

# Corporate Performance & Scrutiny Group

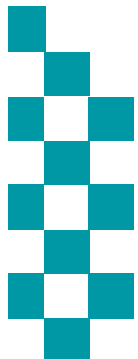


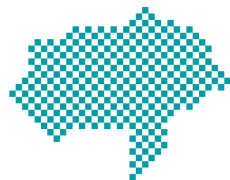
Meeting: Wednesday 10<sup>th</sup> December

Reporting Period: 1<sup>st</sup> Apr 14 → 30<sup>th</sup> Nov 14

NB: Statistics remain provisional and subject to change

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





# INTRODUCTION



Reporting Period: 01/04/2014 → 30/11/2014

## Contents:

- The Results: Current Performance levels
  1. Headline overview statistics
  2. Crimes & ASB statistics (including stats by District council area)
  3. Crimes resolved & outcomes at court
  4. Road Traffic Collision casualties
- The People: HR/headcount information
- **The Money: Finance/budget information is now provided as Appendix A & B due to a change of format**

## Recommendations:

- The Group notes the contents and current position

## Actions arising from this meeting in response to scrutiny:

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## Glossary of Terms

- Please see Appendix A

## Time Periods

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

## Performance Monitoring/Management and Operational Priorities

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

# EXECUTIVE SUMMARY

	Total Crimes Recorded	Total Victim Based Crime	ASB Incidents Recorded	Killed / Serious Injured casualties	% of victims satisfied with overall service	Number of (complaint) cases recorded	% public believe NYP/ councils are dealing with crime	% public who have confidence in NYP
This Year	23,628	20,791	22,966	432	86.8%	339	70.3%	78.6%
v 13/14	0.4%	-1.5%	0.9%	-1.1%	-1.3%	2.4%	4.4%	0.7%
v 12/13	-0.2%	1.5%	-5.2%	-17.8%	1.1%	14.1%	5.5%	-1.0%
Latest Month vs Linear Average	◆	◆	◆	◆	◆	◆	◆	◆

Sig Increase  
 Above Avg  
 Average  
 Below Avg  
 Sig Decrease

- **In terms of performance monitoring there is no significant changes to trends to report.**
- **Demand** Current demand is in line with expected levels.
- Total **Crime** and **Victim Based Crime** remain in line with expected levels and compared to the same period last year crime is down slightly.
  - North Yorkshire remains one of the lowest crime areas in England & Wales
  - **Acquisitive** and **Damage** Crimes are down on previous years, and in particular Burglary offences are lower than usual.
  - In general those crimes groups outside tolerance are those where there is a longer term trend of interest. i.e **Sexual Offences** (where there is increased historical reporting and also influence of increased confidence in the police) and **Violence Without Injury** (where there is improved recording and compliance with National Crime Recording Standards, Historical reporting and increased pro-activity by police)
  - **Robbery** is being monitored through the Performance & Tasking Meeting following increased levels over the last three months.
- **Case File and Data Quality** have been raised through the Force Performance Steering Group. An action plan is currently being developed to address the current shortfall in file quality. With regards data quality duplicate records remains an issue and corrective work and feedback to individuals is continuing
- **ASB** Long term the trend in ASB is down with current levels in line with last year.
- **Casualties** Killed Seriously Injured (KSI). Provisional figures for January to October 2014 show KSIs to be in line with the same period in 2013, but down on 2012.
- **Satisfaction:** Almost 9 out of 10 victims of burglary, violent or vehicle crime are satisfied with service received. Satisfaction with resolution over the phone is high and there does not appear to have been any change in trend following the introduction of THRIVE.
- **Public Confidence** in police & partners dealing with crime and ASB continues to increase. The latest data released in October 2014 shows an increase to 70.3% which remains well above National and MSF averages. Since 2010 this level has risen by over 20%pts.
- **Sickness** data is unavailable whilst the new Origin HR system is implemented.

