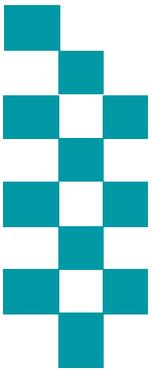


# Public Accountability Board



Meeting Date: 23<sup>rd</sup> February 2021



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

# Agenda



## Caring About the Vulnerable

Mental Health

s136 Detentions



## Ambitious Collaboration

Force Overview

City Command

Coastal Command



## Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW  
Incidents

Proactive Policing

Rural Task Force



## Enhancing the Customer Experience

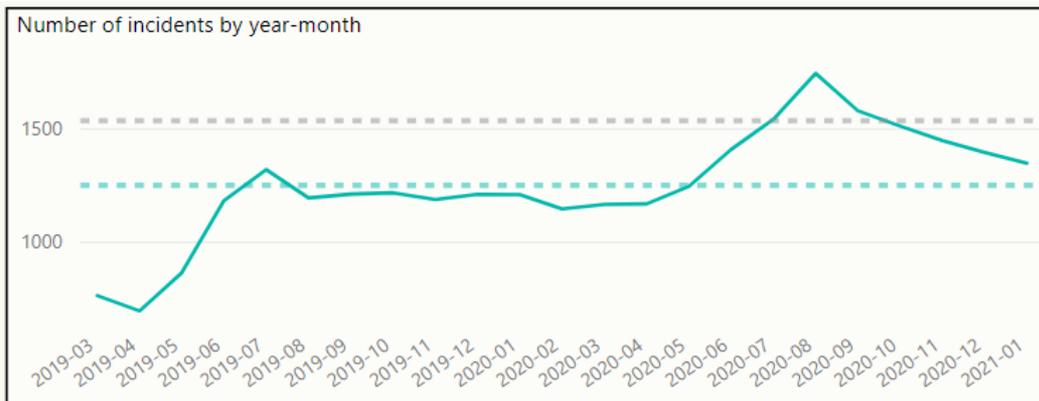
999

101

Local Priorities

# Mental Health

## Occurrences with a mental health qualifier



- There has been a dip in Mental Health related incidents this month. As a result of the extended use of the auto tag facility used by the FCR, this has increased the number of mental health qualifiers applied since May 2020.
- Incidents with a Mental Health tag have accounted for 17.90% of all incidents in the last 23 months and have accounted for 22.64% of all incidents in January 2021.

## Incidents with highest number of Mental Health Tag (01<sup>st</sup> March '19 – 31<sup>st</sup> January '21)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	11111	38.59%
MISSING PERSON	1884	6.54%
DOMESTIC INCIDENT	3004	10.43%
VIOLENCE	4091	14.21%
ASB NUISANCE	1603	5.57%

Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

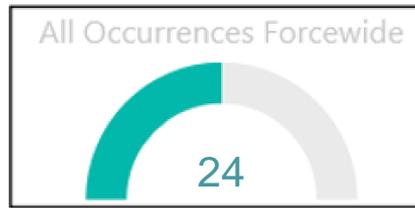
## Use of police custody as a place of safety

Police custody must only be used for s136 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.

*The below volumes have been reviewed and changed. Previously any s136 detention that occurred in custody has been counted, however, all but the below incidents, custody was not actually used as a place of safety. The incident occurred whilst in custody before the individual was transferred to a recognised Health Based Place of Safety and as such custody was never used as a Place of Safety. In these cases, the mental ill-health of the detainee was identified after their arrival at a custody suite.*

s136 Detentions (Police Custody)	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21
Under 18	0	0	0	0	0	0	0	0	0	1
Aged 18 or Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>								
<i>Presented whilst in Custody and taken to HBPOS</i>	8	6	2	4	2	2	2	2	4	2

# s136 – January 2021

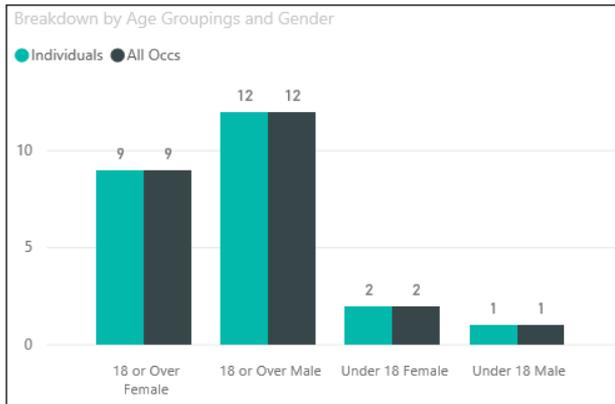


## By Occurrence Type

Type of Occ	Total
Crime Related	5
Not Recorded on STORM	1
Personal Safety/Welfare	18
<b>Total</b>	<b>24</b>

- January 2021 is significantly lower in volume than the average incident volume levels previously seen.
- 1 detainee required to be taken out of the county this month
- 11 incidents required Police transportation:
  - 1 following Risk assessment
- 58.33% of detentions resulted in Admission

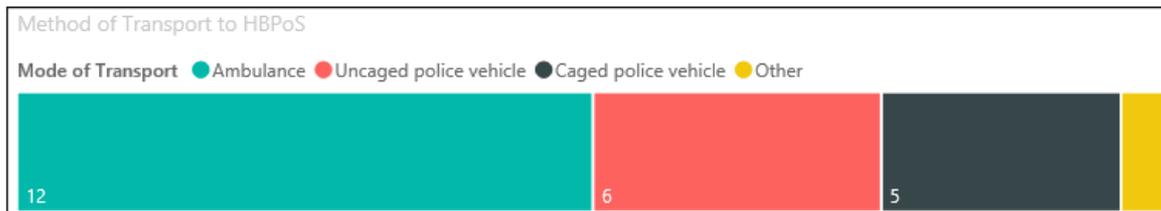
## Gender/Age Breakdown and Repeat Nominals



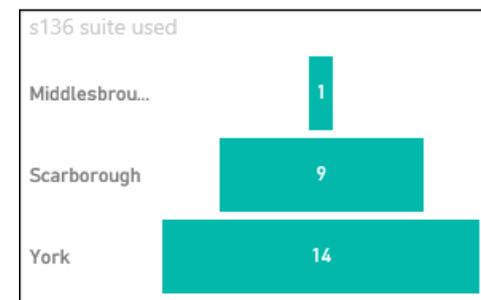
## Outcomes

Outcome Group	Occurrences	% of Total
Admitted	14	58.33%
Returned to the Community	10	41.67%
<b>Total</b>	<b>24</b>	<b>100.00%</b>

