



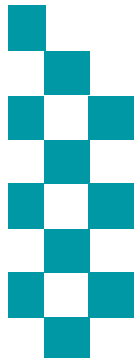
Corporate Performance & Scrutiny Group



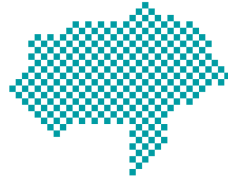
Meeting: 28 February 17

Reporting Period: April 16 – January 17

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE



INTRODUCTION



Reporting Period: Apr 16 – Jan 17

Contents:

- The Results: Current Performance levels
 1. Headline overview statistics
 2. Crimes & ASB statistics (including stats by District council area)
 3. Road Traffic Collision casualties
- The People: HR/headcount information

Recommendations:

- The Group notes the contents and current position

Actions arising from this meeting in response to scrutiny:

-

Glossary of Terms

- Please see final page in document

Time Periods

- Unless indicated otherwise statistics are presented by financial year

Performance Monitoring/Management and Operational Priorities

- At a strategic level this meeting (The Corporate Performance & Scrutiny Group) and Executive Board consider performance in the broader context of financial and people data and consider progress against the delivery of the Police and Crime Plan
- The force runs its Tactical Tasking & Co-ordination Group (TTCG) meeting on a 3 month cycle rather than monthly. This meeting looks at predicted operational matters some 3 to 6 months in the future. Local TTCG meetings also run quarterly
- The Performance Steering Group now sits with the Operational Delivery Board meeting which also monitors progress against business plans and activity around HMIC inspections
- At a more local level ACC Lisa Winward conducts quarterly Performance Reviews conferences which allow a more detailed assessment of localised operational and resourcing trends

EXECUTIVE SUMMARY

January 2017 Dashboard

Total Crime Recorded

Victim Based Crimes recorded

Anti-Social Behaviour Incidents Reported

Killed Seriously Injured Casualties

% Victims Satisfied

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

% public w ho are Confident in NYP



2016/2017	30815	2016/2017	27559	2016/2017	25397	2016	458	2016	83.1%	2016	66.9%	2016	83.9%
v 15/16	-1.4%	v 15/16	-1.7%	v 15/16	1.5%	v 2015	-9.1%	v 2015	0.0%	v 2015	-0.6%	v 2015	1.4%
v 14/15	6.1%	v 14/15	7.6%	v 14/15	-4.2%	v 2014	-9.5%	v 2014	-3.2%	v 2014	-1.6%	v 2014	2.8%

Summarised commentary on current trends

Crime & ASB

- NYP has the lowest crime rates per 1000 population in England
- Crime and ASB are in line with last year (2015)
- Comparisons with 2014 must be seen in context of improved crime recording, increased reporting of historical crimes, and a significant rise in criminal damage which correlates with changes in crime recording rules meaning reports must be crimed within 24 hours rather than 72 hours.
- There are no statistical exceptions in January

Killed Seriously Injured (KSI) casualties

- Long term downward trend. Provisional figures for this calendar year show a 9% reduction in casualties on the previous two years

Call Handling

- Performance continues to be a challenge in the Force Control Room. 999 performance continues to improve and whilst 101 answer speeds and abandonment rates have improved in recent months it is likely reduced demand has aided this. However 101 performance is forecast to improve within the coming months as new recruits complete their tutorship and are deployed into the control room.
- A more in-depth update on the FCR is elsewhere on this agenda.

