

North Yorkshire Police and Crime Commissioner

Annual Report 2015 -2016



OUR VISION
Be Safe, Feel Safe -
Protected by the most
responsive service in England

Priority 1 Protect Vulnerable People

Priority 2 Cut Crime and Anti-Social Behaviour

Priority 3 Prevention and Early Intervention

Priority 4 Improve Victim Care

CORPORATE PRIORITIES

- Transforming the Organisation
- People First
- Partnerships and Commissioning

Contents

Foreword	-	3
Listening to residents	-	4
Our Priorities	-	5
Four policing priorities		
Priority 1: Protect vulnerable people	-	6
Priority 2: Cut crime and anti-social behaviour (ASB)	-	9
Priority 3: Prevention and early intervention	-	11
Priority 4: Improve victim care	-	13
Tackling your priorities	-	14
Corporate priorities		
Priority 5: Transforming the organisation	-	16
Priority 6: People first	-	18
Priority 7: Partnership and commissioning	-	20
Funding and spending	-	22
Contacts	-	23





Foreword

As Police and Crime Commissioner for North Yorkshire, it is my pleasure to present my annual report for 2015/16.

During the year North Yorkshire remained one of the safest places in the country. This was not achieved by chance and Her Majesty's Inspectorate of the Constabulary ranked our force as 'good' in all three areas.

I would like to thank the police officers and staff who worked so hard throughout the year to protect our residents, helping them to 'be safe, feel safe'.

While North Yorkshire continued to be one of the safest places in the country, reported crime went up, something that can partly be explained by more rigorous recording practices. Nationally there were also increases in violence and sexual offences, which may be due to increased confidence in reporting these crimes to the police. The force is focusing on the root causes of these increases and taking action to prevent such crimes rising further.

The defining feature of 2015/16 was the turnaround in our financial fortunes.

I began the year working with Chief Constable Dave Jones preparing for significant budget cuts. In the event, however, the Chancellor surprised commissioners across the country by maintaining the overall budget for policing in his Comprehensive Spending Review, subject to us increasing the police precept – the amount residents pay for police in their council tax – by 1.99 per cent.

This was good news and meant I could announce major investment plans that included boosting police officer numbers to 1,400, as well as increasing numbers of Police Community Support Officers (PCSOs) to 200.

I was also able to invest £3.2 million in the area residents tell me is their number one priority for policing: protecting vulnerable people.

Despite our better than expected financial situation, in order to balance the budget, we still need to make savings. Decisions included the purchase of Alverton Court in Northallerton, which will replace Newby Wiske Hall as the force's headquarters. The move will deliver significant savings over time.

I strongly believe bobbies and not buildings help people 'be safe, feel safe'. For that reason, 2015/16 saw plans to move Ripon, Selby and Boroughbridge police stations to shared sites as well as changes to police front counter opening times. Savings from these went towards increasing police numbers.

I hope this report provides an engaging summary of what has been done during the year to deliver better services, particularly in the priority areas set out in my Police and Crime Plan, as well as an understanding of organisational changes under way in the force.



Julia Mulligan
Police and Crime Commissioner
for North Yorkshire



Your feedback is central to this so I continue to be available in person around the county at my regular surgeries, or contactable via telephone, email and letter.

Julia Mulligan
Police and Crime
Commissioner

Listening to residents

Listening and understanding the needs and views of local people across North Yorkshire and the City of York is your Police and Crime Commissioner Julia Mulligan's first priority.

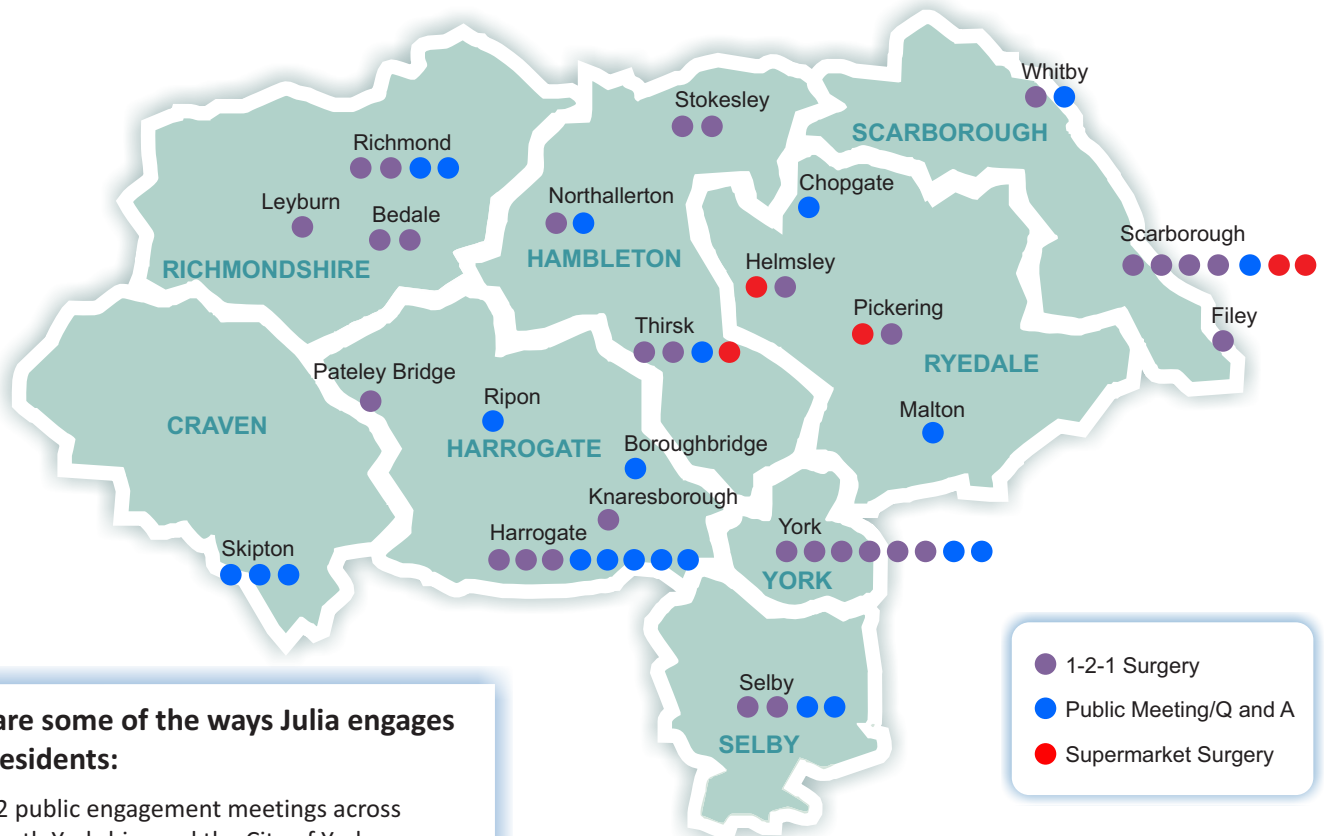
Julia does this in a wide range of ways, both formally in setting out the Police and Crime Plan, but also informally on a day to day basis. This includes commissioning independent research studies, consultations and surveys, public meetings and one-to-one meetings which she holds in cities, towns and villages across the area, as well as online. Julia has also commissioned external

organisations to help and she set up the first North Yorkshire Youth Commission, which sought the views of young people across the area.