## Mode of Transport



## HBPOs Usage



# Force Levels (Incidents and Crimes Committed January 2021)

## Count of all Incidents and type

Count of Incidents  
**5958**

Total Crimes Committed  
**2477**

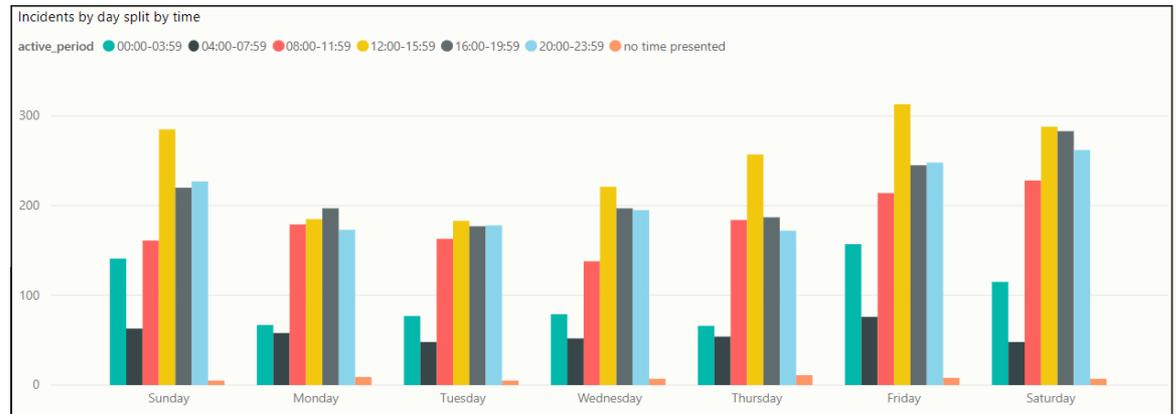
## Average Officers and Time Spent



## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Highest Wards by volume of Crime



## Volume by Crime type

Crime	2021-01	Total
Violence Against The Person	876	<b>876</b>
Fraud	367	<b>367</b>
Theft	351	<b>351</b>
Arson & Criminal Damage	291	<b>291</b>
Public Order Offences	165	<b>165</b>
Drug Offences	130	<b>130</b>
Burglary	115	<b>115</b>
Vehicle Offences	93	<b>93</b>
Sexual Offences	34	<b>34</b>
Misc Crimes Against Society	26	<b>26</b>
Possession Of Weapons	18	<b>18</b>
Robbery	11	<b>11</b>
<b>Total</b>	<b>2477</b>	<b>2477</b>

# City Command (Incidents and Crimes Committed January 2021 – York and Selby)

## Count of all Incidents and type

Count of Incidents

**2079**

Total Crimes Committed

**939**

## Incident Volumes by Date



## Average Officers and Time Spent

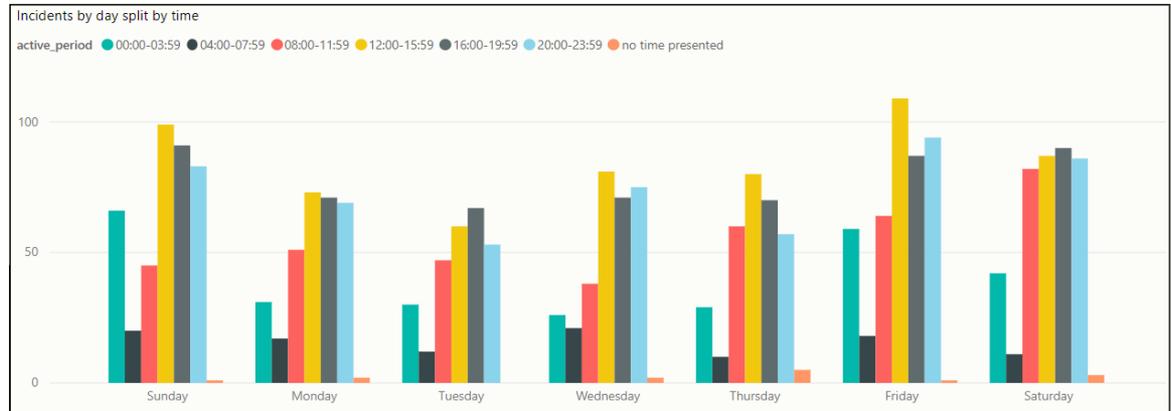
Average resources per incident

2.71

Average minutes per incident

161.51

## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Westfield	Hull Road (NYP)	Heworth	Micklegate Outer...	Holgate	Skelton, Raw...	Selby North
	58	52	46	36	34	31
71	Huntington and New Ear...	Clifton	Selby South	The Groves (...)	Guildhall Inn...	Fishergate
	55	52	39	34	33	30

## Volume by Crime type

Crime	2021-01	Total
Violence Against The Person	343	343
Theft	158	158
Fraud	131	131
Arson & Criminal Damage	90	90
Public Order Offences	58	58
Drug Offences	53	53
Burglary	39	39
Vehicle Offences	35	35
Sexual Offences	13	13
Misc Crimes Against Society	8	8
Robbery	6	6
Possession Of Weapons	5	5
<b>Total</b>	<b>939</b>	<b>939</b>

# Coastal Command (Incidents and Crimes Committed January 2021 – Scarborough and Ryedale)

## Count of all Incidents and type

Count of Incidents

**1498**

Total Crimes Committed

**627**

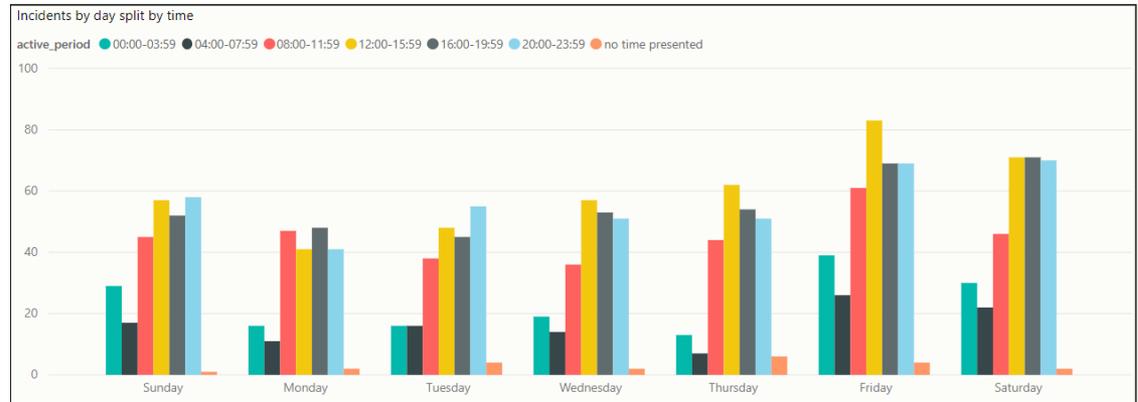
## Incident Volumes by Date



## Average Officers and Time Spent



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Castle	Woodlands	Central	North Bay	Mayfield	Eastfield
104	44	36	30	27	25
		Stepney	Falsgrave Park	Streonshalh	Ramshill
		31	29	25	21