Satisfaction

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

Public Confidence

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

VOLUME CHANGE v PREVIOUS YEARS

RECORDED CRIME STATISTICS		2014/15	2015/16	2016/17	Diff 16/17 v 15/16		Diff 16/17 v 14/15		Trend
Victim Based	Arson & Criminal Damage	4303	4963	4699	-264	-5.3%	396	9.2%	
	Burglary: Burglary Dwelling	1137	1259	1172	-87	-6.9%	35	3.1%	
	Burglary: Burglary Non Dwelling	2161	2238	1870	-368	-16.4%	-291	-13.5%	
	Robbery	122	136	126	-10	-7.4%	4	3.3%	
	Sexual Offences: Other	594	669	842	173	25.9%	248	41.8%	
	Sexual Offences: Rape	267	314	341	27	8.6%	74	27.7%	
	Theft: All Other Theft	4229	3966	3742	-224	-5.6%	-487	-11.5%	
	Theft: Bicycle Theft	1087	1187	1186	-1	-0.1%	99	9.1%	
	Theft: Shoplifting	3321	3357	3352	-5	-0.1%	31	0.9%	
	Theft: Theft From Person	449	412	423	11	2.7%	-26	-5.8%	
	Vehicle Offences	1834	1989	1805	-184	-9.3%	-29	-1.6%	
	Violence: Violence With Injury	3288	3946	3904	-42	-1.1%	616	18.7%	
	Violence: Violence Without Injury	2814	3589	4097	508	14.2%	1283	45.6%	
	Total	25606	28025	27559	-466	-1.7%	1953	7.6%	
Crimes Against Society	Drugs: Possession Of Drugs	1482	1336	1111	-225	-16.8%	-371	-25.0%	
	Drugs: Trafficking Of Drugs	262	198	192	-6	-3.0%	-70	-26.7%	
	Misc Crimes Against Society	466	453	561	108	23.8%	95	20.4%	
	Possession Of Weapons	201	147	184	37	25.2%	-17	-8.5%	
	Public Order Offences	1032	1094	1208	114	10.4%	176	17.1%	
	Total	3443	3228	3256	28	0.9%	-187	-5.4%	
Total	29049	31253	30815	-438	-1.4%	1766	6.1%		

Slide Summary

This slide shows **volume change** across the last 3 years.

Victim Based Crime

- is in line with last year.
- NYP have two long standing crime trends of note – an increase in recording of “Other” (i.e. non rape) Sexual offences, and Violence without Injury. These have been reported on and discussed in previous Corporate performance meetings. [Link to OPCC website.](#)
- There are no statistical exceptions in December.

Anti-Social Behaviour

- is in line with last year

Public Safety & Welfare

- is up on last two years – this is linked to the recording of Safeguarding and Info sharing data as a PSW incident .

NON CRIME STATISTICS		2014/15	2015/16	2016/17	Diff 16/17 v 15/16		Diff 16/17 v 14/15		Trend
ASB	Total	26520	25026	25397	371	1.5%	-1123	-4.2%	
PSW	Total	63759	65463	66468	1005	1.5%	2709	4.2%	

NYP'S TACTICAL RESPONSE

	Property Crime (theft & damage)	Crimes against the Person
Cra Hmb Rich Hgt	<ul style="list-style-type: none"> • Op HAVEN – County focus on the Southern border of Harrogate area • Op HAWK – RCT and specialist ops have been involved in proactivity across Harrogate regarding thefts from quarries, quad bike thefts & burglary other. They have also been patrolling rural areas with regard to livestock theft, especially Richmond and Thirsk and in the vicinity of the A1 corridor around plant theft. • Op FEROX and Op CHECKPOINT – rural crime in Hamb/Rich. Op Checkpoint quarterly days of action confirmed as 08/03/2017 18/05/2017 13/09/2019 30/11/2017, integrated action between NYP and Cleveland, Durham, Northumbria, Cumbria and Lancashire regarding cross-border criminality. Local Officers also carry out proactive work in relation to Op Checkpoint/Ferox throughout the year. 	<ul style="list-style-type: none"> • Op VAST Targeted work on hotspots for vulnerability in Harrogate Town Centre focusing on young persons, the homeless and those subject to child sexual exploitation.
Scar Rye	<ul style="list-style-type: none"> • Op SHUDDER . Targets x border criminality for burglary & theft in rural areas. Support from specialist units. Tactics include proactive stop checks . • Op HAWK – regular deployments. • Op AMBIENCE in Castle & North Bay. Multi agency op targeting areas of town where vulnerable children & adults have been identified & supported. Homeless people located & supported, street drinking addressed & drug dealing identified & subsequently targeted by police • Op Wipeout – reducing shoplifting in Scarborough Town Centre. Consists of various facets including patrol strategy, target hardening and partnership working. This has led to a significant reduction in levels of offences. 	<ul style="list-style-type: none"> • Op re: Domestic Abuse with uniform & specialist resource to support the victim & deal positively with suspects. • Op VARIETY an operation targeting OCG's from metropolitan areas who are supplying drugs. This has led to disputes between these groups with a rise in violent incidents. • Op SIKA Filey, Whitby & Ryedale on Sat nights • Scarborough – operation targeting the supply of Legal Highs. 4 commercial properties & one private residence were searched with substantial amounts of substances seized. Five people were arrested & bailed . Intelligence indicates this has led to dramatic reduction in the availability of such drugs
Yor Sel	<ul style="list-style-type: none"> • OP COCCOON – proactive operation targeting individuals who cause upset within their community -drug dealers, people responsible for handling stolen goods etc. Over several weeks warrants will be executed across York and the officers will also target individual who are shown as wanted for offences. • OP CLOVER – will commence in March once the car boot sales reopen, this will be a proactive operation utilising volunteers who will undertake research around stolen property and research into on line locations where property could be sold, officers will undertake proactive visits at car boot sales and 2nd hand dealers again focussing on items that may have been stolen. • OP WOOLEN/WOODCHIP – continues promoting property marking & community messaging to educate industrial estates & individuals who may be vulnerable. • OP CLUTCH – joint RPG and NPT initiative targeting offenders who use the road network, focusing on range of offence, OPL, mobile phone use, CSE links etc. 	<ul style="list-style-type: none"> • Op ERASE continues working with British Transport Police & train companies. Op SAFARI continues • Partnership working and relationship with licensee's, security, Nightsafe, Street Angels, Safer York Partnership • Op TANUS was commenced utilising Mosaic demographic data and providing multi agency advice and support to residents in areas identified as having a fear of crime.