NOT PROTECTIVELY MARKED

## CRIME & ASB (APR > NOV) v PREVIOUS YEARS

	April → Nov 14			2014/15 vs Historical Years			
	Crimes in 12/13	Crimes in 13/14	Crimes in 14/15	vs 13/14	%	vs 12/13	%
Burglary Dwelling	1026	1049	949	-100	-10%	-77	-8%
Burglary Non Dwelling	1821	1806	1697	-109	-6%	-124	-7%
Robbery	75	75	99	24	32%	24	32%
Sexual Offences	414	488	710	222	45%	296	71%
Violence With Injury	2464	2575	2669	94	4%	205	8%
Violence Without Injury	1597	1553	2252	699	45%	655	41%
Arson & Criminal Damage	4124	3858	3459	-399	-10%	-665	-16%
Theft: All Other Theft	3911	3834	3524	-310	-8%	-387	-10%
Theft: Bicycle Theft	897	1077	950	-127	-12%	53	6%
Theft: Shoplifting	2531	2655	2665	10	0%	134	5%
Theft: Theft From Person	333	353	369	16	5%	36	11%
Vehicle Offences	1956	1790	1505	-285	-16%	-451	-23%
<b>Total Victim Based Crimes</b>	<b>21149</b>	<b>21113</b>	<b>20848</b>	<b>-265</b>	<b>-1%</b>	<b>-301</b>	<b>-1%</b>
<b>Total ASB incidents</b>	<b>24235</b>	<b>22762</b>	<b>22992</b>	<b>230</b>	<b>1.0%</b>	<b>-1243</b>	<b>-5.1%</b>
<b>Victim Based Crime + ASB</b>	<b>45384</b>	<b>43875</b>	<b>43840</b>	<b>-35</b>	<b>-0.1%</b>	<b>-1544</b>	<b>-3.4%</b>
Drug Offences	1312	1204	1418	214	18%	106	8%
Misc Crimes Against Society	336	264	389	125	47%	53	16%
Possession Of Weapons	131	123	172	49	40%	41	31%
Public Order Offences	785	859	877	18	2%	92	12%
<b>Total Crimes v Society</b>	<b>2564</b>	<b>2450</b>	<b>2856</b>	<b>406</b>	<b>17%</b>	<b>292</b>	<b>11%</b>
<b>Overall No of Crime</b>	<b>23713</b>	<b>23563</b>	<b>23704</b>	<b>141</b>	<b>1%</b>	<b>-9</b>	<b>0%</b>

- **Victim Based Crime** and **ASB** remains in line with previous years & North Yorkshire remains one of the lowest crime areas in England & Wales
- Acquisitive and Damage Crimes are down on previous years, and in particular **Burglary** offences are lower than usual. In general those crimes groups outside tolerance are those (previously discussed in detail) where there is a longer term trend of interest. i.e **Sexual Offences** and **Violence Without Injury**
- **Robbery** is being monitored through the Performance & Tasking Meeting following increased levels over the last three months. The offences have been spread out across the force with York, Harrogate and Hamb/Richmond all seeing one or two months of higher than usual crime levels. Almost all the offences have been committed in an Urban setting. There is no common MO and there is variety in the goods stolen. A number of the offences have resulted in serious injury to the victim, and a number of offences are linked to 'drug taxings'
- **Drug offences** are often linked to proactivity - during November a higher than usual number of trafficking offences were recorded which is linked to an undercover investigation in Scarborough.
- **Misc Crimes v Society** include rises in possession of indecent images and obscene material and counterfeit coins/notes.
- NYP current operational priorities: Op HAWK (Rural & Cross Border crime), Op HAVEN (Burglary), Op CONCEAL (Child Sexual Exploitation). Local plans are in place to deal with issues or compliment force wide plans

## VICTIM BASED CRIME BY DISTRICT (APR > NOV) v PREVIOUS YEARS

NO OF CRIMES:	2014/15
<b>RICHMONDSHIRE</b>	<b>957</b>
CHANGE v 13/14	-7% (-77)
CHANGE v 12/13	5% (43)

NO OF CRIMES:	2014/15
<b>HAMBLETON</b>	<b>1593</b>
CHANGE v 13/14	-6% (-100)
CHANGE v 12/13	0% (4)

NO OF CRIMES:	2014/15
<b>RYEDALE</b>	<b>914</b>
CHANGE v 13/14	1% (8)
CHANGE v 12/13	0% (-3)

NO OF CRIMES:	2014/15
<b>CRAVEN</b>	<b>1036</b>
CHANGE v 13/14	-13% (-159)
CHANGE v 12/13	-9% (-107)