## Volume by Crime type

Crime	2021-01	Total
Violence Against The Person	237	237
Arson & Criminal Damage	90	90
Fraud	80	80
Theft	68	68
Public Order Offences	50	50
Drug Offences	41	41
Burglary	24	24
Misc Crimes Against Society	11	11
Sexual Offences	9	9
Possession Of Weapons	8	8
Vehicle Offences	8	8
Robbery	1	1
<b>Total</b>	<b>627</b>	<b>627</b>

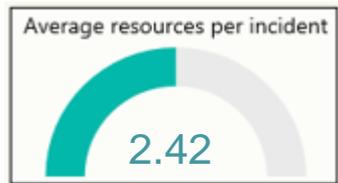
# County Command (Incidents and Crimes Committed January 2021 – Hamb, Rich, H'gate and Craven)

## Count of all Incidents and type

Count of Incidents  
**2371**

Total Crimes Committed  
**906**

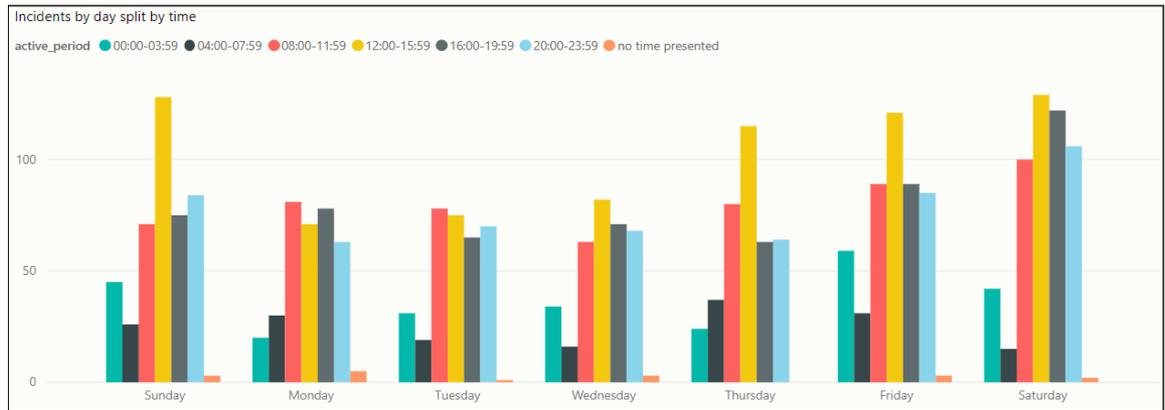
## Average Officers and Time Spent



## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Starbeck	Northaller...	High Harr...	Harlow ...	New P...	Thirsk
57	28	26	24	21	Skipton So...
Granby	Hookstone	Low Harr...	Saltergate	Woodf...	Rossett
	26	25	23	20	

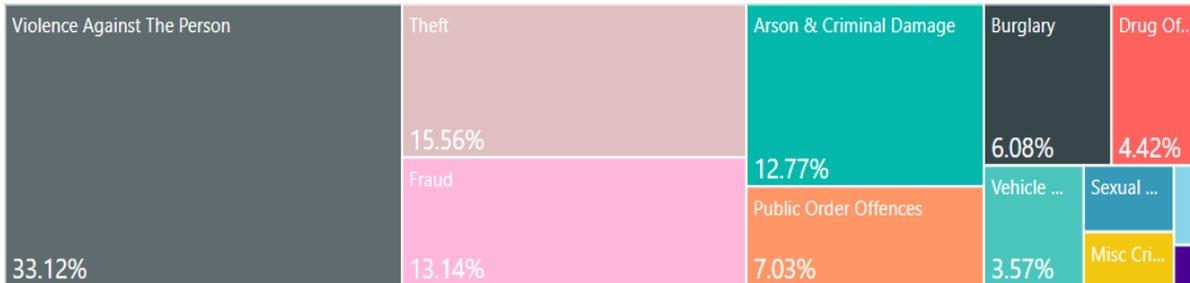
## Volume by Crime type

Crime	2021-01	Total
Violence Against The Person	295	<b>295</b>
Fraud	154	<b>154</b>
Theft	125	<b>125</b>
Arson & Criminal Damage	110	<b>110</b>
Public Order Offences	57	<b>57</b>
Burglary	52	<b>52</b>
Vehicle Offences	50	<b>50</b>
Drug Offences	35	<b>35</b>
Sexual Offences	12	<b>12</b>
Misc Crimes Against Society	7	<b>7</b>
Possession Of Weapons	5	<b>5</b>
Robbery	4	<b>4</b>
<b>Total</b>	<b>906</b>	<b>906</b>

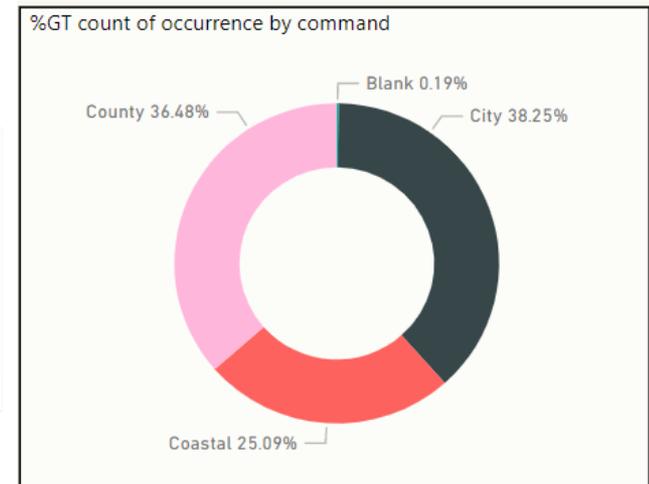
# CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	5173	4754	4126	-13.21%
Burglary	3360	3142	1886	-39.97%
Drug Offences	1331	1407	1481	5.26%
Misc Crimes Against Society	658	798	553	-30.70%
Possession Of Weapons	252	298	314	5.37%
Public Order Offences	1986	2599	2753	5.93%
Robbery	188	191	164	-14.14%
Sexual Offences	1173	1209	680	-43.76%
Theft: All Other Theft	4015	3721	2362	-36.52%
Theft: Bicycle Theft	1079	926	658	-28.94%
Theft: Shoplifting	3726	3719	2119	-43.02%
Theft: Theft From Person	421	402	110	-72.64%
Vehicle Offences	2020	1970	1300	-34.01%
Violence Against The Person	12235	14258	11685	-18.05%
<b>Grand Total</b>	<b>37617</b>	<b>39394</b>	<b>30191</b>	<b>-23.36%</b>

**% Split of Crime Types**



**% split of all crimes by Command**



# CRIME FOCUS – Financial Year To Date

## HAM & RICH

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>4476</b>	<b>-17.77%</b>
Burglary	246	-34.40%
Theft: Other	365	-32.53%
Theft: Shoplifting	256	-29.28%
Criminal Damage	582	-10.87%
Drug Offences	150	-0.66%
Violence Offences	1479	-19.97%

