



# Public Accountability Board

## Part a) Operational Performance

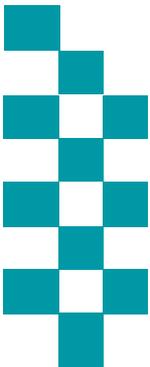


Meeting: 24 October 17

Reporting Period: Apr-Sep 2017

NB: Statistics remain provisional and subject to change

**BE SAFE  
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# EXECUTIVE SUMMARY

## September 2017 Dashboard

Total Crime Recorded

Victim Based Crimes recorded

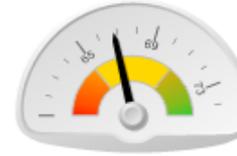
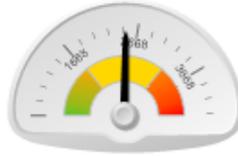
Anti-Social Behaviour Incidents Reported

Killed Seriously Injured Casualties

% Victims Satisfied

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

% public w ho are Confident in NYP



2017/2018	19735	2017/2018	17748	2017/2018	15794	2017	258	2017	80.6%	2017	69.9%	2017	84.3%
v 16/17	5.4%	v 16/17	5.9%	v 16/17	-4.9%	v 2016	-32.6%	v 2016	-3.2%	v 2016	2.6%	v 2016	3.1%
v 15/16	5.3%	v 15/16	5.6%	v 15/16	-4.2%	v 2015	-32.6%	v 2015	-2.2%	v 2015	2%	v 2015	5.1%

### Summarised commentary on current trends

#### Crime & ASB

- NYP maintains the lowest crime rates per 1000 population in England
- NYP have two long standing crime trends of note – an increase in recording of Sexual offences, and Violence without Injury and recently there has been some volume increases in criminal damage & shop lifting. However in context, a comparison with Most Similar Forces (MSF) shows NYP generally ranks 1<sup>st</sup> or 2<sup>nd</sup> for these crime types

#### Killed Seriously Injured (KSI) casualties

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

#### Call Handling

- Performance continues to be in Exception. Several measures have been adopted to reduce the demand into the FCR and are now starting to show improvements. The Operator function is diverting calls away from Option 1 however analysis of demand suggests many calls are for departments or people. The FCR are working to address this. In addition the Q buster software is now live and the Crime & Occurrence Management functions have been removed (as a pilot) from the FCR allowing call handlers to focus on calls rather than administration tasks.
- An update on current FCR Performance is elsewhere on this Agenda

#### Satisfaction

- Satisfaction remains high with 8 in 10 victims satisfied with service.
- Data from the new survey of Victims of Domestic Violence remains positive

#### Public Confidence

- Latest data shows levels to be slightly up on last year

# CRIME VOLUME CHANGE v PREVIOUS YEARS

RECORDED CRIME STATISTICS		2015/16	2016/17	2017/18	Diff 17/18 v 16/17		Diff 17/18 v 15/16		Trend
Victim Based	Arson & Criminal Damage	2980	2829	3052	223	7.9%	72	2.4%	
	Burglary	2061	1783	1803	20	1.1%	-258	-12.5%	
	Robbery	85	72	84	12	16.7%	-1	-1.2%	
	Sexual Offences: Other	392	506	479	-27	-5.3%	87	22.2%	
	Sexual Offences: Rape	189	211	287	76	36.0%	98	51.9%	
	Theft: All Other Theft	2493	2349	2320	-29	-1.2%	-173	-6.9%	
	Theft: Bicycle Theft	744	776	602	-174	-22.4%	-142	-19.1%	
	Theft: Shoplifting	2046	2086	2418	332	15.9%	372	18.2%	
	Theft: Theft From Person	235	247	190	-57	-23.1%	-45	-19.1%	
	Vehicle Offences	1113	1116	1190	74	6.6%	77	6.9%	
	Violence: Violence With Injury	2415	2379	2528	149	6.3%	113	4.7%	
	Violence: Violence Without Injury	2051	2408	2795	387	16.1%	744	36.3%	
<b>Total</b>	<b>16804</b>	<b>16762</b>	<b>17748</b>	<b>986</b>	<b>5.9%</b>	<b>944</b>	<b>5.6%</b>		
Crimes Against Society	Drugs: Possession Of Drugs	817	686	606	-80	-11.7%	-211	-25.8%	
	Drugs: Trafficking Of Drugs	126	126	124	-2	-1.6%	-2	-1.6%	
	Misc Crimes Against Society	241	316	370	54	17.1%	129	53.5%	
	Possession Of Weapons	80	106	102	-4	-3.8%	22	27.5%	
	Public Order Offences	679	732	785	53	7.2%	106	15.6%	
	<b>Total</b>	<b>1943</b>	<b>1966</b>	<b>1987</b>	<b>21</b>	<b>1.1%</b>	<b>44</b>	<b>2.3%</b>	
<b>Total</b>	<b>18747</b>	<b>18728</b>	<b>19735</b>	<b>1007</b>	<b>5.4%</b>	<b>988</b>	<b>5.3%</b>		