The needs of residents formed the foundations of her Police and Crime Plan which sets the strategic direction for policing and victim services in North Yorkshire and articulates residents' priorities. They are:

- Protecting vulnerable people
- Cutting crime and anti-social behaviour
- Preventing crime and intervening early
- Improving victim care.

During the year, Julia carried out a wide-ranging consultation among residents about police funding. Some 66 per cent of residents told her that they wanted to increase the police precept – the amount they pay for policing through their council tax - by 1.99 per cent.

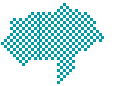


Here are some of the ways Julia engages with residents:

- 22 public engagement meetings across North Yorkshire and the City of York
- 31 surgeries at which residents can meet for a one-to-one talk with the Commissioner
- Five supermarket surgeries.

In addition:

- More than 3,000 people use the website each month
- More than 2,000 people watched the Commissioner's videos on YouTube www.youtube.com/c/nypcc



Our Priorities

This annual report is an assessment of progress made during 2015/16 towards delivering the Police and Crime Plan which sets out the strategic priorities for policing in North Yorkshire. The plan was drawn up in consultation with residents and also reflects the changing demands being made on the service.

OUR VISION
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Priority 1

Protect Vulnerable People

The Objectives under 'Protect Vulnerable People' are:

- Increase the safety of children, young people and vulnerable adults - 90% public support
- Address Mental health – reduce risk and harm - 74% public support
- Address domestic abuse and sexual violence - 84% public support

Priority 2

Cut Crime and Anti-Social Behaviour

The Objectives under 'Cut Crime and Anti-Social Behaviour' are:

- Proactive policing - 57% public support
- Reduce re-offending - 76% public support
- Strategic policing requirement - 52% public support

Priority 3

Prevention and Early Intervention

The Objectives under 'Prevention and Early Intervention' are:

- Focus on children and young people - 69% public support
- Tackle drugs and alcohol - 69% public support
- Improve engagement and education - 46% public support

Priority 4

Improve Victim Care

The Objectives under 'Improve Victim Care' are:

- Improve and expand services - 57% public support
- Embed restorative justice - 21% public support
- Tackle repeat victimisation - 53% public support

CORPORATE PRIORITIES

- Transforming the Organisation
- People First
- Partnerships and Commissioning



From the introduction of health-based places of safety, to providing mental health nurses who assist emergency call takers in our control room, we have made massive changes to improve our response to vulnerable people in crisis.

Inspector Bill Scott

Priority 1

Protect Vulnerable People

While North Yorkshire remains one of the safest places in the country to live and work, reports of crimes such as assault and sexual abuse are going up. North Yorkshire Police is responding to these changes and focusing on protecting the most vulnerable people in our society.

Investing for vulnerable people

In February, the Chief Constable and Police and Crime Commissioner announced a £3.2 million strategy to improve protection for vulnerable people.

They pledged to:

- Expand substantially the force's Serious Crime Team which investigates crimes involving violence, rape, domestic abuse and the sexual exploitation of children
- Expand the Integrated Offender Management team to help stop re-offending
- Expand the Digital Forensics Unit to increase the force's ability to investigate cases involving modern technology such as tablets and smartphones
- Create a Historical Child Abuse Investigation Team to investigate allegations of non-recent sexual abuse which are incidents that happened a year or more ago
- Increase capacity to tackle cybercrime and online fraud, building on the team that was established in 2014/15
- Improve training and welfare support for officers and staff who work in this challenging area.

Protecting children

The investment in vulnerable people is particularly aimed at protecting children, including helping them stay safe. During the year, North Yorkshire Police launched a new campaign to raise awareness of online safety and child sexual exploitation among young people. The 'keep it to your selfie' campaign urged teenagers to #pausebeforeyoupost to

deter them from posting compromising images of themselves online.

The police ran a pilot scheme which saw PCSOs going into schools to help pupils understand and deal with online dangers and produced an information pack for parents on how they can keep their children safe online.

The work of the force's officers and PCSOs in protecting children from abuse was recognised by North Yorkshire's and the City of York's Safeguarding Children Boards. Work led to a number of successful prosecutions during the year. These included a nine-year extended sentence for a man who used online chatrooms to groom and incite teenage boys into sexual activity.

Children and young people who have suffered sexual abuse in North Yorkshire are referred to a special NHS Child Sexual Assault Assessment Service (CSAAS) at York Teaching Hospital NHS Foundation Trust for forensic examination and access to aftercare. The service operates limited hours and work is ongoing to provide a more comprehensive service.

A pilot scheme during the year led to the decision to commission a specific cope and recovery support service for victims of child sexual exploitation and further prevention and early detection work.

To improve its response to reports of missing children, the force backed the Child Rescue Alert scheme, urging residents to sign up to the potentially life-saving national system that raises the alarm after a child goes missing.



Tackling hate crime

A hate crime is when someone is targeted as a direct result of their disability, sexual orientation, gender-identity, race, religion or belief. Despite North Yorkshire Police's launch of the STOP HATE helpline to encourage reporting, a range of evidence suggested hate crime is both on the rise and significantly under-reported.

In order to understand why people are so reluctant to report hate crime, the Commissioner conducted research among residents from a diverse range of communities across the area. The findings were published in a report 'Understanding Hate Crime in North Yorkshire and the City of York' which is helping the police and other agencies overcome the barriers to reporting. North Yorkshire Police responded to the report by incorporating its recommendations into their action plan. Work continues to implement the actions and improve reporting and services to victims.

Meeting the needs of people with mental health problems

Evidence suggests that as much as 40 per cent of police time is spent dealing with people in mental distress. Both the Commissioner and North Yorkshire Police remain committed to the Mental Health Crisis Care Concordat and working with partners to improve services. In addition, the commissioner funded a new scheme which saw mental health professionals from Tees, Esk and Wear Valleys NHS Foundation Trust working Thursday to Sunday within the force's control room. The scheme was extended so that it will become a seven-day-a-week operation during 2016/17.