NYP'S TACTICAL RESPONSE

Rural Crime Task Force (RTF)

- **Prevention** – Op Woollen is set to roll out across the County starting February, offering proactive prevention advice, CMS sign up, and preventative marking to North Yorkshire's 9000 farms. Follow up visits to victims of poaching. Preventative marking events using Dot Peen machine at numerous livery yards, equestrian centres, private businesses, and sports clubs. Rural Watch continuing to develop in various areas across the force. Call it in campaign through Corporate Comms, focussing on the reporting and follow up to suspicious incidents, further plan to launch campaign with Crimestoppers charity.
- **Enforcement** – 88 arrests, 67 Reported for Summons, 33 vehicles seized by RTF since April. Op Hawk / Checkpoint ongoing into December. Charges and awaiting court for several incidents, including quad thefts from Craven, burglary in Hambleton area, series of beauty spot TUMV's in Hambleton and Scarborough areas, number of burglaries in Ripon area targeting equestrian equipment. Several arrests made following recent uplift in theft of scrap metal and batteries. Recent arrests include for quad thefts in Hambleton, Harrogate and Craven areas. One male arrested for sheep theft following discovery of suspected stolen livestock in field near Easingwold.
- **Engagement / Reassurance** – Attendance at Parish Council Liaison meetings, auction marts, machinery sales, private events ongoing. Partnership work is ongoing with Yorkshire Dales, North Yorkshire Moors, and Angling Trust, to utilise volunteers to assist with this message. York Heritage Watch due to launch in April. Training planned for all officer on Wildlife Crime to increase awareness, which is reinforced with poaching packs being distributed. Work starting to supplement Op Target, working with other colleagues and partner agencies to identify vulnerable people within rural communities and suitably support.

Other Operations

- **Op Attention** – Is the drink /drug drive campaign over the Christmas period, this year along with the previous Operation dates have again been a great success with 137 arrests, were 79 persons were charged, 23 of these were following RTC's. Total amount of fines given out is £7788 and 384 months of banned driving.
- **Op Venezuela** – FSU, NST and Dog section deploy onto this OCG operation. An ANPR activation results in 2 OCG nominals being stopped on the A658, a search was carried out and over £2000 found and seized. Both occupants were arrested for money laundering and once at custody the driver arrested for drug driving offences. A section 18 search was conducted and within the rafters of a summer house a fist sized amount of crack cocaine was located and seized.