## Victim Based Crime

- No change from last month still around +5% year on year. In addition to the two long term trends below there has been increases in:
- Shop Theft – high levels in York in July, August and September
- Robbery – High levels in Harrogate during July and August

## Long term trends

- The two long standing crime trends of note – an increase in recording of Sexual offences, and Violence without Injury. These remain below MSF trends
- The trends are reflected nationally and have been reported on and discussed in previous meetings. The rises should not be seen as a negative but rather victims have confidence to come forward.

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

NON CRIME STATISTICS		2015/16	2016/17	2017/18	Diff 17/18 v 16/17		Diff 17/18 v 15/16		Trend
ASB	<b>Total</b>	16478	16614	15794	-820	-4.9%	-684	-4.2%	
PSW	<b>Total</b>	39457	40907	41887	980	2.4%	2430	6.2%	
KSI		2015	2016	2017	Diff 2017 v 2016		Diff 2017 v 2015		Trend
	KSI Casualties	383	383	258	-125	-32.6%	-125	-32.6%	
	KSI Casualties Cyclists	66	60	30	-30	-50.0%	-36	-54.5%	
	KSI Casualties Motorcyclists	72	90	43	-47	-52.2%	-29	-40.3%	

## ***Anti-Social Behaviour***

- Is 5% down on last year

## ***Public Safety & Welfare***

- Long term trend is upwards 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 1<sup>st</sup> January to 30<sup>th</sup> September 2017
- 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"> <li>• <b>OP HAVEN</b> focus on the Southern borders of Harrogate &amp; Craven</li> <li>• <b>OP HAWK</b> ongoing proactivity across Harrogate regarding thefts from quarries, quad bike thefts &amp; burglary other. Also patrolling rural areas with regard to livestock theft, especially Richmond, Thirsk and the vicinity of the A1 corridor around plant theft.</li> <li>• <b>OP FEROX &amp; CHECKPOINT</b> rural crime in Hamb/Rich. Working regionally with neighbouring forces and volunteers, combatting Rural and cross border crime.</li> <li>• <b>OP CONJURE</b> partnership response to ASB/criminal damage in the Hydro/Saltergate area of Harrogate</li> </ul>	<ul style="list-style-type: none"> <li>• <b>OP SIFT</b> multi agency targeted work to disrupt OCG based in Harrogate who prey on the vulnerable . Involves police and partnership enforcement using a variety of powers</li> <li>• <b>OP CYCLONE</b> potential CSE/drugs at a premises in Harrogate. Work ongoing</li> <li>• <b>OP CUSHION</b> drug supply into Harrogate linked to nominals from Out of Force area.</li> </ul>
Scar Rye	<ul style="list-style-type: none"> <li>• <b>OP COUNTRYSIDE</b> Targets x border criminality for rural burglary &amp; theft. Support from specialist units. Tactics include proactive stop checks</li> <li>• <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. Officer target areas of risk linked to vulnerability</li> </ul>	<ul style="list-style-type: none"> <li>• <b>OP VARIETY</b> 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.</li> <li>• <b>OP CORNISH</b> targeting crimes in the centre of Scarborough centred on drug dealing. Specifically aimed at theft and associated ASB.</li> <li>• <b>OP CLOCKWORK</b> targeting OCG activity in the Whitby area.</li> <li>• <b>OP CULTURE</b> In support of a Public Space Protection Order which is a multi agency approach to a variety of issues in the town centre of Scarborough including ASB, street drinking and intoxicating substances with focus on intervention services.</li> <li>• <b>OP CONTRIBUTE</b> targeting Modern Day Slavery and Human Trafficking in Scarborough Town Centre. A number of premises have been visited in a joint operation involving numerous agencies who will investigate any offences disclosed and also support to those affected. To date this affects predominantly Eastern European families.</li> </ul>