The initiative means a highly trained mental health nurse is based alongside police call handlers, stepping in and offering advice during incidents involving mentally vulnerable people, providing a service across the whole of the area.

Street triage schemes, which see mental health nurses support police officers on the ground when responding to those experiencing mental health crisis, continued in Scarborough and York with plans for expansion during 2016/17.

The year also saw the opening of North Yorkshire's fourth 'place of safety' to which police can take a person who is experiencing a mental health crisis and needs to be detained for their own or others' safety.

The suite at Harrogate District Hospital was created as part of a commitment to ensure vulnerable people are not kept in a police cell. Another 'place of safety' – at York's Bootham Hospital - reopened in December after the hospital was closed in September for urgent work to improve safety.

In addition, North Yorkshire Police joined with partners such as the University of York and Tees, Esk and Wear Valley NHS Foundation Trust to secure £1 million of funding from the College of Policing's Police Knowledge Fund for the Connect project. The project builds on the force's existing partnerships to find better ways of dealing with mental health issues by increasing collaboration, identifying 'what works', sharing researching information and improving training, including for frontline staff.

The force also launched a new scheme to help find people with dementia when they go missing. The Herbert Protocol is a national initiative which aims to provide the police with quick, detailed information about the person which is collected by the person themselves or their carer in case they go missing.

Domestic and sexual abuse

North Yorkshire Police has one of the highest conviction rates in the region for domestic abuse and applied for more than 70 of the new Domestic Violence Protection Orders and Notice during the year which enabled the force to protect victims in the



It is very difficult to investigate child sexual exploitation which is committed online, therefore prevention and education is extremely important if we are to protect young people from internet predators.

Det Insp Shaun Page



For every person who reports or seeks help because of abuse, four more people do not report or access any support or help at all. We want to reach out to those people and help them access services and support when they need it. This will increase reporting, reduce risk and help more people live a life that is free from harm and violence.

*Sarah Hill,
Director at IDAS*

immediate aftermath of a domestic violence. It also dealt swiftly with developing threats such as 'revenge porn' and the Commissioner ran a national campaign to support victims of this crime.

Plans were also put in place to launch Operation Encompass across North Yorkshire. Under the scheme, following a domestic incident in a household with children, the police alert a designated contact person at the child's school the following day so that they can ensure any support that is needed is put in place.

Cope and recovery services for domestic and sexual abuse victims were also expanded with the number of independent domestic and sexual abuse advisors increasing from 10 to 12 – providing support for 200 extra survivors, irrespective of whether they chose to report their abuse to police.

The Commissioner also supported the development of a Domestic Abuse Self-

Referral Service by the Independent Domestic Abuse Service (IDAS) to target people from hard-to-reach groups experiencing domestic abuse – including parents abused by their children, male victims and people in same-sex relationships. One aim of the campaign was to help encourage greater reporting of the offence.

Adults aged 16 and over who have suffered sexual abuse are referred to North Yorkshire's specialist Sexual Assault Referral Centre (SARC) for forensic examination and access to aftercare. During the year, the service was delivered by CRG Medical Services. However, North Yorkshire Police worked with regional force colleagues and NHS England to run a commissioning process to secure a new Regional Adult SARC service. The successful bidder was Mountain Healthcare and they began delivering the service for the area in April 2016.

Case Study - Mental health

When a distressed elderly lady began threatening to smash her neighbours' windows, the worried householders immediately called 999.

But instead of dispatching a police officer, call handlers in force control room were able to take an altogether more supportive approach.

Under a new scheme, a mental health nurse is now based in North Yorkshire Police's force control room to help call handlers deal with incidents involving people with mental health problems.

"In this case, the elderly lady was suffering from Alzheimer's disease and was clearly very confused and agitated," said NHS crisis nurse Lynsey Walsh who works on a rota-basis in the control room.

"I was able to check her details on my NHS systems and find a number

for her daughter – information that the police did not have.

"So instead of sending a police officer – something that would have

probably made the lady even more agitated – we were able to contact her daughter who went round and calmed her mother relatively easily."



Helping hand: Crisis nurse Lynsey Walsh, right, with Commissioner Julia Mulligan in force control room.



Priority 2

Cut Crime and Anti-Social Behaviour

The residents of North Yorkshire want to 'be safe, feel safe' and the Chief Constable and Police and Crime Commissioner aim to ensure the area is always in the top three safest places to live in the country. But the way people feel is often just as important as the crime statistics. So as well as driving down crime and anti-social behaviour, the goal is also for a pro-active police service that inspires confidence and helps residents feel safe and secure as they go about their daily lives.

In 2015/16, North Yorkshire remained one of the safest places to live in the country with official crime statistics for England and Wales putting the crime rate at 44.2 per 1,000 of the population.

While this reflected an eight per cent rise in crime in comparison to the same period the previous year, it was below the national increase and reflected the fact that forces across the country are now recording crimes better than they have done before.

North Yorkshire's continuing low crime levels were not achieved by chance. They reflect ongoing efforts to identify and tackle the crimes and anti-social behaviours that affect residents most, and the hard work and professionalism of the officers, staff and volunteers at North Yorkshire Police.

This fact was recognised by Her Majesty's Inspectorate of Constabulary who praised the force's performance in keeping people safe and reducing crime and paid tribute to its commitment to preventing crime and anti-social behaviour.

101 non-emergency service

During the year, the Commissioner became increasingly concerned by the number of complaints about the police 101 non-urgent service.

As she has a duty to hold the Chief Constable to account, she commissioned a report which revealed not only poor awareness of the number but also that as many as 2,766 callers a month ringing up to report an incident (14 per cent) hung up because of the length of time it took for their call to be answered.

The force is developing a comprehensive action plan to tackle the issues raised in the report, which will be supported by a planned investment of £3.3 million in IT and telephony systems. The Commissioner also organised for every household in the area to receive information about the 101 service to help raise awareness of the number.

Tackling rural crime

In February 2016, North Yorkshire Police launched its Rural Policing Strategy to improve its ability to prevent rural crime, respond to incidents and engage with rural communities. This followed the publication of the largest ever survey of crime in rural areas. The survey was commissioned by the Commissioner in her role as chair of the National Rural Crime Network and revealed the true impact of rural crime across England.

A key part of the strategy was the establishment of the country's largest Rural Policing Task Force, and the only unit of its type in the country to be led by an inspector.

The strategy also saw a commitment to increase from six to 12 safety camera vehicles, with the six new vehicles being stationed across the area. The vehicles will be fitted with Automatic Number Plate Recognition Technology to help protect rural communities against criminals travelling into North Yorkshire from outside its borders – as well as reducing the number of people killed or injured on the county's 6,000 miles of roads. Given a large proportion of detected crime is committed by offenders coming into the county from over the border, this type of technology is very important in keeping crime down.