NYP'S TACTICAL RESPONSE

Operation Hawk

- Op Hawk is an NYP initiative to tackle travelling criminality and rural crime with the emphasis on the patrolling of our borders and targeting of vehicles and persons involved in criminal activities. In January the RCT have arrested 13 offenders, recovered 3 stolen vehicle and seized 3 vehicles, the team has seized property to the value of £4795 (Inc. Drugs, cash and stolen vehicles). The NARCT have arrested 12 offenders, recovered 15 stolen vehicles and seized vehicles. Together the teams have seized property to over the value of £47,500 Of note:
 - The RCT along with NST officers respond to a report of a Mercedes linked to a firearms incident in Humberside and nominals from Selby. The vehicle is located and a short pursuit ensues. The vehicle crashes and 2 males make off. The area was contained by officers resulting in the 2 males being arrested for Fail to stop, driving whilst disqualified and POCA.
 - A stop check was carried out on a Mercedes van as a result of ANPR markers stating the vehicle is being used in crime by travelling criminals. Checks on 3 occupants showed 2 known for burglary offences and the 3rd male being wanted by WYPOL for burglary.
 - The RCT become aware of a Stolen Motor Vehicle in the York area, ANPR work is carried out which shows the vehicle is on cloned plates. The RCT stop the vehicle utilising TPAC tactics on the A64 at Bilborough which resulted in a male being arrested.
- While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk and supporting local policing, successes include:
 - FSU respond to a report of a vehicle stolen from a garage in Sherburn in Elmet. Resources coordinated and the vehicle was located. Two runners make off from the vehicle but then detained and arrested.
 - FSU and Dog Section attend Pickering to locate and arrest 2 members of an Cleveland Organised Crime Group wanted for Criminal damage and witness intimidation, both males detained.
 - A Dog section officer stops a vehicle after an ANPR activation. A drug sample was taken resulting in the male driver providing a positive sample. A search was carried out and cannabis was located and approximately £700 in cash. The driver was also arrested for PWITS.
 - RPG respond to an report of a robbery using knives at Foss Island, York. The vehicle is sighted on the A64 westbound and pre-emptive tactics used to bring the vehicle to a stop. Two male occupants were detained for robbery, stolen property recovered and knife located.

Operation Checkpoint

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

NOTABLE INVESTIGATIONS

- **Op Corkscrew** Scarborough. Murder investigation. 27/12/16. Two charged and currently on remand awaiting trial.
- **Op Clue** York. Murder investigation. 15 year old female charged and currently remanded.
- **Op X-ray** Murder in Scarborough (Oct 2016). 2 persons charged & remanded, in addition 2 x robbery detections & work locally to protect vulnerable victims.
- **Op Neutron** Robbery / aggravated burglary in Knaresborough – 5 x offenders from Leeds/Harrogate charged. All 5 convicted 4 sentenced to terms of imprisonment between 17 and 13 years. Last defendant sentenced to 13 years.
- **Op Essence** Claudia LAWRENCE
- **Op Wain – Cold Case Review** Murder investigation from 2007 - This case is being managed as part of the overall cold case review function of the MCU
- **Op Woolpack** Rape investigation. York. Awaiting CPS decision. CPS decision – no further action.
- **Op Woodcutter** Attempt murder investigation. York. 4 persons charged with conspiracy to murder.
- **Gross negligence manslaughter investigation.** Craven area. Male charged with gross negligence manslaughter and wilful neglect of a person.
- **Op Worthwhile** – Enquires in relation to the “red shoe murder” following recent publicity in York Evening Press.

VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

NO OF CRIMES	2016/17	
HAMBLETON	2217	
CHANGE 16/17 v 15/16	26	1.2%
CHANGE 16/17 v 14/15	230	11.6%

NO OF CRIMES	2016/17	
RICHMONDSHIRE	1172	
CHANGE 16/17 v 15/16	76	6.9%
CHANGE 16/17 v 14/15	3	0.3%

NO OF CRIMES	2016/17	
RYEDALE	1166	
CHANGE 16/17 v 15/16	-50	-4.1%
CHANGE 16/17 v 14/15	57	5.1%

NO OF CRIMES	2016/17	
HARROGATE	4859	
CHANGE 16/17 v 15/16	291	6.4%
CHANGE 16/17 v 14/15	441	10.0%

NO OF CRIMES	2016/17	
SCARBOROUGH	5548	
CHANGE 16/17 v 15/16	-140	-2.5%
CHANGE 16/17 v 14/15	293	5.6%

NO OF CRIMES	2016/17	
CRAVEN	1511	
CHANGE 16/17 v 15/16	-42	-2.7%
CHANGE 16/17 v 14/15	228	17.8%

NO OF CRIMES	2016/17	
YORK	8491	
CHANGE 16/17 v 15/16	-548	-6.1%
CHANGE 16/17 v 14/15	508	6.4%

NO OF CRIMES	2016/17	
SELBY	2523	
CHANGE 16/17 v 15/16	-107	-4.1%
CHANGE 16/17 v 14/15	144	6.1%

Localised exceptions of note :