Yor Sel	<ul style="list-style-type: none"> <li>• <b>OP LIBERATE</b> commenced during school summer holidays, as in the previous 2 years the high visibility and positive promotion of this operation resulted in ASB on weekends reducing. The officers patrolled locations where ASB had been occurring. Further work undertook linking with partners agencies and parents of youths encountered to ensure a longer term strategy was in place.</li> <li>• <b>OP CONFISCATE</b> extended to York OUTER and other areas, particularly Chapelfields due to an increase in ASB involving mopeds. Involving local NPT and RPG officers, the operation has yielded great results. Mopeds have been seized and other riders either educated or penalised. RPG and NPT to continue with ongoing work to resolve complaints from several local communities</li> <li>• Additional RPG and FSU resources in place on the Selby border to disrupt cross border burglaries due to a rise in residential burglary reports</li> </ul>	<ul style="list-style-type: none"> <li>• <b>OP ERASE</b> multi agency meetings held and actions agreed for the year with partners(action days, Dry Trains, rail revenue team deployed, Media plans, licensee's code of conduct refresh, urination van &amp; prosecutions).</li> <li>• <b>OP SAFARI</b> multi-agency meetings have taken place. Many tactics were agreed with all partners contributing. Events have been held under the headline "Less drinking more thinking" Multi agency action day planned but will need to be reviewed in light of overtime budget being removed. It is hoped that we can still continue with this using existing staff and NST. NPT looking at ways of working within current staffing restrictions whilst still supporting the licensee's and businesses.</li> </ul>

# NYP'S TACTICAL RESPONSE

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

- **People** – Two further Wildlife Crime Officers were trained in September 2017, therefore there is now a cohort of twenty in the force. External campaign for transferees and new Special Constables running specifically targeting recruits for the Rural Taskforce is running currently. Mobile Rural Watch members are all becoming PSV's, and are going through vetting, although there is a slight backlog.
- **Proactivity** – Dates are planned for Op Galileo (poaching), Op Woollen (prevention), Op Byway (illegal off roading), up to Spring 2018. £100k of farm equipment stolen from North Yorkshire, Cleveland and Durham was recovered from a travellers site in Durham, and work is ongoing to identify the owners. Op Countryside ongoing in Scarborough / Ryedale command to proactively tackle cross border crime issues. Operation Crackdown is a scored OCG in the north of the county involved predominantly in rural crime, with work ongoing to disrupt through partner agencies. Op Checkpoint planned for 30<sup>th</sup> November 2017.
- **Productivity** – Rural Volunteer Patrol will come under the Op Harvester heading, which will monitor the results achieved from volunteers in the rural community. CBO applications ongoing for wildlife and burglary offences, which will aim to tackle those who frequently offend and cause harm. Regional groups for wildlife and rural crime, which are both chaired by NYP are now aligned to defined areas, ensuring good practice and information is shared.
- **Problem Solving** – Op Byway, Galileo, Woollen and Sidekick all address problems identified on area. Project with a technology company is involving a pilot scheme for preventative marking of sheep – their name “Op Bo-Peep”. Op Sage, the force response to organised hunting, is adopting a preventative approach to ensure liaison with all sides. Problem Solving on wildlife crime encompasses work with partners, the dissemination of poaching packs to internal colleagues to aid investigation, and regional information sharing.
- **Public Service** - Summer show programme has now concluded, but there are further events in the calendar across the winter, including numerous marts and sales, where officers will attend to engage with the public. Continued social media presence on Facebook and Twitter, with messages regularly achieving 5,000+ views.