NO OF CRIMES:	2014/15
<b>HARROGATE</b>	<b>3568</b>
CHANGE v 13/14	1% (20)
CHANGE v 12/13	3% (101)

NO OF CRIMES:	2014/15
<b>SCARBOROUGH</b>	<b>4266</b>
CHANGE v 13/14	9% (351)
CHANGE v 12/13	11% (407)

NO OF CRIMES:	2014/15
<b>YORK</b>	<b>6527</b>
CHANGE v 13/14	-6% (-402)
CHANGE v 12/13	-11% (-787)

NO OF CRIMES:	2014/15
<b>SELBY</b>	<b>1947</b>
CHANGE v 13/14	4% (68)
CHANGE v 12/13	2% (36)

- As previously advised the large variation on last year is skewed by unusually high levels of crime in April and May 2014 compared with previous years. Current crime levels in **SCARBOROUGH** and **RYEDALE** remain within expected monthly tolerance.

- The current exceptions follow force wide trends discussed earlier. Current levels of other crime groups appear normal, a 'blip' in non dwelling burglary in November is partly attributable to 14 caravan breaks at a caravan park.

- Specifically targeted work continues with partners around the Night Time Economy and the problem caused by Legal Highs.

- In October ACC Kennedy chaired a dedicated Performance Conference for Scarborough and Ryedale and was reassured by plans in place by police and partners to tackle Crime and ASB in the area.

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 (APR > NOV) v PREVIOUS YEARS

NO OF ASB:	2014/15
<b>RICHMONDSHIRE</b>	<b>1040</b>
CHANGE v 13/14	0% (5)
CHANGE v 12/13	-17% (-220)

NO OF ASB:	2014/15
<b>HAMBLETON</b>	<b>1808</b>
CHANGE v 13/14	-4% (-80)
CHANGE v 12/13	-12% (-235)

NO OF ASB:	2014/15
<b>RYEDALE</b>	<b>872</b>
CHANGE v 13/14	-8% (-79)
CHANGE v 12/13	-12% (-116)

NO OF ASB:	2014/15
<b>SCARBOROUGH</b>	<b>5220</b>
CHANGE v 13/14	6% (274)
CHANGE v 12/13	0% (-2)

NO OF ASB:	2014/15
<b>CRAVEN</b>	<b>923</b>
CHANGE v 13/14	-14% (-150)
CHANGE v 12/13	-15% (-166)

NO OF ASB:	2014/15
<b>HARROGATE</b>	<b>3940</b>
CHANGE v 13/14	7% (262)
CHANGE v 12/13	2% (76)

NO OF ASB:	2014/15
<b>YORK</b>	<b>7024</b>
CHANGE v 13/14	0% (4)
CHANGE v 12/13	-6% (-470)

NO OF ASB:	2014/15
<b>SELBY</b>	<b>2076</b>
CHANGE v 13/14	-1% (-18)
CHANGE v 12/13	-5% (-99)

- Long term the trend in ASB is down. **No emerging issues of note.**
- In **HARROGATE**, ASB is up on last year however half of the increase this year relates to direct comparisons between April 2014 and April 2013, and 70% of the increase relates to Harrogate Town. The focus for the Command remains the Montpelier Hill area of Harrogate and activity continues in respect of this area.
- **SCARBOROUGH**, trend is downward as would be expected for this time of year and the 'gap' to last years figures is narrowing (in June the 'gap' was +17% and it is now +6%). Trend is mainly nuisance ASB occurring between Thursdays and Sundays. Consumption of alcohol continues to be a factor. Op ENGAGE continues to run.

## CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

Key Performance Indicator	YTD	+/- Change	
	2014	on 2013	on 2012
<b>Killed or Seriously Injured casualties from RTCs:</b>	<b>432</b>	<b>-5 (-1%)</b>	
<b>Motorcyclist KSI casualties from RTCs:</b>	<b>98</b>	<b>-21 (-18%)</b>	
<b>Child (= &lt;16) KSI casualties from RTCs:</b>	<b>23</b>	<b>3 (15%)</b>	
<b>Cyclist KSI casualties from RTCs:</b>	<b>81</b>	<b>25 (45%)</b>	