## SCAR & RYE

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>8681</b>	<b>-17.98%</b>
Burglary	370	-35.54%
Theft: Other	612	-26.35%
Theft: Shoplifting	388	-51.56%
Criminal Damage	1128	-12.15%
Drug Offences	434	20.89%
Violence Offences	3253	-19.46%

## CRAVEN

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>1736</b>	<b>-20.73%</b>
Burglary	198	-30.77%
Theft: Other	136	-34.30%
Theft: Shoplifting	59	-65.70%
Criminal Damage	183	-8.04%
Drug Offences	96	43.28%
Violence Offences	72	-52.32%

## YORK

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>9340</b>	<b>-23.65%</b>
Burglary	413	-43.35%
Theft: Other	584	-44.54%
Theft: Shoplifting	845	-42.12%
Criminal Damage	1035	-14.53%
Drug Offences	385	-9.20%
Violence Offences	3133	-19.15%

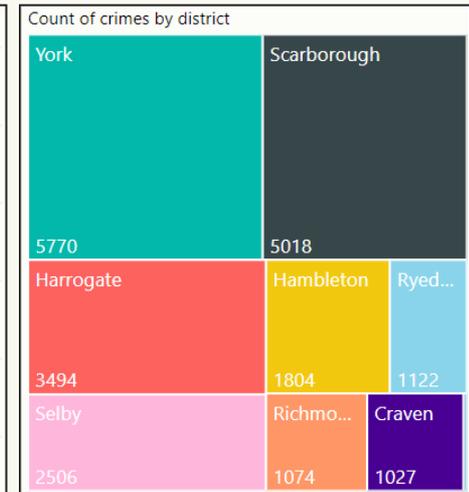
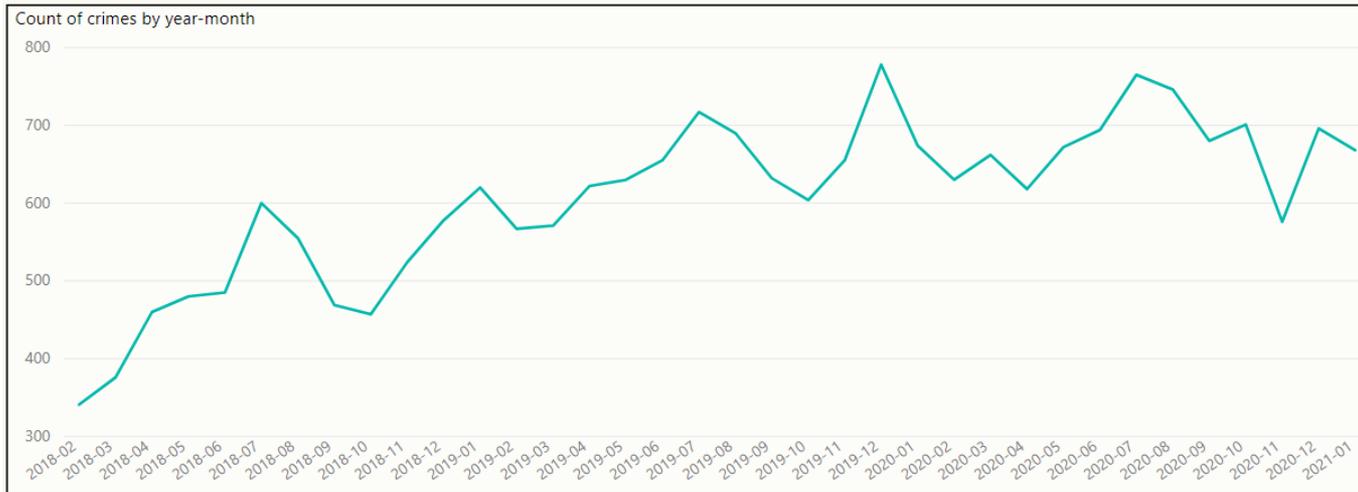
## HARROGATE

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>6291</b>	<b>-20.18%</b>
Burglary	427	-41.10%
Theft: Other	439	-41.70%
Theft: Shoplifting	397	-39.11%
Criminal Damage	799	-16.94%
Drug Offences	255	6.93%
Violence Offences	2003	-15.52%

## SELBY

	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>3561</b>	<b>-14.07%</b>
Burglary	232	-47.98%
Theft: Other	221	-33.23%
Theft: Shoplifting	174	-34.34%
Criminal Damage	397	-9.77%
Drug Offences	156	20.93%
Violence Offences	1296	-9.94%

## CRIME FOCUS – Domestic Abuse (Last 3 years)



- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 21.03% increase in the volume of Domestic Abuse recorded crimes between 2018/19 and 2019/20, from 6,351 to 8,043.
- Cases spike at weekends and in the summer months. The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.
- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. There is no longer a time limit on abuse evidence, which previously stood at five years. Additionally, the range of documents accepted as evidence of abuse has been widened to include statements from domestic violence support organisations and housing support officers. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

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

HAM & RICH		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>3826</b>	86.00%
Cov-19 Related Tag		3573	
<b>PSW</b>		<b>10249</b>	-3.95%
Missing Person		212	-14.52%
Concern Safety		2121	-3.77%
Domestic Inc		575	-6.35%
<b>KSI</b>		<b>437</b>	-18.16%

SCAR & RYE		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>7658</b>	57.67%
Cov-19 Related Tag		7226	
<b>PSW</b>		<b>15889</b>	-6.52%
Missing Person		416	-34.18%
Concern Safety		3924	-6.26%
Domestic Inc		1248	10.25%
<b>KSI</b>		<b>540</b>	-0.55%

CRAVEN		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>1689</b>	133.29%
Cov-19 Related Tag		1630	
<b>PSW</b>		<b>4342</b>	14.32%
Missing Person		50	-41.18%
Concern Safety		824	-5.40%
Domestic Inc		163	-7.39%
<b>KSI</b>		<b>191</b>	-15.86%

YORK		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>7909</b>	45.40%
Cov-19 Related Tag		7203	
<b>PSW</b>		<b>16354</b>	-15.27%
Missing Person		513	-4.82%
Concern Safety		3815	-12.72%
Domestic Inc		1169	7.25%
<b>KSI</b>		<b>522</b>	-31.04%