North Yorkshire Police's pioneering use of social media to tackle rural crime led to the force being shortlisted for a national social media award.



Tackling rural crime is core business for North Yorkshire Police, and all of our officers and staff play a role in tackling rural concerns. However the Rural Policing Task Force will provide dedicated specialist resources, so we can strengthen our service in rural areas and make a real difference to people living in those communities.

*Dave Jones,
Chief Constable*





During the year, North Yorkshire's two Road Crime Teams worked on Operation Hawk - a force-wide clampdown on cross-border crime in rural areas – and between January and April 2016 arrested 96 suspects, recovered 89 vehicles and seized property (including drugs, cash and stolen vehicles) to the value of more than £500,000.

Also throughout 2015/16, the force took part in Operation Checkpoint, the largest rural policing operation of its kind in the country. Checkpoint aims to gather intelligence about criminals who target rural areas, disrupting their use of the road network and bringing anyone found breaking the law to justice. Working jointly with Cleveland, Cumbria, Durham, Lancashire and Northumbria, as well as local Rural Watch volunteers, officers seized dozens of vehicles and arrested numerous suspects on several 'days of action' across the region.

Anti-social behaviour

Residents say that anti-social behaviour is a key concern and during the year there was a five per cent fall in anti-social behaviour across the area with each district recording a decrease in this type of behaviour. Harrogate saw the biggest fall in anti-social behaviour with a decrease of 8.9 per cent.

Community Safety Hubs are in place in York, Scarborough and Selby with Hambleton and Richmondshire in a pilot phase and further plans for Harrogate, Craven and Ryedale. Integrated working has developed over many years to enhance the service all partners provide to their communities to improve outcomes for victims of crime and to reduce crime and community safety concerns.

During the year, North Yorkshire Police joined forces with the City of York Council and the British Transport Police to launch a new initiative to clamp down on anti-social behaviour in York. The aim of the initiative is to remind people using York Station, and those out and about in the City centre to respect York and enjoy themselves responsibly. This runs alongside necessary enforcement action on trains, at the station and throughout the City and complements other initiatives taking place on race days and match days.

CASE STUDY - Dealing with cross-border crime

A West Yorkshire man suspected of carrying out a spate of burglaries across Yorkshire and Humberside was charged and remanded in prison thanks to North Yorkshire Police's use of Automatic Number Plate Recognition (ANPR).

Officers used ANPR to analyse the movement of vehicles in the areas - which included Harrogate - at the times of the crimes.

In early November 2015, the man was identified as being the main suspect. Police also identified his vehicle and ANPR analysis was able to track its movements. Within a few days, his vehicle was monitored moving through the North Yorkshire Police Area. Specialist Operations Officers were dispatched to intercept the vehicle. The vehicle driven by the suspect was successfully stopped and he was arrested. A search of the vehicle resulted in property being found from a burglary that had been committed within the Humberside region only a few hours previously.



Border crime: Patrol targeting out cross-border criminals.

Road safety

Road safety is consistently a key concern for communities across North Yorkshire. In a 2014 survey for the Commissioner, 72 per cent of respondents agreed that more needed to be done to tackle speeding and other driving offences that can blight local neighbourhoods.

As well as doubling the number of safety camera vehicles, the Commissioner also announced the full roll out of Community Speed Watch after a successful pilot of the scheme during the year.

Under the scheme, North Yorkshire Police will train volunteers who, using specially purchased equipment, will measure the speed of vehicles travelling through their community. If a driver is recorded speeding, they will receive a notice from the police warning them about their driving and its impact.



Priority 3

Prevention and Early Intervention

When it comes to crime, residents of North Yorkshire have stated clearly that they believe prevention is better than cure.

In particular, they have said that a focus on children and young people is crucial – as well as tackling drugs and alcohol misuse.

North Yorkshire Police set out its approach to crime prevention in its first Crime Prevention Strategy, published in January 2015 and due to be updated in 2016. The strategy has a supporting delivery programme which draws together the work underway across the force, featuring initiatives such as:

- The training of 22 police officers and PCSOs to offer cyber advice and assessment to businesses
- The recruitment of community safety volunteers
- Work under way with academia and the College of Policing to identify best practice

Young people

To help tackle crime against and by young people, North Yorkshire's first ever Youth Commission was launched during the year as the biggest initiative ever undertaken in the area to get the views of children and young people about crime and policing issues.

Initiated and funded by the Police and Crime Commissioner, the commission was made up of 30 volunteers aged 14 to 25 who carried out a 'Big Conversation', speaking to more than 1,500 young people at colleges, youth clubs and other venues across the county and city.

Its purpose was to help North Yorkshire Police shape its approach to the work it does with young people and it identified and focused on six key priorities:

- cyber-bullying and internet safety
- hate crime
- legal highs and drug abuse
- relationships with the police
- preventing youth crime
- vulnerability and exploitation

Members of the Youth Commission presented their findings to the police and community leaders in January 2016. The police are integrating the findings into a refreshed Youth Strategy.



Many young people felt they wanted officers to interact with them in a more relaxed way and not just when they were issuing warnings. They felt there was a tendency to be judged by their appearance which was something they wanted to change.

*Hannah Ward,
Youth Commission member*

CASE STUDY - Hate crime

Teenage carer Beth Doughty led a special event organised by North Yorkshire Youth Commission to get young people's views on hate crime.

The consultation was part of an initiative by the Commissioner Julia Mulligan to get the views of more than 1,500 young people across the county about various aspects of crime– including how it should be tackled.

Beth, aged 16, of Selby, cares for her profoundly disabled younger sister Mollyann, aged 10, and knows what it is liked to be singled out on the basis of her sister's disability.

As a member of North Yorkshire Youth Commission, she helped lead the workshop at Selby College – where she herself is a student – to find out the views and opinions of fellow students.

“Hate crime is about being picked on in some way simply because you are different,” said Beth.

“It could be because of race, gender, sexuality or something else. But it's something that I feel I've experienced first-hand.”



Youth view: Beth Doughty and Youth Commission members at Selby College.



The importance of prevention and early intervention to the future of policing in North Yorkshire should not be underestimated because it is central to reducing demand on the service.

*Julia Mulligan
Police and Crime
Commissioner*

Community Fund

The Commissioner's Community Fund plays a significant role in helping prevent crime by supporting projects that:

- create extra-curricular or 'diversionary' activities for children and young people
- Promote safety and reducing the fear of crime and anti-social behaviour
- Support for victims
- Improve community cohesion
- Prevent crime and anti-social behaviour
- Support the purchase of specific pieces of equipment.

During the year, the Community Fund gave more than £250,000 to community safety projects across North Yorkshire and the City of York. Some 30 projects benefited ranging from a project to help homeless people in Harrogate to a community outdoor play area in Scarborough.