# NYP'S TACTICAL RESPONSE

## ***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. Both the RCT and NARCT have seized property including Cash, Drugs and vehicles note:
  - The NARCT respond to an ANPR hit on the A186 on a Mercedes suspected to be involved in crime. The vehicle was stopped and after a search was conducted, £2000 in cash was seized. The driver was arrested and the vehicle seized for no insurance.

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

- RPG After an positive sighting of an vehicle linked to wanted persons from Birmingham at the A1 Ferrybridge location FSU deploy. Within the vehicle is a large amount of cannabis pills which is common in Southern countries. The male and female within the vehicle were arrested for PWITS and the vehicle seized.
- FSU respond to a report of a male with a crossbow in the Byram area, the male was seen by unarmed officer to be carrying a Long Bow. FSU attend and locate the male who is then arrested for carrying an offensive weapon.
- FSU attend Durham Place in Scarborough after a assault had taken place were the victim had been hit on the head with a hammer. After medical assistance was given to the victim enquiries were carried out a 3 x persons were arrested for the assault.
- RPG respond to a report of fuel thefts in a compound at Barnsdale Bar Quarry, when police arrive a VW Passat makes off throwing fuel drums out from the vehicle. After a short pursuit the Passat is found abandoned near the quarry and the occupants had run off. Initially a area search proved negative and approximately 1 hour later a Clio was located with 3 occupants, once enquiries were carried out 2 of the 3 males were arrested for suspicion of theft.
- NST attend Ripon to assist with arrests for some WYP nominals wanted for aggravated Burglary offences. Three well known males were arrested and one of the males was also arrested for PWITS. A section 32 search was carried out at an address in Ripon were 2x firearms were recovered and were suspected of being used in the commission of the offence.
- RPG attend a report of a 12 year old pupil knocked over while crossing the road. The offending vehicle makes of and fails to stop, the owner of the vehicle reported it stolen with keys. Enquiries carried out, the registered keepers account was not consistent which led to his arrest for dangerous driving and perverting the of justice. A female was also arrested for assisting an offender and subsequent referrals submitted as the offender home address was not fit for children.

## ***Operation Checkpoint***

- Op Checkpoint is a Multi Force Operation whereby local officers along with 24 Farm watch volunteers and NYP Officers from the Proactive teams, carry out cross border patrols targeting cross border and rural crime. Op Checkpoint was carried out on the 13<sup>TH</sup> September 2017 resulting in 35 vehicles being stopped, 8 x searches carried out, 4 x fixed penalties issued, 3 x vehicles seized.

## ***Other Operations***

- **Op Kingfisher** – Community reassurance in relation to High profile anti fracking protests around Kirby Misperton.
- **Multi Agency Op** – A operation was carried out on the A19 by RPG, DVSA, HMRC resulting in 57 LGV's being stopped, 4 x seizures, 5 x immediate prohibitions, 4 x delayed. 6 x Fixed Penalties for defects.
- **National Carriage Dangerous Goods check** – RPG carry out 14 checks resulting in 9 x driver hour offences, 1 x fail to produce, 1 x immediate Hazchem prohibition, 1 x fine for insecure load, 1 x con and use for defective parts.
- **Op Sift** - Operation in the Harrogate area targeting OCG's connected with the local and travelling community which has resulted in serious assaults taking place between 2 feuding parties

## NOTABLE INVESTIGATIONS

- **Op Clue** - *Guilty plea to manslaughter. Awaiting sentence.*
- **Op Essence** Claudia LAWRENCE
- **Op Woodcutter** – Trial scheduled for October 2017 for 2 persons now indicted with section 18 assault.
- **Op Concise.** Murder investigation commencing 13/04/17 at Catterick. 51 year old male charged. **Defendant has pleaded guilty to manslaughter and has been sentenced to 7 years.**
- **Op Concert.** Investigation relating to sexual offences in York 13/07/17 and 15/07/17. Male charged and currently remanded to custody for an offence of sexual assault.
- **Op Fashion** - sudden death of a male. Established that he stabbed himself. Cleveland investigation led by NYP officers.
- **Op Aquamarine** - murder investigation following the death of a 17 year old male in Guisborough on 27/08/17 investigation led by NYP officers

# VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

NO OF CRIMES	2017/18	
HAMBLETON	1290	
CHANGE 17/18 v 16/17	-48	-3.6%
CHANGE 17/18 v 15/16	-13	-1.0%

NO OF CRIMES	2017/18	
RICHMONDSHIRE	759	
CHANGE 17/18 v 16/17	59	8.4%
CHANGE 17/18 v 15/16	100	15.2%

NO OF CRIMES	2017/18	
RYEDALE	703	
CHANGE 17/18 v 16/17	-11	-1.5%
CHANGE 17/18 v 15/16	-21	-2.9%

NO OF CRIMES	2017/18	
SCARBOROUGH	3372	
CHANGE 17/18 v 16/17	-113	-3.2%
CHANGE 17/18 v 15/16	-136	-3.9%

NO OF CRIMES	2017/18	
HARROGATE	3236	
CHANGE 17/18 v 16/17	460	16.6%
CHANGE 17/18 v 15/16	466	16.8%

NO OF CRIMES	2017/18	
CRAVEN	852	
CHANGE 17/18 v 16/17	-56	-6.2%
CHANGE 17/18 v 15/16	-8	-0.9%

NO OF CRIMES	2017/18	
YORK	5523	
CHANGE 17/18 v 16/17	194	3.6%
CHANGE 17/18 v 15/16	128	2.4%

NO OF CRIMES	2017/18	
SELBY	1955	
CHANGE 17/18 v 16/17	479	32.5%
CHANGE 17/18 v 15/16	395	25.3%

Localised exceptions of note :

- Spike in **Criminal damage** in Harrogate
- **Shop theft** –continues to be higher than normal levels in York and Selby
- **Business & Community Burglary** spike in Hambleton & Richmondshire

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	2017/18	
HAMBLETON	1152	
CHANGE 17/18 v 16/17	-193	-14.3%
CHANGE 17/18 v 15/16	-75	-6.1%

NO OF ASB	2017/18	
RYEDALE	633	
CHANGE 17/18 v 16/17	4	0.6%
CHANGE 17/18 v 15/16	4	0.6%

NO OF ASB	2017/18	
RICHMONDSHIRE	742	
CHANGE 17/18 v 16/17	62	9.1%
CHANGE 17/18 v 15/16	-18	-2.4%

NO OF ASB	2017/18	
SCARBOROUGH	3453	
CHANGE 17/18 v 16/17	-301	-8.0%
CHANGE 17/18 v 15/16	-332	-8.8%

NO OF ASB	2017/18	
HARROGATE	2929	
CHANGE 17/18 v 16/17	200	7.3%
CHANGE 17/18 v 15/16	316	12.1%

NO OF ASB	2017/18	
CRAVEN	640	
CHANGE 17/18 v 16/17	-54	-7.8%
CHANGE 17/18 v 15/16	42	7.0%

NO OF ASB	2017/18	
YORK	4524	
CHANGE 17/18 v 16/17	-626	-12.2%
CHANGE 17/18 v 15/16	-659	-12.7%

NO OF ASB	2017/18	
SELBY	1619	
CHANGE 17/18 v 16/17	91	6.0%
CHANGE 17/18 v 15/16	2	0.1%

- Coming soon- Operation to tackle ASB, crime in the Valley gardens Harrogate . Planned multi agency response
- York Outer - OP LIBERATE – commenced at the start of the school summer holidays, as in the previous 2 years the high visibility and positive promotion of this operation resulted on ASB on weekends reducing. Throughout the school holiday period patrols occurred every weekend between 1600hrs-midnight. Patrols consisted of a mixture of NPT officers and Special Constables and the officers patrolled locations where ASB had been occurring. Throughout the week officers undertook further work linking with partners agencies and parents of youths encountered to ensure a longer term strategy was in place.

