 year old male charged with murder and currently on remand.

VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| HAMBLETON | 2385 | |
| CHANGE 16/17 v 15/16 | -14 | -0.6% |
| CHANGE 16/17 v 14/15 | 215 | 9.9% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|------|
| RICHMONDSHIRE | 1276 | |
| CHANGE 16/17 v 15/16 | 85 | 7.1% |
| CHANGE 16/17 v 14/15 | 13 | 1.0% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| RYEDALE | 1256 | |
| CHANGE 16/17 v 15/16 | -84 | -6.3% |
| CHANGE 16/17 v 14/15 | 53 | 4.4% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| HARROGATE | 5288 | |
| CHANGE 16/17 v 15/16 | 345 | 7.0% |
| CHANGE 16/17 v 14/15 | 498 | 10.4% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| SCARBOROUGH | 6096 | |
| CHANGE 16/17 v 15/16 | -100 | -1.6% |
| CHANGE 16/17 v 14/15 | 386 | 6.8% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| CRAVEN | 1643 | |
| CHANGE 16/17 v 15/16 | -54 | -3.2% |
| CHANGE 16/17 v 14/15 | 254 | 18.3% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| YORK | 9214 | |
| CHANGE 16/17 v 15/16 | -624 | -6.3% |
| CHANGE 16/17 v 14/15 | 493 | 5.7% |

| NO OF CRIMES | 2016/17 | |
|----------------------|---------|-------|
| SELBY | 2788 | |
| CHANGE 16/17 v 15/16 | -107 | -3.7% |
| CHANGE 16/17 v 14/15 | 215 | 8.4% |

Localised exceptions of note :

- Rises in **Harrogate District** are predominantly 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. PSPs are in place.

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

ASB BY DISTRICT v PREVIOUS YEARS

| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| HAMBLETON | 2174 | |
| CHANGE 16/17 v 15/16 | 44 | 2.1% |
| CHANGE 16/17 v 14/15 | -129 | -5.6% |

| NO OF ASB | 2016/17 | |
|----------------------|---------|--------|
| RICHMONDSHIRE | 1067 | |
| CHANGE 16/17 v 15/16 | -156 | -12.8% |
| CHANGE 16/17 v 14/15 | -217 | -16.9% |

| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| RYEDALE | 1017 | |
| CHANGE 16/17 v 15/16 | -18 | -1.7% |
| CHANGE 16/17 v 14/15 | -60 | -5.6% |

| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| HARROGATE | 4725 | |
| CHANGE 16/17 v 15/16 | 333 | 7.6% |
| CHANGE 16/17 v 14/15 | -101 | -2.1% |

| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| SCARBOROUGH | 6045 | |
| CHANGE 16/17 v 15/16 | -58 | -1.0% |
| CHANGE 16/17 v 14/15 | -339 | -5.3% |

| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| CRAVEN | 1087 | |
| CHANGE 16/17 v 15/16 | -33 | -2.9% |
| CHANGE 16/17 v 14/15 | -87 | -7.4% |

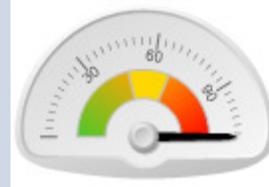
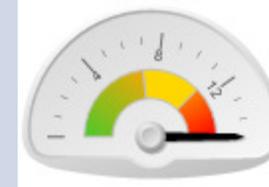
| NO OF ASB | 2016/17 | |
|----------------------|---------|-------|
| YORK | 8259 | |
| CHANGE 16/17 v 15/16 | -64 | -0.8% |
| CHANGE 16/17 v 14/15 | -431 | -5.0% |

- ASB is in line with the previous year at force level
- **Op Yeehaw** - Crime / ASB /street drinking in Harrogate town centre. High visibility partnership operation targeting a particular area of the town. Utilising Dispersal and Public Space Protection Order
- increase in the Eggborough, North Duffield and Sherburn areas. These aren't connected and we have created PSP and operational plans. Additional resources have been deployed including bids for specialist resources, community engagement events and liaison with the local authority for consideration of ASB powers. Number of incidents has reduced but engagement & enforcement continues.

| NO OF ASB | 2016/17 | |
|----------------------|---------|------|
| SELBY | 2769 | |
| CHANGE 16/17 v 15/16 | 154 | 5.9% |
| CHANGE 16/17 v 14/15 | 144 | 5.5% |

- **York Op Warmth** – begging operation – Continued dedicated meetings with partners. The idea is to help those who need help and to encourage the public to donate to registered charities. This should stop people begging for money to fund drugs/alcohol and in turn reduce the need to beg as partners support those who are homeless and in need.