Focus on the Community Fund - Homeless charity

In order to promote community cohesion and help prevent offending, a homeless charity was awarded £20,000 funding for its work with rough sleepers in Harrogate.

Harrogate Homeless Project, which helps around 250 homeless people every year, has been given the money specifically for the charity's No Second Night Out project, which aims to offer people sleeping rough a warm bed and a route back into affordable housing without them having to live for a prolonged period on the streets beforehand.



Help for homeless: More beds for rough sleepers.





Priority 4

Improve Victim Care

In April 2015, the Police and Crime Commissioner took over responsibility for delivering victim services and set up Supporting Victims in North Yorkshire, a bespoke service specifically designed for victims in the county.

The service is commissioned by the Commissioner and provides initial contact for some 2,000 victims each month, ensuring they can access the support that best meets their need.

In addition, the Commissioner provides a range of specialist services for victims, including restorative justice, counselling services and personal adviser-led support for vulnerable and high-risk victims including victims of domestic abuse.



Coming into contact with the Criminal Justice System as a victim can often be a very daunting and confusing experience. We want to ensure victims are better informed of their entitlements and receive the level of support they need.

*Leanne McConnell,
Head of Criminal Justice*

Domestic and sexual abuse

Services for victims of domestic and sexual abuse are provided by the Independent Domestic Advice Service (IDAS). During the year, IDAS relaunched its confidential helpline so that it is now available 24 hours a day, seven days a week. It has also launched a new, more responsive website which is a 'one-stop shop' of practical advice and information for all victims of domestic abuse/sexual violence, their families, friends and professionals who work in this field.

The website includes a secure online form for victims to refer themselves directly to IDAS services, all without having to tell the police. During the year, Police and Crime Commissioners from across Yorkshire and Humber joined forces with NHS England to commission a new region-wide service to help victims of rape and sexual assault.

The Regional Adult Sexual Assault Referral Centres (SARCS) provide victims aged 16 and over with an appropriate environment in which to undergo forensic examination, receive onward referral to appropriate support services and be advised on and supported in the process of police reporting.

A single regional service for adults began operating in April 2016. Its creation means those treating victims across the region are better able to share their knowledge and expertise and deliver more joined-up aftercare pathways.

But while services for adult victims of sexual assault were further developed across the region, the Commissioner continued to call for more comprehensive local services for children.

In 2015/16, accessibility to forensic services for children and young people who had been victims of sexual assault in North Yorkshire were limited. The Commissioner joined with the City of York and North Yorkshire Safeguarding Boards to call for urgent improvements – including longer opening times. Work to find a solution with NHS England continues.

Information for victims

Underlining the commitment to improve care for victims, North Yorkshire Police launched a new booklet aimed at improving the quality of information provided to victims of crime.

The booklet brings together pieces of information surrounding victim care that were previously provided in a range of different leaflets.



Supporting Victims provides needs assessment, practical information and onward referral to specialist support for victims of crime in North Yorkshire.

Call 01904 669276

Open Monday – Friday, 8am to 7pm

Calls charged at standard rate for landline and mobiles

www.supportingvictims.org



Tackling your priorities

Across North Yorkshire and the City of York, the police have been responding to your priorities - enabling North Yorkshire to remain one of the safest place in the country.

Reported crime in the area rose by **8%** in 2015/16, this was less than the national increase and is thought to be due to improved crime recording practices and processes leading to a greater proportion of reports of crime being recorded in the last year than in the previous year.

By contrast, the independent Crime Survey for England and Wales continued to show a year on year decrease in crime.

Richmondshire Priorities

Road safety, Cross-border crime, Visibility/technology, Anti-social behaviour

A key priority for the people of Richmondshire is the visibility of North Yorkshire Police in the area. As well as outlining plans to increase officer numbers, this year the number of special constables reached 199, increasing the policing presence of the force both in Richmondshire and across North Yorkshire.

Crime ▼ 4.4% (decrease of 60 crimes to 1,314)
ASB ▼ 6.1% (decrease of 85 incidents to 1,318)

Craven Priorities

Road safety, Cross-border crime, Visibility/technology, Anti-social behaviour

Road safety and cross border crime is a priority for the residents of Craven. During the last three years, the North Yorkshire Police Road Crime Team achieved the following results:

- 567 proactive arrests made
- 68 stolen vehicles recovered to a value of £772,925
- Stolen property and criminal assets recovered to a value of £2,839,445
- Drugs recovered to a value of £1,491,557
- 85 traffic offence reports issued
- 111 summons files for criminal and road traffic offences submitted
- 82 street warnings for cannabis possession issued
- 461 intelligence reports submitted

Crime ▲ 20% (increase of 310 crimes to 1,861)
ASB ▼ 0.4% (decrease of 5 incidents to 1,271)

Harrogate Priorities

Anti-social behaviour, Alcohol/Night Time Economy, Road safety, Drugs

There has been an increased focus on targeting those involved with the possession and supply of drugs in the Harrogate Area. A large number of arrests have been made, removing drugs and those concerned with the supply of drugs from the area.

Crime ▲ 4.1% (increase of 215 crimes to 5,455)
ASB ▼ 7% (decrease of 368 incidents to 4,857)

Selby Priorities

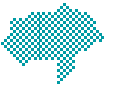
Road safety, Cross-border crime, Visibility/technology, Alcohol/Night Time Economy, Anti-social behaviour

An innovative campaign which tackles the negative impacts of excessive alcohol consumption based on a research project in Selby, which studied changes in drinking patterns and behaviours has proved a success. The 'Alternate' campaign was also shortlisted for a national award.

Crime ▲ 11.5% (increase of 326 crimes to 3,156)
ASB ▼ 0% (decrease of 1 incident to 2,866)



Operation Hawk is our major initiative to target travelling criminals and protect rural communities in North Yorkshire.



Hambleton Priorities

Road safety, Cross-border crime,
Visibility/technology, Anti-social behaviour

North Yorkshire Police's £1m hi-tech investment programme to tackle travelling criminals is gaining momentum with the opening of an Automatic Number Plate Recognition (ANPR) Hub. Staff will monitor real time information relating to vehicles identified as being connected to criminality and build up intelligence about their movements.

Crime ▲ 10.3% (increase of 247 crimes to 2,651)

ASB ▼ 5.9% (decrease of 148 incidents to 2,360)

Scarborough Priorities

Hate Crime, Drugs, Young people,
Child Sexual Exploitation,
Alcohol/Night Time Economy,
Serious and violent crime

Hate Crime remains a priority in Scarborough and a new 24-hour telephone helpline has been launched to assist victims of hate crime in North Yorkshire, as part of a campaign by North Yorkshire Police to tackle the issue county-wide. Whilst the number of recorded hate crime incidents in the county remains relatively low, the police also believe that the real number of incidents could in fact be far higher, due to under-reporting of hate crime offences.