OP CONFISCATE – has been extended to York OUTER to include other areas, particularly Chapelfields where there has been an increase in ASB involving mopeds. The local NPT have been working with RPG and the operation has yielded great results, mopeds have been seized and other riders either educated or penalised. Operation to continue with RPG and NPT to continue to focus on this issues which is currently receiving a lot of complaints from several communities.

# 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 2016/17 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

# Public Accountability Board

Part b) People



Meeting: 24 October 17

Reporting Period: Apr-Sept 2017

NB: Statistics remain provisional and subject to change

**BE SAFE**  
**FEEL SAFE**



# HR OVERVIEW

## Police Officers

	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Mar 19
<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>	1379.30	1371.30	1380.30	1369.30	1363.30	1360.30	1,346.30	1,356.30	1,350.30	1,366.30	1,360.30	1,356.30	1,364.00
<b>Actual/ Projected Officer Numbers (includes recruitment)</b>	1355.11	1343.1	1347.11	1332.12	1,321.27	1,313.29	1,335.29	1,331.29	1,324.29	1,349.29	1,346.29	1,370.59	1,415.59

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 7.98 FTE from the previous month. The number of leavers was 4 FTE more than projected, due to 2 officers retiring through ill health and an addition 2 officers resigning from the force.

The next intake of 28 student officers is scheduled for October 2017 with a further intake of 28 transferees scheduled for January 2018 and 28 student officers scheduled for March 2018. A review of retirement and leaver projects is scheduled to take place and if required officer intakes will be discussed in order to meet the target figure of 1400.

## PCSO

	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Mar 19
<b>PCSO Long Term FTE Target</b>	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0	214.0
<b>PCSO FTE Budget for the month after vacancy factor</b>	200.00	200.00	200.00	200.00	200.00	200.00	214.00	214.00	214.00	214.00	214.00	214.00	214.00
<b>Actual/ Projected PCSO Numbers (includes recruitment)</b>	181.58	179.50	179.35	175.97	175.97	202.97	202.97	201.97	199.97	227.97	226.97	224.97	214.97

The actual number of PCSO's has increased by 27 FTE from the previous month.

27 PCSO's commenced with NYP on 11 September 2017, with a further intake planned January 2017

# HR OVERVIEW

## Staff

	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Mar 19
<b>OPCC</b>	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
<b>Project Staff (incl Agency)</b>	84.2	83.2	83.5	83.5	80.5	79.9	67.9	67.9	66.9	65.9	64.9	63.9	3.5
<b>Corporate Services (including Commissioned Services)</b>	194.4	194.4	194.5	217.5	218.9	218.9	219.1	220.1	220.1	220.1	220.1	220.6	219.3
<b>Chief Constable</b>	916.8	917.8	917.8	916.8	913.8	915.0	930.9	926.9	926.9	925.9	923.9	923.9	883.8
<b>Total Staff FTE Budget for the month (after vacancy factor)</b>	1,206.4	1,206.4	1,206.8	1,228.7	1,224.1	1,224.8	1,228.9	1,225.9	1,224.9	1,222.9	1,219.9	1,219.4	1,117.6
<b>OPCC</b>	8.00	8.80	8.70	10.42	10.01	11.01	11.01	11.01	11.01	11.01	11.01	11.01	11.01
<b>Project Staff (incl Agency)</b>	79.34	86.74	54.81	54.20	54.20	53.20	53.20	53.20	53.20	53.20	53.20	53.20	53.20
<b>Corporate Services (including Commissioned Services)</b>	185.74	188.28	191.60	191.38	192.99	199.49	199.49	199.49	199.49	199.49	199.49	199.49	199.49
<b>Chief Constable</b>	824.48	833.42	856.69	875.06	872.17	864.92	880.92	880.92	880.92	900.92	900.92	900.92	900.92
<b>Total Staff against budget FTE</b>	1097.56	1117.24	1111.75	1131.06	1129.37	1128.62	1144.62	1144.62	1144.62	1164.62	1164.62	1164.62	1164.62
<b>Permanent Staff FTE</b>	970.43	987.74	983.07	994.49	995.46	984.12	1000.12	1000.12	1000.12	1020.12	1020.12	1020.12	1020.12
<b>Temporary Staff FTE (not including agency)</b>	84.6	80.57	82.48	88.87	87.11	90.61	90.61	90.61	90.61	90.61	90.61	90.61	90.61
<b>Agency Staff FTE</b>	42.53	48.93	46.20	47.70	46.80	42.89	42.89	42.89	42.89	42.89	42.89	42.89	42.89
<b>Total Staff against budget FTE</b>	1097.56	1117.24	1111.75	1131.06	1129.37	1128.62	1144.62	1144.62	1144.62	1164.62	1164.62	1164.62	1164.62