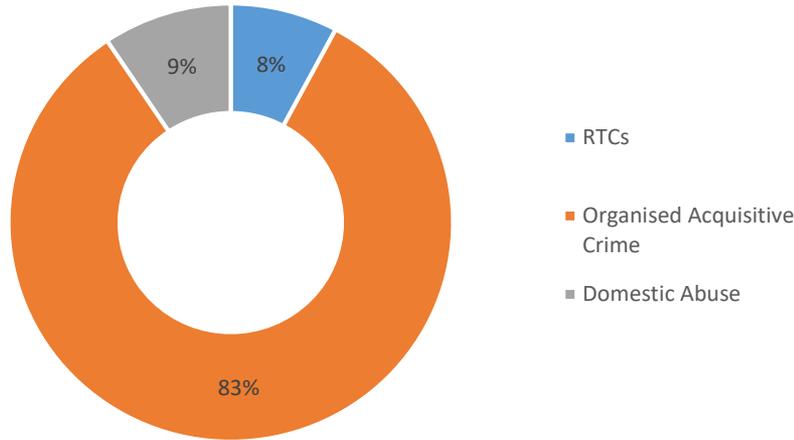
HARROGATE		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>4530</b>	34.18%
Cov-19 Related Tag		4346	
<b>PSW</b>		<b>12604</b>	-5.80%
Missing Person		306	-36.78%
Concern Safety		2445	-13.39%
Domestic Inc		737	1.52%
<b>KSI</b>		<b>482</b>	-19.40%

SELBY		2020-2021	% diff Same Period '19/20
<b>ASB</b>		<b>2819</b>	62.20%
Cov-19 Related Tag		2671	
<b>PSW</b>		<b>6408</b>	-6.32%
Missing Person		122	-26.95%
Concern Safety		1361	-7.67%
Domestic Inc		501	-4.75%
<b>KSI</b>		<b>271</b>	1.12%

- ASB incidents have seen a significant increase in all areas. Cov19 related incidents have all been recorded as ASB which may explain the increase.
- PSW type incidents have significantly decreased across all areas which may be attributed to the current pandemic.

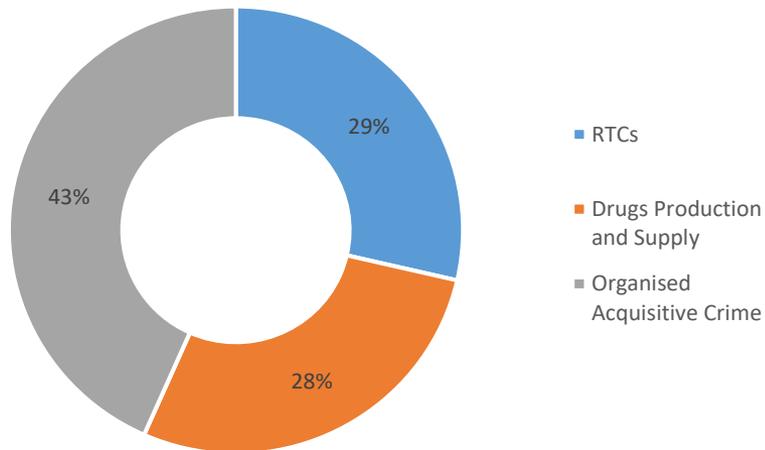
# Proactivity: How has proactive policing contributed to control strategies? (January 2021)

Split of 575 hours appointed to FSU

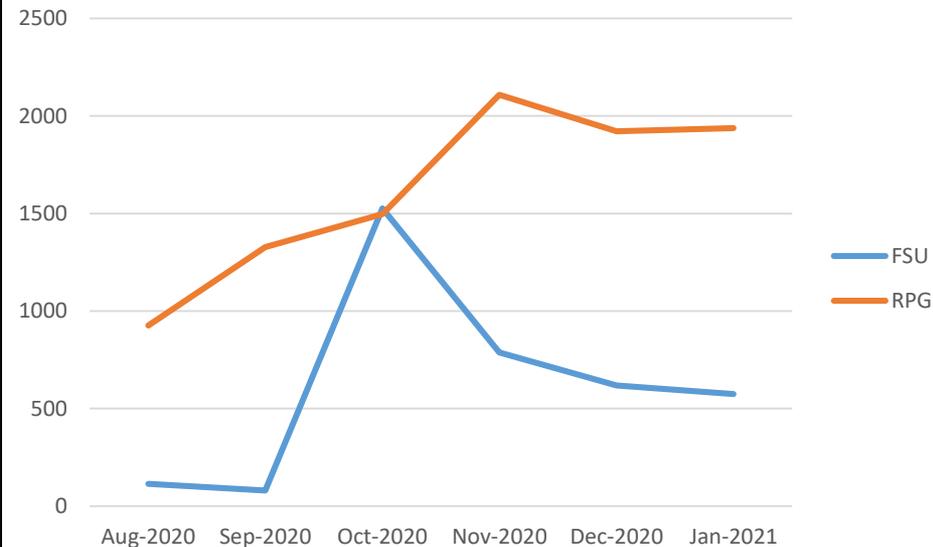


OSU have recently changed the way they record their proactive hours - data unavailable this month

Split of 1937 hours appointed to RPG



Last 6 months Proactive Hours undertaken



# Rural Task Force

*This report is made with the caveat that we have tried to maintain as normal a service as possible but like everyone in the country the Rural Taskforce and our partners have been affected to some degree by the Coronavirus restrictions.*

## **Caring for the Vulnerable (New)**

The team have developed a new problem solving plan around poaching. Operation Figaro is being developed as a new way of targeting poachers who are targeting farms in rural locations often leaving the community feeling vulnerable. Part of the development of this is online NCALT packages developed for local officers to allow them to deal with poachers more robustly. Furthermore the Rural task force have contacted local commands and offered officers on attachment to better understand the needs of rural communities and ways of dealing with such issues. To date two officers have been upskilled by coming on attachment in the month of January 2021.

## **Ambitious Collaboration (New)**

The team have continued to build new relationships with partner agencies and neighbouring forces.

Humberside police have now set up their own Rural Task force based on a similar model to the NYP one. This was as a result of cross border work and this relationship is still developing.

The team have continued to work with West Yorkshire rural officers on cross border op days. This has resulted in better information sharing and intelligence development which is assisting the team in ongoing investigations on cross border criminality.

The team have took part in training days supplied by the Metal crime enforcement group and historical England; as such enhancing the teams knowledge in these areas.

The team have had recent contact with the regional officer from BASC and they have offered training for the team around Deer poaching and also been given advice by the team around their members during COVID.

## **Reinforcing Local Policing (Previously Reported)**

Identify and support local priorities including proactive patrols in response to emerging rural trends such as theft of quad bikes and a spike in Land rover Defender thefts.

Op Existence investigation into livestock theft and subsequent sale; OCG management and working with partners such as NFU and Environmental Health to tackle OCG.

Recent arrests have been made in regards to this group and extensive enquiries are ongoing, the principal offender is back in court in April.

Members of the team have been down into Humberside on several occasions recently, arresting suspects for a series of thefts from cars in rural locations.

There has been a successful bid to the Safer Streets Fund to obtain over £500,000 for burglary prevention work initially in the Whitley Ward which we have just expanded in to the Eggborough and Kellington areas.

## **Enhancing Customer Experience (New)**

The team are offering attachments and have had two officers in January come work with the team. This allows a better understanding across the organisation of the needs of rural communities.