Crime ▲ 9.2% (increase of 572 crimes to 6,782)

ASB ▼ 4.4% (decrease of 304 incidents to 6,597)

Ryedale Priorities

Road safety, Cross-border crime,
Visibility/technology, Anti-social behaviour

Road safety is a priority in Ryedale and across North Yorkshire. In response, the police have doubled the number of safety camera vans from three to six. Their deployment is focussed on stretches of roads where there are higher than average serious accidents or are of significant community concern.

Crime ▲ 13.2% (increase of 172 crimes to 1,471)

ASB ▼ 3.5% (decrease of 41 incidents to 1,131)

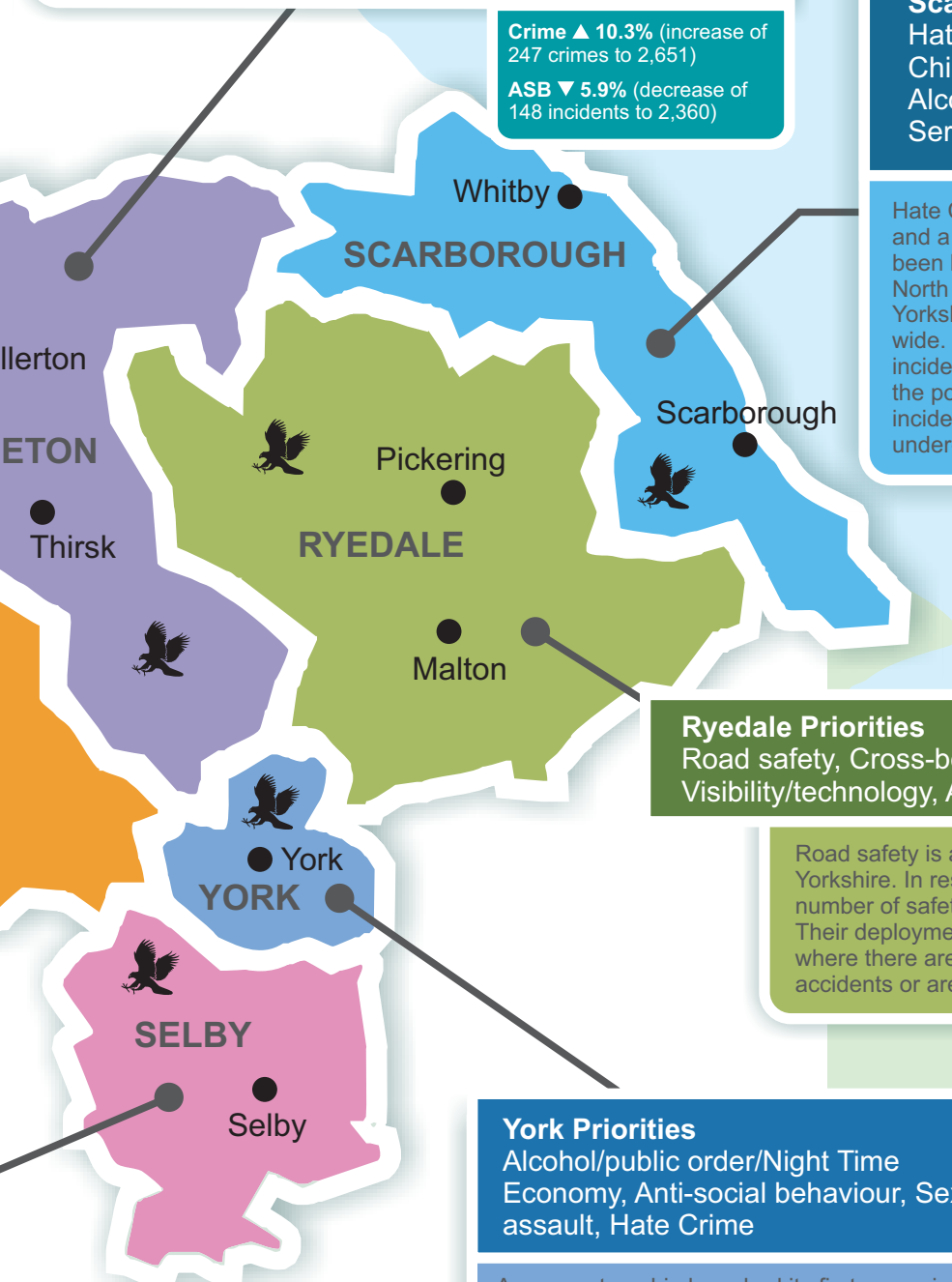
York Priorities

Alcohol/public order/Night Time
Economy, Anti-social behaviour, Sexual
assault, Hate Crime

A new partnership launched its first campaign to clamp down on the anti-social behaviour of a minority which can blight the majority's enjoyment of the beautiful City of York. City of York Council, North Yorkshire Police and British Transport Police have welcomed the involvement of train operating companies, York Racecourse and city centre licensed premises to quell anti-social behaviour in the City.

Crime ▲ 13% (increase of 1,243 crimes to 10,820)

ASB ▼ 3% (decrease of 282 incidents to 9,161)



Corporate Priorities

“

Financial challenges will continue and will have profound implications for the police service. Collaboration will be key to maintaining service into the future.

*Julia Mulligan
Police and Crime
Commissioner*

Priority 5

Transforming the Organisation

During the year, a better-than-expected budget allocation for policing in the Chancellor's Comprehensive Spending Review meant the Police and Crime Commissioner could boost police numbers as part of new investment plans.

Thanks to this increased income, the force was able to launch a two-year recruitment drive designed to increase officer numbers to 1,400 and PCSOs to 200.

Despite the improvement in police finances, savings of £11 million are still needed by 2019/20. As part of a robust affordability programme, North Yorkshire Police delivered the savings needed for 2015/16 and will continue to strive to deliver a balanced budget for the next four years, subject to a satisfactory outcome to any funding formula review.

After an extensive consultation, a clear majority of residents (66 per cent) said they were in favour of increasing the police precept – the amount they pay for policing through the council tax. In response, the Commissioner increased the police precept by 1.99 per cent.

Local police stations

It was announced that the new home of Ripon police would be at Stonebridgeway, in the heart of the city, in a new building the force will share with North Yorkshire Fire and Rescue Service. When the building is complete, the project will save more than £3.7million over 30 years.

In addition, plans were outlined to move Selby's police station so that officers will work out of Selby District Council's Civic Centre – less than a mile from the old station. The change will save more than £3.6 million over 30 years or £120,000 per year.