- Please note 2014 data are based on calendar year and are provisional. There is a lag on the data by one month.
- **No emerging issues of note.**
- The latest stats for 01/01/2014 and 31/10/2014 show:
  - Overall KSI is inline though slight fatal reduction: There have been 36 fatal and 396 serious compared to the same period in the previous year when there were 43 fatal and 394 serious casualties.
  - For Motorcyclists there has been a reduction in both Killed and Seriously Injured : There have been 11 fatal and 87 serious and in the same period in 2013 there were 15 fatal and 104 serious.
  - For pedal cyclists there has been the largest increase in KSIs: there have been 3 fatal and 78 serious casualties. Two of these fatalities do not have a vehicle involvement and relate to cyclists losing control. In 2013 there was 3 fatal and 53 serious casualties.
- In addition there were two fatalities in November, of which One is believed to be natural causes.
- The latest iQuanta data up to the 31 March 2014 shows for all KSI casualties NYP is 30th nationally and 6th in MSF and for Child KSI casualties NYP is 26th nationally and 7th in MSF.
- In general the main contributory factors for the collisions are: Failed to look properly, Loss of control, Poor turn or manoeuvre, Failed to judge other persons path or speed, Careless/reckless/in a hurry.
- Campaigns
  - Operation Attention (ACPO Drink & Drug Driving) will run in December

NOT PROTECTIVELY MARKED

## POLICING CALENDAR & ACPO WEEKS OF ACTION

Date	Summary of Event / Operation - 2014
07/12/2014	FORCEWIDE: OP HAWK
08/12/2014	FORCEWIDE: MOBILISATION DAY

Date	OP SAGE
26/11/2014	BEDALE HUNT (MAUNBY HALL)
December	FORCEWIDE: OP ATTENTION – ACPO XMAS DRINK & DRUG DRIVING
02/12/2014	BBMH MEET AT HAMPSWAITE
03/12/2014	BEDALE HUNT AT THE KENNELS, LITTLE FENCOTE
09/12/2014	YORK & AINSTY SOUTH AT WHELDRAKE
11/12/2014	BADSWORTH & BRAMHAM (BBMH) AT DOB PARK
13/12/2014	BBMH MEET AT WHITE QUARRY FARM, STUTTON
16/12/2014	YORK AND AINSTY SOUTH AT HESSAY
23/12/2014	YORK AND AINSTY SOUTH AT STILLINGFLEET
26/12/2014	YORK AND AINSTY SOUTH AT EASINGWOLD
30/12/2014	BBMH AT WEETON
03/01/2015	YORK AND AINSTY SOUTH AT CLIFFE

Priority Policing Calendar maintained by Staff Office:

- Force strategic assessment
- Demand related Seasonality
- Local events - policed
- Local events – non-policed

NOT PROTECTIVELY MARKED



# HR OVERVIEW

## Police Officers

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
<b>Officer Budget FTE Target</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>
Actual/ Projected Num inc recr'ment	1401.68	1398.20	1396.50	<b>1399.83</b>	<b>1395.26</b>	1405.52	1399.21	1405.27	1388.28	1396.78	1392.28	1388.78	1393.28

The actual number of Officers has increased in November 2014 by 6.06 FTE officers.

### Student Officer Recruitment

14 Student Officer applicants commenced with NYP on 27 October 2014.

The next Student Officer intake is scheduled for 26 January 2015.

### Transferee Recruitment

Final checks for the three successful applicants are currently taking place following the Firearms Transferee campaign, with projected start dates in January 2015.

### Direct Entry

The successful applicant commenced with NYP on 10 November 2014.

### Fast Track

The successful applicant commenced with NYP on 29 September 2014. There are currently no further recruitment schemes planned for fast track in the next financial year.

### Detective Chief Inspector Board

A Detective Chief Inspector campaign was launched on 10 November 2014, with a closing date of 21 November 2014.

Operational Readiness figures are unavailable this month due to Origin Go-Live

## PCSO

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
<b>PCSO Budget FTE</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>	<b>183.0</b>
Actual/ Projected Num inc recr'ment	184.09	183.06	182.30	<b>196.30</b>	196.23	193.34	192.81	189.35	190.88	190.88	185.88	183.88	183.88

The actual number of PCSO's has decreased by 3.46 FTE.

The next PCSO intake is scheduled for 12 January 2015.