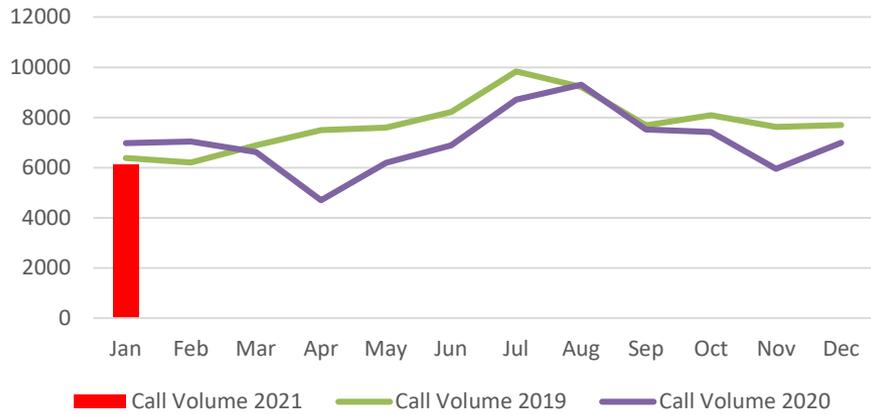
The Op Orbit (off road bike) team launch has resulted in ASB issues in the Selby district being addressed after a number of complaints. This has complemented the work the team do with op Byway on the Yorkshire moors with anti-social behaviour and the OP Orbit team have been able to support the RTF in this.

A new Pickering Mobile watch group and Co-ordinator is being setup and a meeting this week with the new watch co-ordinator has been conducted and is hoping to be up and running in the next month.

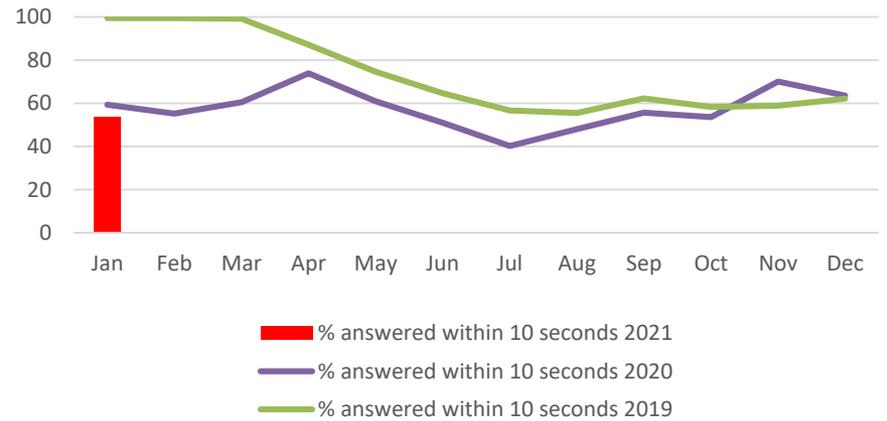
The team have deployed a number of tracked assets into the Craven area following a spate of Quad and Land rover Defender thefts. This involves contacting previous victims of crime and obtaining consent for their land to be used for the placing of such items. This provides re-assurance in most cases that officers are pro-actively trying to catch suspects.

# Initial Contact – 999

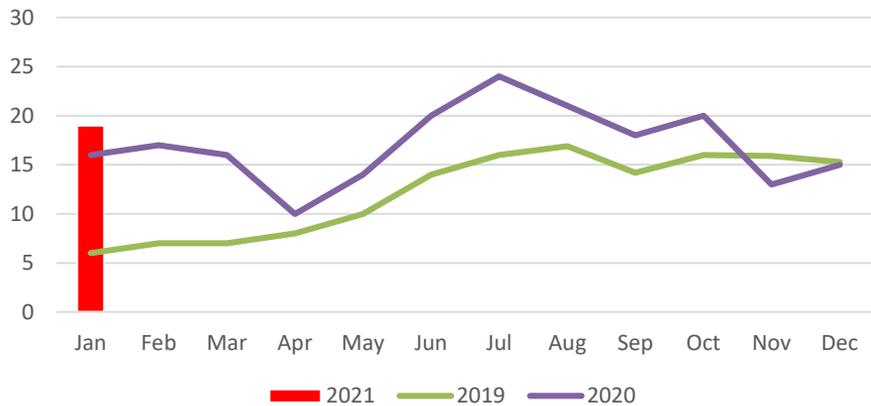
## 999 Call volumes



## % answered within 10 seconds



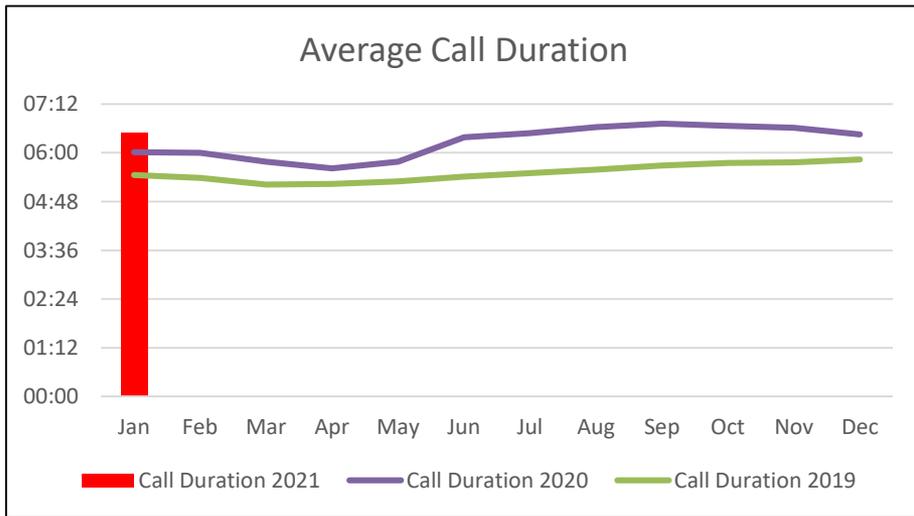
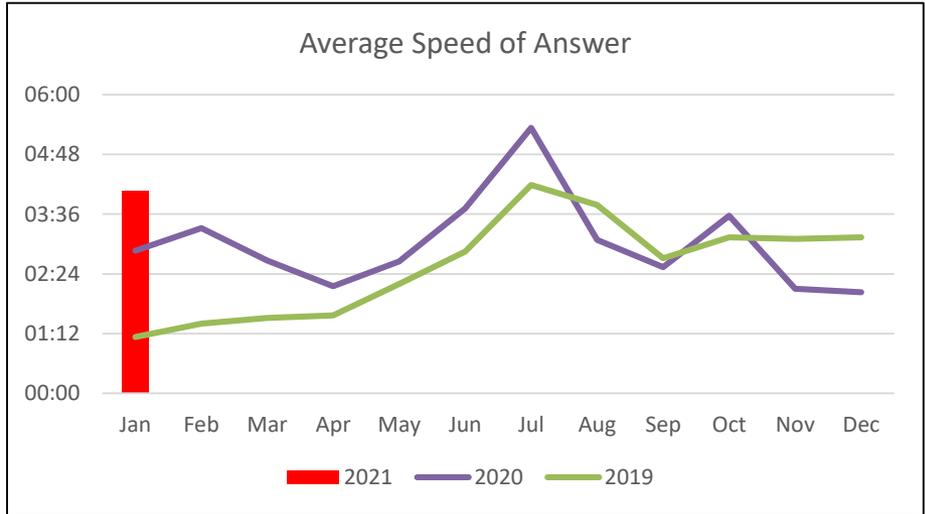
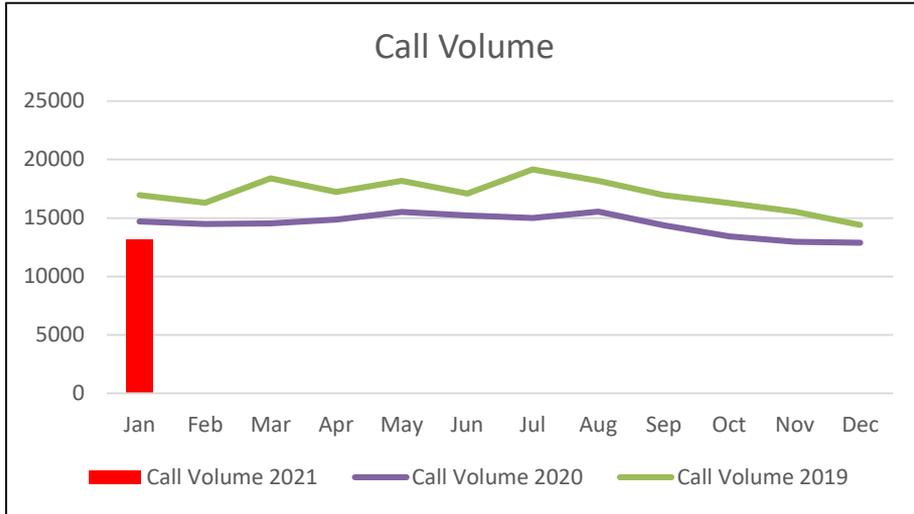
## Average Speed of Answer