FORCE CONTROL ROOM

| 999 EMERGENCY CALLS | | | NON EMERGENCY CALLS | |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Avg Ans Speed | % Ans in 10sec | % to 2nd Line | Avg Ans Speed | % Abandoned |
| 9.9 Sec | 78.3% | 0.5% | 109 Sec | 14.9% |
|  |  |  |  |  |
| Trend Improving | Trend Improving | Trend Normal | Trend Higher than Normal National Avg 48 Sec (15/16) | Trend Higher than Normal National Avg 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
- A more in-depth update on FCR performance was presented to this meeting in February
- 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:

February update:

- February performance showed a blip against a trend which had otherwise been moving in the right direction.
- This is linked to the abstraction of call handling staff to undertake a dispatcher course
- Performance is forecast to improve in the coming months as the recent recruits complete their tutorship and are deployed into the control room to boost resilience of staff. A further recruitment exercise has been held with staff beginning their training in May.

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 |
|-----------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Officer Long Term FTE Target | 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 |
| Officer FTE Budget for the month after vacancy factor | 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 |
| Actual/ Projected Officer Numbers (includes recruitment) | 1321.9 | 1329.6 | 1325.8 | 1327.1 | 1341.6 | 1335.4 | 1333.2 | 1357.2 | 1,351.5 | 1,336.6 | 1356.18 | 1374.18 | 1352.18 |

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 increased by 19.58 FTE from the previous month. 20 Student Officers and 7 transferees commenced with NYP in February 2017.

Further intakes of officers are planned in the next financial year and discussions are currently taking place to consider whether additional intakes of officers are required, in order 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 | Mar 18 |
|--------------------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PCSO Long Term FTE Target | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 214.0 |
| PCSO FTE Budget for the month after vacancy factor | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 200.0 | 214.0 |
| Actual/ Projected PCSO Numbers (includes recruitment) | 184.15 | 180.96 | 180.96 | 179.96 | 179.15 | 183.94 | 183.94 | 172.94 | 171.43 | 183.39 | 175.37 | 191.88 | 211.00 |

The actual number of PCSO's has decreased by 8.02 FTE from the previous month.

The next intake of PCSO's is scheduled for March 17.

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 | Mar 18 |
|-------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| OPCC | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 | 9.0 |
| Project Staff | 73.50 | 74.50 | 74.50 | 73.50 | 72.50 | 72.00 | 71.00 | 71.00 | 71.00 | 71.50 | 70.50 | 70.50 | 5.21 |
| Corporate Services (including Commissioned Services) | 203.00 | 203.00 | 202.00 | 201.00 | 206.05 | 211.05 | 209.54 | 209.54 | 209.54 | 209.54 | 209.54 | 209.54 | 203.97 |
| Chief Constable | 910.67 | 897.38 | 896.88 | 872.88 | 871.88 | 872.85 | 884.22 | 940.22 | 939.22 | 936.22 | 936.22 | 935.22 | 878.29 |
| Total Staff FTE Budget for the month | 1196.17 | 1183.88 | 1182.38 | 1156.38 | 1189.43 | 1164.9 | 1173.76 | 1229.76 | 1228.76 | 1226.26 | 1225.26 | 1224.26 | 1096.47 |
| | | | | | | | | | | | | | |
| Permanent Staff FTE | 911.36 | 897.04 | 895.75 | 904.80 | 881.98 | 890.87 | 904.86 | 922.52 | 923.58 | 949.94 | 968.58 | | |
| Temporary Staff FTE (not including agency) | 53.80 | 62.41 | 64.59 | 60.82 | 63.15 | 66.79 | 70.98 | 77.01 | 83.06 | 83.51 | 80.89 | | |
| Agency Staff FTE | 44.38 | 42.16 | 37.88 | 45.60 | 50.60 | 50.60 | 52.85 | 46.93 | 50.43 | 52.08 | 51.08 | | |
| Total Staff against budget FTE | 1009.54 | 1001.61 | 998.22 | 1011.22 | 995.73 | 1008.26 | 1028.69 | 1046.46 | 1057.07 | 1085.53 | 1100.55 | | |

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.

OPCC figures do not include the PCC or the Deputy PCC.

The total number of actual Staff has increased by 15.02 FTE from the previous month.

The number of agency staff has increased by 2.28 from the previous month:

- 24.00 x agency staff are in supernumerary posts.
- 27.08 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 |
|----------------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Specials long-term FTE Target | 286.00 |
| Actual Specials FTE | 184.00 | 193.00 | 187.00 | 180.00 | 162.00 | 171.00 | 165.00 | 155.00 | 151.00 | 141.00 | 138.00 | |
| | | | | | | | | | | | | |
| Actual Volunteers (including Police Cadets) | 238.00 | 231.00 | 231.00 | 241.00 | 242.00 | 232.00 | 226.00 | 245.00 | 239.00 | 226.00 | 236.00 | |

The actual number of Special Constables has decreased by 10 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. The next intake is scheduled for March 2017.

- Deployment of volunteers:-
- The 236 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'
- 28 - Front Counter Support
- 138 - Volunteers are Safer Neighbourhood Support
- 57 – Police Cadets
- 7- 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