The Staff Budget has been adjusted for 2017/ 2018. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year.

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

The total number of actual Staff has increased by 1.25 FTE from the previous month. The number of agency staff has decreased by 3.91 from the previous month:

15.5 x agency staff are in supernumerary posts.

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

There is an intake of 16 FCR Staff planned for October 2017 and a further intake of 20 in January 2018 (included in the above projections)

# HR OVERVIEW

	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18
<b>Total Budget of all Officers, PCSO and Staff</b>	2785.6	2777.6	2787.0	2798.0	2787.4	2785.0	2789.1	2796.2	2789.1	2803.2	2794.2	2789.7
<b>Total Actual Number of all Officers, PCSO and Staff</b>	2634.25	2639.84	2638.21	2639.15	2626.61	2644.88	2682.88	2677.88	2668.88	2741.88	2737.88	2760.18

## Citizens in Policing

	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18
<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>	126.00	124.00	123.00	123.00	123.00	126.00	137.00	151.00	151.00	151.00	151.00	151.00
<b>Actual Volunteers (including Police Cadets)</b>	241.00	242.00	228.00	230.00	231.00	243.00	243.00	243.00	243.00	243.00	243.00	243.00

The actual number of Special Constables has increased by 3 from the previous month

13 Special Constables commenced with NYP on 23 September 2017, with further intakes planned for later in the year.

Deployment of volunteers:-

- The 243 volunteers are broken down into the following roles
- 1 Chief Officer – Citizens in Policing
- 1 - Head of Volunteering
- 1 - Deputy Head of Volunteering
- 5 - Volunteer Advisors’.
- 27 - Front Counter Support
- 150 - Safer Neighbourhood Support
- 5 - Rural Watch Patrol
- 2 – Tape and information facilitator
- 1- PSV Driver
- 1 – Vehicle Checker
- 41 – Police Cadets
- 8- Police Cadet Leaders

# MENTAL HEALTH

## Use of health based places of safety

HBOS	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17
Cross Lane, Scarborough	10	8	11	6	12	8
Friarage, Northallerton	6	3	3	4	4	1
Harrogate	6	5	5	6	8	6
Peppermill, York	12	8	8	12	10	6
<b>Total</b>	<b>34</b>	<b>24</b>	<b>27</b>	<b>28</b>	<b>34</b>	<b>21</b>

## Use of police custody as a place of safety

Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17
1	2	3	3	1	0

## Use of mental health street triage teams

Incident Location	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17
Hambleton	1	1	1	0	1	0
Scarborough	51	49	73	64	68	54
York & Selby	17	8	12	15	9	12
<b>Total</b>	<b>69</b>	<b>58</b>	<b>86</b>	<b>79</b>	<b>78</b>	<b>66</b>

## Use of FCR mental health triage

Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17
269	186	174	221	247	241

## Occurrences involving a person(s) with a mental health related warning marker

Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17
4327	3938	3997	3928	3807	3909

## Percentage of occurrences identified as mental health related

Mar-2017		Apr-2017		May-2017		Jun-2017		Jul-2017		Aug-2017	
MH	% MH										
1293	8%	1091	7%	1185	7%	1229	7%	1170	7%	1269	7%

- Police custody must only be used for s.136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.
- In August 2017 we detained no people in custody under s.136 MHA.
- The number of occurrences with a mental health qualifier are under represented. This is one of the focus areas for the Police Knowledge Fund research with University of York, who are reviewing our processes (along with good practice elsewhere) to help determine how we can improve in this regard.