- 4.31% decrease in calls compared to January 2019
- 12.53% decrease in calls compared to January 2020

January 2021 is showing as a bar chart rather than a line to make the data visible.

# Initial Contact - 101



- 22.37% decrease in call volume compared to January 2019
- 10.52% decrease in call volume compared to January 2020

January 2021 is showing as a bar chart rather than a line to make the data visible.

# Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	247	175	-29.15%
Road	4161	3500	-15.89%
Mental Health	1790	2437	36.15%

Scarborough	2019/2020	2020/2021	Diff
Burglary	459	296	-35.51%
Drug Offences	322	373	15.84%
ASB	4099	6260	52.72%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	48	45	-6.25%
Burglary	128	71	-44.53%
ASB	663	1352	103.92%

Ryedale	2019/2020	2020/2021	Diff
Burglary	115	74	-35.65%
Drug Offences	37	61	64.86%
ASB	758	1398	84.43%
Road	2698	2141	-20.64%

Harrogate	2019/2020	2020/2021	Diff
Burglary	725	427	-41.10%
ASB	3376	4530	34.18%
Road	6538	5326	-18.54%
Cyber	448	853	90.40%

York	2019/2020	2020/2021	Diff
Violence	3875	3133	-19.15%
Burglary	729	413	-43.35%
ASB	5453	7909	45.04%
Cyber	670	1079	61.04%

Craven	2019/2020	2020/2021	Diff
Burglary	286	198	-30.77%
Road	2143	2184	-1.91%
Crime	2821	2566	-9.04%

Selby	2019/2020	2020/2021	Diff
Drug Offences	129	156	20.93%
Burglary	446	232	-47.98%
ASB	1738	2819	62.20%
Cyber	254	493	94.09%

➤ ASB incidents have seen a significant increase in all areas. Please see Slide 12 for this breakdown.

# GLOSSARY

## Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individual's safety or welfare
- 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
- FSU = Firearms Support Unit
- 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
- MHA = Mental Health Act
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaSubstances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – 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
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.

# Public Accountability Board

Part b) People



Reporting Period: As at end of January 2021

NB: Statistics remain provisional and subject to change



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

# HR OVERVIEW

## Police Officers

Police Officer	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average	Apr-21
Officer Long-term FTE Target	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1563
Actual/ Projected Officer Numbers (includes recruitment)	1493.73	1491.25	1482.55	1505.96	1514.55	1515.43	1517.70	1504.92	1505.34	1498.74	1510.08	1506.35	1502.55	1500.69

The Officer Long-term FTE Target of 1508 is the target for March 2021; therefore, work will continue to reach the target by March 2021. \*The officer FTE budget was built using the 1451 baseline for 19-20 and adding in the phased recruitment of 58 officers for Phase 1 of Op Uplift. Due to the planned intake dates for 20-21 linked to Uplift this equated to an additional average FTE of 54.34.

The actual number of Officers has increased by 11.34 FTE from the previous month. The number of leavers was more than projected; there were more retirees and more resignations than projected.

The intake of Student Officers took place as planned this month; students will take part in the Police Constable Degree Apprenticeship (PCDA). Student Officer intakes have been amended as part of Operation Uplift. There are further officer intakes via our other routes (transferees, rejoiners and potentially officer retired/retiring returners) planned throughout the year. Whilst these are the recruitment plans, it is acknowledged that they exceed the budget. The first review has taken place, amending intakes throughout the financial year. Regular reviews will continue to take place throughout the year with affordability being one of the factors for consideration. The figures are currently 4.74 FTE above the FTE Budget. As we move forward into the new financial year, there will be a new FTE target which includes additional resources as part of Op Uplift. These figures have been added to the table to show those numbers and the projected officer numbers as at 01<sup>st</sup> April 2021

# HR OVERVIEW

## PCSO

PCSO	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
<b>PCSO Long-term FTE Target</b>	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5
<b>Actual/Projected PCSO Numbers (includes recruitment)</b>	228.52	227.49	227.75	238.56	236.70	237.72	233.40	233.25	230.69	229.81	241.81	238.82	233.43

\*The PCSO Long term Target & budget includes the FTE for a pilot with NYFRS for two Public Safety Officers in this financial year. The budget is yet to be amended to reflect this but will likely equate to a reduction in PCSO FTE of 3.5 (Salaries & associated delivery costs).

The actual number of PCSOs has increased by 12 FTE. There were 2 leavers this month, the same as projected, with an intake of 14 Student PCSO's.

As with Police Officer recruitment it is acknowledged that the PCSO projections exceed the budget. The first review of recruitment plans has taken place, amending intakes throughout the financial year. Reviews will continue to take place throughout the year with affordability being one of the factors for consideration. The number of PCSOs looking to become student officers is another factor. This will continue to be reviewed and acted upon as the number of PCSO becoming Police Officers has increased markedly over the last 3 years. The figures are currently 18.31 FTE over the FTE budget.