In another move to protect the frontline, a change to the opening times of police station front counters was announced which will save £300,000 a year.

Moving headquarters

The purchase for £4.5 million of Alverton Court, a modern office building in the centre of Northallerton, was announced as the new headquarters for the force. The total cost of the move from the current headquarters in Newby Wiske to Alverton Court is estimated to be under £7 million - a £12 million saving on the previous plan to move the headquarters to South Kilvington.

The move to Alverton Court will also ensure the police have a modern headquarters suitable for the future and it will save more than £4 million running costs over 30 years.



For sale: Chief Constable Dave Jones and Commissioner Julia Mulligan confirmed current headquarters at Newby Wiske was up for sale in February.



Greater collaboration

In order to strengthen the police's ability in specialist areas, the force entered into two significant collaborations during the year – one focussed on police dogs and the other on major crime.

The merger of the police dog sections of the North Yorkshire, Cleveland and Durham forces will create a single, integrated service. The change is designed to pool expertise, improve police coverage in rural areas and reduce overall costs. The change also means the service can retain a 24-hour operation for all three forces.

In addition, the Major Investigation Teams of the North Yorkshire and Cleveland forces will merge which will boost the number of staff dedicated to investigating the most serious offences and enhance both forces' ability to review cold cases and deal with complex investigations.

Drawing on existing staff from North Yorkshire's Major Incident Team and Cleveland's Murder Investigation Team, the combined unit will operate out of Middlesbrough and Harrogate, working under a single command. The new arrangement will increase the number of skilled specialists dedicated to major investigations from 47 to 74.

Launch of Cybercrime Unit

The force's Cybercrime Unit began operations during the year in recognition of the need to boost resources to tackle the threat of this growing type of crime. The unit has three detective constables extensively trained in cybercrime and saw more than 30 arrests in its first 10 months involving suspected paedophiles for offences involving the sharing of indecent images of children.

Increasing transparency

To improve transparency and increase public engagement, the formal meeting by which the Commissioner holds the Chief Constable to account is now streamed live. Members of the public are encouraged to submit questions via social media before the meeting starts and can interact on Twitter as it is broadcast.

A scrutiny panel set up to examine the way the police operates the out of court disposal (OCDs) system published its first annual report under chair Jonathan Mortimer during the year. The report concluded that OCDs – a quick and simple way of dealing with lower level offending without recourse to courts – were being used appropriately in North Yorkshire. However, it said victims needed a greater say in their use.



Cyber threat: DC Keith Turner from North Yorkshire's Cybercrime Unit is among the team tackling online crime.



Priority 6

People first



Our People strategy is underpinned by the Code of Ethics and our organisational values of compassion, courage and inspiration.

*Dave Jones
Chief Constable*

In order to provide the right service to residents, North Yorkshire Police needs to have the right workforce, with the right skills to perform successfully. It needs a culture that encourages good ideas, challenges poor performance and recognises achievements. It also needs an environment that supports effective, efficient working and promotes the well-being of our employees.

The force launched its People Strategy during the year in order to achieve these things through three core strands of activity, underpinned by the Code of Ethics and its organisational values of compassion, courage and inspiration.

The three core strands of the People Strategy are:

- Valuing our people
- Developing our people
- Managing our people

Valuing our people

In 2014 the force carried out its first well-being survey whose findings led to the development of a range of initiatives during 2015/16.

A series of well-being roadshows was launched and a well-being zone was created which is available to officers and staff 24 hours a day.

The force also introduced a range of staff benefits including a cycle scheme available from March.

An awards ceremony was held at which the force rewarded officers and staff for their courage, inspirational actions and compassion.

Award recipients included:

- A member of control room staff who saved the life of a suicidal woman
- Officers whose first aid skills have saved lives
- A police officer who used his own time to help improve living conditions for an elderly woman
- The first 'public choice' award, won by an officer who highlighted his own experiences overcoming mental ill-health as an inspiration to others.

Developing our people

Line managers were able to take a one-day course helping them to understand how they can help create a psychologically safe workplace, where the importance of mental well-being is recognised and the warning signs of stress and mental strain can be identified and handled supportively.

As part of this, the Police and Crime Commissioner joined with the Chief Constable to pledge their commitment to end stigma and promote better understanding of mental health issues in the work place. They signed up to the national Blue Light Time to Change Pledge, led by the mental health charity MIND.

To feel equipped to do a job well, it is essential to have a clear understanding of the role. In recognition of this, the force modernised its role profiles using the Policing Professional Framework. It also put in place a new performance review process.

A costed training plan was in place throughout the year to ensure officers and staff have all the mandatory, professional and 'soft' skills needed to do their job effectively.

A programme of leadership days and engagement sessions was timetabled throughout the year to ensure managers have a clear understanding of the force's strategic direction so they can communicate it effectively to their own teams.

The force also introduced a coaching and mentoring scheme to develop a pool of mentors within the organisation who can help individuals attain their professional goals.



Managing our people

A strategic workforce plan was introduced during the year which is now updated every quarter. The plan identifies the knowledge and skills needed for each role and is designed to help identify what skills are needed now and in the future.

Developments to the Origin IT system were implemented to enable staff and officers to book their own leave and to record sickness absence and overtime.

Effective leadership

To promote stability within the force and to ensure effective leadership into the future, the Chief Constable had his contract extended for a further three years so that it will run until 3 June 2020.

Expanding the workforce

The Commissioner and the Chief Constable announced major investment plans that included boosting police officer numbers to 1,400, as well as increasing numbers of PCSOs to 200.

As part of its recruitment campaign, North Yorkshire Police continued in its efforts to attract applicants from a diverse range of backgrounds, not least to address the fact that black and minority ethnic groups, which make up 3.5 per cent of the area's population, are currently under-represented.

Broadening the policing family

During the year, the area's policing family became even broader with the introduction of 38 new volunteer police cadets who were officially welcomed into the force at a passing out ceremony in York.

The first ever Volunteer Police Cadet Unit gives young people aged between 14 and 18 the opportunity to help their local community, gain an insight into policing and learn valuable skills for life. The success of the pilot scheme in York means it will be rolled out more widely during 2016.

More volunteers

North Yorkshire Police has a strong history of volunteering and in recognition of this the Chief Constable was appointed as the national lead for Citizens in Policing – the area of policing that includes police support volunteers and the Special Constabulary.

The force also saw the first voluntary Chief Officer for Citizens in Policing. Former Ministry of Justice Director and Probation Trust chief, Mike Maiden, was appointed as overall strategic lead for North Yorkshire's Citizens in Policing programme which includes police support volunteers, the Special Constabulary, the force's Chaplaincy and the force's partnership work with organisations such as Neighbourhood Watch and Community Speed Watch.