- Rises in **Harrogate District** are linked to rises in Cycle Theft and Criminal Damage.
- In context levels of cycle crime were significantly low over the whole of last year and therefore the rise is somewhat disproportionate . However a problem solving plan is in place.
- The rise in damage is the aggregation of small increases in crime vs the same month the previous year of around 10 to 20 extra offences. Recent damage offences have largely been in Granby Harrogate (including a number of crimes at the High School), Knaresborough Road Estate and in Ripon.

The above is a presentation of year on year statistics. For latest local data displayed on a map for your area go to www.police.uk and enter your postcode

ASB BY DISTRICT v PREVIOUS YEARS

NO OF ASB	2016/17	
HAMBLETON	2060	
CHANGE 16/17 v 15/16	95	4.8%
CHANGE 16/17 v 14/15	-81	-3.8%

NO OF ASB	2016/17	
RICHMONDSHIRE	977	
CHANGE 16/17 v 15/16	-141	-12.6%
CHANGE 16/17 v 14/15	-212	-17.8%

NO OF ASB	2016/17	
RYEDALE	940	
CHANGE 16/17 v 15/16	-13	-1.4%
CHANGE 16/17 v 14/15	-71	-7.0%

NO OF ASB	2016/17	
HARROGATE	4380	
CHANGE 16/17 v 15/16	293	7.2%
CHANGE 16/17 v 14/15	-98	-2.2%

NO OF ASB	2016/17	
SCARBOROUGH	5639	
CHANGE 16/17 v 15/16	2	0.0%
CHANGE 16/17 v 14/15	-356	-5.9%

NO OF ASB	2016/17	
CRAVEN	1018	
CHANGE 16/17 v 15/16	4	0.4%
CHANGE 16/17 v 14/15	-53	-4.9%

NO OF ASB	2016/17	
YORK	7674	
CHANGE 16/17 v 15/16	-78	-1.0%
CHANGE 16/17 v 14/15	-435	-5.4%

- ASB is in line with the previous year at force level

• Harrogate town centre (**Op Yeehaw**) partnership operation to reduce ASB, Crime and enforcement of the Public Spaces Protection Order. Enforcement phase - resulted in 10 arrests 40 young persons encountered , 22 persons challenged for alcohol, 13 persons surrendered alcohol. Partnership work ongoing with retail premises, licensing and young person's encounters- parents visited and consequences events planned with youth officer . 2 press releases around the success of the operation.

• increase in the Eggborough, North Duffield and Sherburn areas. These aren't connected and we have created PSP and operational plans. Additional resources have been deployed including bids for specialist resources, community engagement events and liaison with the local authority for consideration of ASB powers. Number of incidents has reduced but engagement & enforcement continues.

NO OF ASB	2016/17	
SELBY	2540	
CHANGE 16/17 v 15/16	152	6.4%
CHANGE 16/17 v 14/15	119	4.9%






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

CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

		YTD	+/- Change	
Key Performance Indicator		2016	on 2015	on 2014
	Killed or Seriously Injured casualties from RTCs:	464	-40 (-8%)	-42 (-8%)
	Motorcyclist KSI casualties from RTCs:	107	8 (8%)	10 (10%)
	Child (= <16) KSI casualties from RTCs:	22	-4 (-16%)	-4 (-16%)
	Cyclist KSI casualties from RTCs:	74	-9 (11%)	-17 (18%)

- Please note these are provisional data for the period 1st January to 31st December 16 .
- Long term the trend in KSIs is down. **No emerging issues of note**
- The provisional stats show a decrease on the previous year:
 - All KSI = 33 fatal and 431 serious against 33 fatal and 471 serious in the same period in 2015.
 - Motorcycle = 7 fatal and 100 serious against 13 fatal and 86 serious in the same period in 2015.
 - Pedal cyclist = 1 fatal and 73 serious against 4 fatal and 79 serious in the same period in 2015.
 - Child KSI = 1 fatal and 21 serious against 26 serious in the same period in 2015
- latest KSI iQuanta data up to the end of June 2016 shows that NYP are:
 - 14 Nationally and 2 in MSF for all KSIs
 - 3 Nationally and 1 in MSF for Child KSIs,