# HR OVERVIEW

## Staff

BUDGET:	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
OPFCC												
Project Staff (incl Agency)												
Commissioned Services												
Corporate Services												
Chief Constable												
Total Staff FTE Budget for the month (after vacancy factor)												
ACTUAL:												
OPFCC	15.61	15.61	17.60	16.61	16.61	15.61	16.61	17.61	18.61	17.61	17.61	
Project Staff (incl Agency)	5.00	3.00	3.00	3.00	2.00	1.00	1.41	1.41	1.00	1.00	1.00	
Commissioned Services	12.55	11.74	13.24	13.24	13.24	13.24	13.24	13.24	12.97	13.05	14.05	
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14	1049.62	1061.78	1060.87	1067.51	
Total Staff against budget FTE	<b>1025.43</b>	<b>1040.32</b>	<b>1048.74</b>	<b>1049.62</b>	<b>1065.02</b>	<b>1068.68</b>	<b>1069.40</b>	<b>1081.88</b>	<b>1094.36</b>	<b>1092.53</b>	<b>1100.17</b>	
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03	1033.03	1037.66	1034.83	1033.07	
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31	43.31	42.31	39.84	38.84	48.24	46.24	53.64	
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53	10.00	8.46	11.46	13.46	
Total Staff FTE	<b>1025.43</b>	<b>1040.32</b>	<b>1048.74</b>	<b>1049.62</b>	<b>1065.02</b>	<b>1068.68</b>	<b>1069.40</b>	<b>1081.88</b>	<b>1094.36</b>	<b>1092.53</b>	<b>1100.17</b>	

Corporate Services has now been added into Chief Constable. All rows include Agency Staff unless stated.

OPFCC figures do not include the PCC/DPCC. The total number of actual Staff has increased by 7.64 FTE from the previous month.

Two agency staff are in a supernumerary post. 11 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

# HR OVERVIEW

## Citizens in Policing

Citizens in Policing	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
<b>Specials long-term FTE Target</b>												
<b>Actual Specials FTE</b>	99.00	99.00	113.00	99.00	98.00	111.00	110.00	108.00	102.00	101.00	101.00	
<b>Actual Volunteers (including Police Cadets)</b>	<b>300.00</b>	<b>300.00</b>	<b>301.00</b>	<b>301.00</b>	<b>301.00</b>	<b>299.00</b>	<b>277.00</b>	<b>271.00</b>	<b>274.00</b>	<b>268.00</b>	<b>268.00</b>	

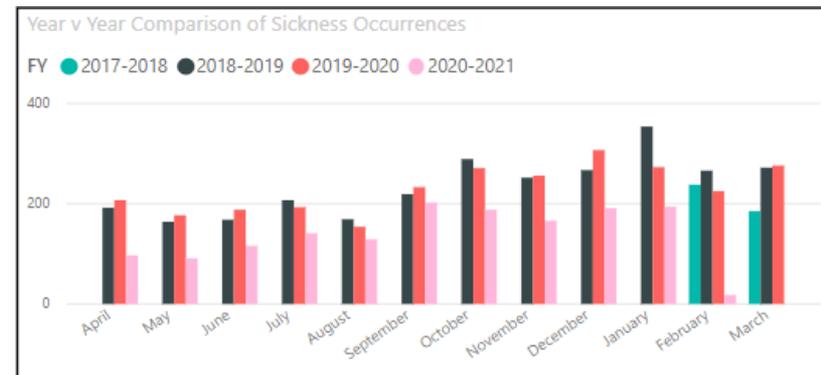
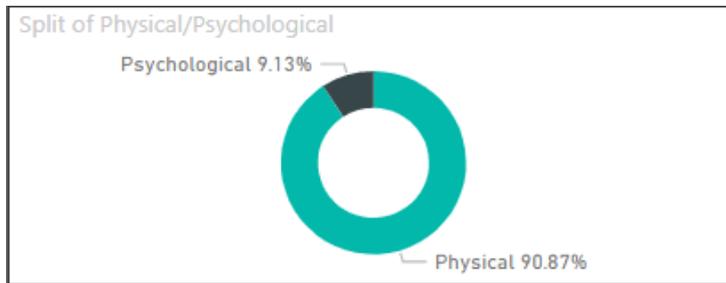
The actual number of Special Constables has stayed the same compared to last month, an intake last took place in August 2020.

We currently have 268 volunteers in the following roles;

- Volunteer Advisors
- Front Counter Support
- Safer Neighbourhood Support
- Rural Watch Patrol
- Tape and information Facilitator
- Police Cadets
- Police Cadet Leaders
- PSV Driver
- Neighbourhood Support Volunteer
- Vehicle Checker

# HR OVERVIEW

## Sickness Data



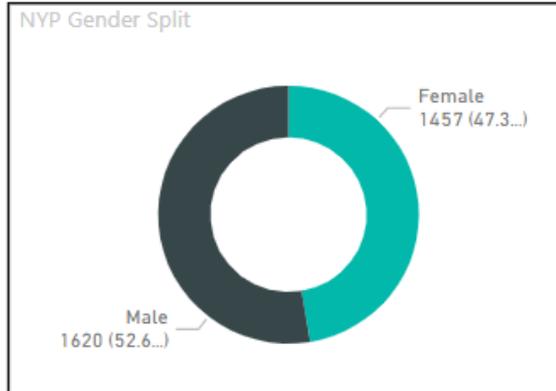
## Current initiatives

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports

# WORKFORCE DIVERSITY DATA

Data in the graphs below refer to all Police Officers, Specials, PCSO & Police Staff.

## Gender Data



Rank	Male	Female
Constable	61.25%	38.75%
Sergeant	72.03%	27.97%
Inspector	74.12%	25.88%
Chief Inspector	55.00%	45.00%
Superintendent	53.33%	46.67%
Specials	69.00%	31.00%
PCSO	48.59%	51.41%
Police Staff	39.46%	60.54%

## Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.74%
BAME	3.54%
Not Stated	0.72%
<b>Total</b>	<b>100.00%</b>

Rank	White	BAME	Not Stated
Constable	95.36%	3.84%	0.80%
Sergeant	96.17%	3.40%	0.43%
Inspector	96.47%	3.53%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.33%	6.67%	0.00%
Specials	90.00%	7.00%	3.00%
PCSO	97.19%	2.81%	0.00%
Police Staff	96.31%	3.02%	0.67%

Data below provides a breakdown on Police Officer SDE (Constable – Superintendent)

SDE	% of Total
White	95.44%
BAME	3.84%
Not Stated	0.72%

Table below shows the North Yorkshire 2011 Census Population Data

Census Population Data				
District	Female	Male	White population	Other Ethnicities
North Yorks	50.80%	49.20%	96.60%	3.40%