NOT PROTECTIVELY MARKED

# HR OVERVIEW

## Specials

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
<b>Specials Budget FTE</b>	<b>260.00</b>	<b>260.00</b>	<b>260.00</b>	<b>260.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>	<b>286.00</b>
Actual Specials FTE	153.00	151.00	166.00	162.00	158.00	153.00	148.00	172.00					

The actual number of Special Constables increased by 24.

25 Special Constables commenced with NYP on 25 October 2014.

A recruitment campaign launched in October 2014 resulted in NYP receiving approximately 170 applications. A targeted increase in the numbers of Special Constables continues throughout 2014/15/16 to achieve the 286 desired target. The next recruitment campaign is scheduled for January 2015.

## Staff

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
<b>Staff Budget</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>	<b>1016</b>
Permanent Staff FTE	895.90	896.74	896.91	<b>899.30</b>	896.98	906.52	902.34	915.88					
Temporary Staff FTE (not including agency)	50.52	50.52	45.03	<b>56.50</b>	53.50	55.76	65.26	64.26					
Agency Staff FTE	38.95	39.91	45.91	<b>41.00</b>	45.91	48.41	50.41	42.00					
<b>Total Staff against budget FTE</b>	<b>985.37</b>	<b>987.17</b>	<b>987.85</b>	<b>996.80</b>	<b>996.39</b>	<b>1010.69</b>	<b>1018.01</b>	<b>1022.14</b>					

NOT PROTECTIVELY MARKED

# HR OVERVIEW

The Staff Budget has been adjusted for 2014/ 2015. The headline staff budget total of 1016 is the Forces financial commitment for the next 12 months. Police staff roles fluctuate in accordance with organisational priorities and requirements articulated in business cases agreed through the decision notice route. The approach to police staff workforce profiling is to explore opportunities where flexible resources can be utilised specifically to deliver key pieces of work.

The total number of actual Staff has increased 4.13 FTE from the previous month.

The number of agency staff has decreased by 8.41 FTE since the previous month:

22 x agency staff are in supernumerary posts.

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

8 new starters commenced in the control room 27 October 2014.

The current number of Staff vacancies is 51. Due to a number of change programmes it has been necessary to implement a recruitment freeze in order to assess individuals who are currently at risk.

## Volunteers

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
Volun- teers	111.0	111.0	136.00	129.00	125.00	124.00	124.00	125.00					

Deployment of volunteers:-

All 125 volunteers are within the Response & Reassurance Directorate

49 - Front Counter Support

69 - volunteers are Safer Neighbourhood Support

1 - Head of Volunteering

1 - Deputy Head of Volunteering

5 - Volunteer Advisors

The number of volunteers is linked to the work around the use and deployment of Special Constables, the extended use of Volunteers is being progressed through the Citizens in policing framework. Targeted Volunteer recruitment campaigns are due to commence in the next few months.

### **Please note:**

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

NOT PROTECTIVELY MARKED

# GLOSSARY

## READING THE PERFORMANCE DATA

- The numbers shows performance against the previous year
- The graphic is an assessment of the latest month against an “average month” based on the 2013/14 reporting period. The position of the ♦ icon describes the month results relative to a linear average. This allows for factors such as seasonal trends or the impact of single one off events to be explained. As the desired direction of travel can be up or down (e.g. increasing crime is negative but an increasing resolution % positive) the graphics alternate the red/green colouring accordingly.

## GLOSSARY

- ASB = Anti-Social Behaviour
- Crimes Against Society = These are crimes which do not have a “named victim” i.e. the offence is against The Crown. These are usually (but not always) are as the direct result of police intervention/proactivity e.g a drugs operation. In North Yorkshire & City of York approx 10% of crimes are “Against Society” therefore it is important to make the clear distinction from Victim Based Crime.
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- P&CP = Police & Crime Plan document setting out the Police & Crime Commissioner’s priorities
- PCC = Police & Crime Commissioner
- PCSO = Police Community Support Officer
- PSG = Performance Steering Group is an internal meeting chaired by a Chief Officer monitoring statistics & trends
- Resolved crime = A crime where an offender has been dealt with through sanction or restorative justice.
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.
- TTCG = Tactical Tasking & Co-ordination Group is an internal meeting which directs resources to tackle specific problems