Tribute was paid to volunteers from both Neighbourhood Watch and Rural Watch at an award ceremony held to recognise their dedication to community safety. Wayne Johnson from Selby and Susan Proudfoot of Hambleton were both among those honoured with an outstanding achievement award.

In addition, the year also saw the number of special constables reach 199.



Passion for policing: Volunteer police cadets reading their Cadet Oath at their attestation ceremony.



Priority 7

Partnership and Commissioning



Successful partnership mean more can be achieved more efficiently and cost-effectively than by the individual organisations working in isolation.

*Julia Mulligan
Police and Crime
Commissioner*

The work of the police is often most effective when it is done in collaboration with partner organisations such as local councils, the fire and ambulance services, the NHS, and voluntary organisations. In addition, North Yorkshire Police is increasingly working collaboratively with other forces in the region (see Priority 5) with both the Chief Constable and the Police and Crime Commissioner playing active roles in the Regional Collaboration Board which brings together forces from across Yorkshire and the Humber.

Partnership that were delivering services during the year included:

95 Alive

During 2015/16, the force continued to be a key member of the 95 Alive road safety partnership which brings together local authorities, emergency services and other agencies to reduce the number of people killed or injured on the roads.

Money generated by the force's safety camera vans went into road safety projects managed by 95 Alive. During the year, the force was able to contribute £100,000 to local schemes in this way.

The partnership operates a Speed Management Protocol which was redrafted during the year. This sets out in an easy-to-understand way how residents can make a complaint about speeding in their community and explains how road safety problems are categorised and dealt with in the area.

Universities

North Yorkshire Police works with academic institutions. For example, during the year it began working with a post graduate student from York University who is studying the force's street triage service as part of her PHD. An evaluation of the service, also carried out by York University, reported during the year. In addition, the force joined with the University of York and others to bid for a £1 million grant to explore better ways of working with people with mental health issues. The University of Newcastle will also be doing an evaluation of the effectiveness of the road safety camera vans.

Supporting Victims

A bespoke telephone-based needs assessment, immediate support and onward referral service was created by the Supporting Victims team. in partnership with Victim Support. The service received over 22,000 referrals from victims of crime in 2015/16 and the staffing of the service was increased to ensure more victims could be supported to cope and recover.

The Independent Victim Adviser Service continued into 2015/16 through a contract with Victim Support. The service assessed over 100 of the most serious victims of crime, including those who were repeatedly targeted, vulnerable or intimidated. Following review, the service was restructured to enable more victims of crime to be supported across the county in 2016/17.

IDAS

During 2015/16, the contract with IDAS was extended to increase provision for victims of sexual violence and domestic abuse with two additional Independent Sexual Violence Advisers. The service also received funding to enable it to cover standard risk victims of domestic abuse as well as both medium and high risk victims. This was to prevent escalation to more serious crimes.

Remedi

The Restorative Justice partner Remedi continued to deliver victim-led services across North Yorkshire during 2015/16 delivering 24 Victim Offender Conferences, where victims met their perpetrator face to face to discuss what happened in a safe place with a restorative justice professional.



City of York Council and North Yorkshire County Council

The Commissioner continued to contribute financially to the criminal justice elements of substance misuse services and the North Yorkshire Youth Justice Service and York Youth Offending Team (YOT) in 2015/16.

In North Yorkshire, the Youth Justice Service focused on reducing the frequency and seriousness of offending by young people assessed as needing 'high intensity' intervention.

In York, the Youth Offending Team targeted a group of young people at risk of entering the criminal justice system and another group who were first time entrants into the criminal justice system.

Neighbourhood Watch

North Yorkshire benefits from a wide range of volunteer 'watch' schemes, supported by both North Yorkshire Police and the Police and Crime Commissioner. These include Selby Rural Watch which was equipped this year with its first patrol vehicle, enabling volunteers to 'patrol' the rural districts of the Selby area and feedback intelligence and information to the police.

A new community messaging service was also introduced that is further supporting Neighbourhood Watch and the public more widely.



CASE STUDY - Community Speed Watch

Resident Rob Fathers joined North Yorkshire Police's pilot Community Speed Watch scheme because he was concerned about how fast motorists were driving through his village.

"The scheme was great because it really highlighted the extent to which speeding really is a problem for us," said Rob, a carpenter who lives in Whixley, near York.

The scheme, which will be rolled out from later this year, involved volunteers using speed detection devices to check how fast cars and other vehicles are travelling through their neighbourhood.

To be eligible, communities' traffic concerns are first assessed through 95 Alive's Speed Management Protocol.



In focus: Community Speed Watch volunteer in action.

Funding and Spending

Funding Breakdown 2015/16	Actual £000s	%
Core Grant	77,015	52.3
Precept (including Fund Surplus)	60,806	41.3
Grants (Ringfenced)	3,452	2.3
Interest on Deposits	148	0.1
Non Grant Income	5,915	4.0
Total Funding (including efficiencies/productivity gains)	147,336	

Expenditure Breakdown 2015/16	Actual £000s	%
Employee Costs	111,833	75.9
Premises Costs	4,581	3.1
Fuel Costs	1,221	0.8
Other Transport Costs	1,444	1
Supplies & Services	16,225	11
Injury & Ill Health Pension Costs	3,838	2.6
Revenue Contribution to Capital Outlay (RCCO)	2,045	1.4
Financial Costs*	302	0.2
Transfer to Reserves & Provisions	2,298	1.6
North Yorkshire Police Total	143,787	
Office of the Police and Crime Commissioner	741	0.5
Commissioned Services	2,808	1.9
Total	147,336	

* This figure includes the budget savings captured during the year

Financial Position

North Yorkshire Police has a good history of prudent budgeting, reducing costs and ensuring resources are used as effectively as possible whilst remaining one of the safest places in the country.

During the year North Yorkshire Police prepared for a continuation of funding reductions identified within the 2015/16 budget settlement by holding back on

recruitment and investment in technology. In the event, the 2015 Spending Review did not make the expected significant cuts in Police Funding. However, the planning undertaken in 2015/16 and in previous years has put North Yorkshire Police in a strong position to move forward, and significant further investments in priority policing areas are now planned.



Contacts

North Yorkshire Police

Tel: 101 for all non-emergency enquiries
Website: www.northyorkshire.police.uk



Crimestoppers

Report Crime Anonymously
Tel: 0800 555 111
Website: www.crimestoppers-uk.org



Information for everyone

If you require this report in another language, Braille, large print or as an audio tape please contact the Office of the Police and Crime Commissioner at:
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As the Police and Crime Commissioner for North Yorkshire I am committed to being active, visible and available to the public.

I welcome the opportunity to hear your views.

Julia Mulligan