FORCE CONTROL ROOM

999 EMERGENCY CALLS			NON EMERGENCY CALLS	
Avg Ans Speed	% Ans in 10sec	% to 2nd Line	Avg Ans Speed	% Abandoned
7.3 Sec 	85.6% 	0.3% 	88 Sec 	12.1% 
Trend Improving	Trend Improving	Trend Normal	Trend Higher than Normal National Avg 48 Sec (15/16)	Trend Higher than Normal National Avg 6.3% (15/16)

Background:

- Current FCR performance indicators have been outside normal range since July 2016.
- NYP has seen an increase in demand into the FCR
- Please refer to this [previous presentation](#) to CPSG to get a detailed narrative of changes in process, temporary vacancies, and technology issues which are impacting on current performance. The below is an updated position:

January update:

- Continued improvement in statistics. 999 performance now back within normal range.
- Non Emergency also showing small improvements but this will be helped by the lower call volume compared to 'busier' months
- Performance is forecast to improve in the coming months as the recent recruits complete their tutorship and are deployed into the control room to boost resilience of staff.
- A more in-depth update on FCR performance is elsewhere on this agenda.

In context:

- NYP remains one of the best performing forces for 999s according to BT
- Nationally forces are reporting increases in demand and longer wait times.

HR OVERVIEW

Police Officers

	Apr 16	May16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Mar 18
Officer Long Term FTE Target	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0	1400.0
Officer FTE Budget for the month after vacancy factor	1,335.6	1,349.6	1,343.6	1,359.6	1,371.6	1,367.6	1,355.6	1,371.6	1,365.6	1,362.6	1,377.6	1,369.6	1370.6
Actual/ Projected Officer Numbers (includes recruitment)	1321.9	1329.6	1325.8	1327.1	1341.6	1335.4	1333.2	1357.2	1,351.5	1,336.6	1358.64	1371.0	1349.0

The above figures have been amended to include the Officer FTE Budget for the month after vacancy factor and also what the projected numbers are for the rest of the financial year (figures in shaded boxes).

The actual number of Officers has decreased by 14.91 FTE from the previous month. This is below officer number projections due to the number of leavers being higher than anticipated and the number of intakes of transferees being lower.

Further intakes of officers are planned in the next financial year and discussions are currently taking place to consider whether additional intakes of officers are required, in order to meet the figure of 1400. This takes into account officers leaving the service to retire or for other reasons as well as current gaps.

PCSO

	Apr 16	May16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Mar 18
PCSO Long Term FTE Target	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	214.0
PCSO FTE Budget for the month after vacancy factor	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	214.0
Actual/ Projected PCSO Numbers (includes recruitment)	184.15	180.96	180.96	179.96	179.15	183.94	183.94	172.94	171.94	183.39	178.38	191.88	211.00

The actual number of PCSO's has increased by 11.45 FTE from the previous month.

14 PCSO commenced with NYP on 3 January 2017.

HR OVERVIEW

Staff

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Mar 18
OPCC	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0
Project Staff	73.50	74.50	74.50	73.50	72.50	72.00	71.00	71.00	71.00	71.50	70.50	70.50	5.21
Corporate Services (including Commissioned Services)	203.00	203.00	202.00	201.00	206.05	211.05	209.54	209.54	209.54	209.54	209.54	209.54	203.97
Chief Constable	910.67	897.38	896.88	872.88	871.88	872.85	884.22	940.22	939.22	936.22	936.22	935.22	878.29
Total Staff FTE Budget for the month	1196.17	1183.88	1182.38	1156.38	1189.43	1164.9	1173.76	1229.76	1228.76	1226.26	1225.26	1224.26	1096.47
Permanent Staff FTE	911.36	897.04	895.75	904.80	881.98	890.87	904.86	922.52	923.58	949.94			
Temporary Staff FTE (not including agency)	53.80	62.41	64.59	60.82	63.15	66.79	70.98	77.01	83.06	83.51			
Agency Staff FTE	44.38	42.16	37.88	45.60	50.60	50.60	52.85	46.93	50.43	52.08			
Total Staff against budget FTE	1009.54	1001.61	998.22	1011.22	995.73	1008.26	1028.69	1046.46	1057.07	1085.53			

The Staff Budget has been adjusted for 2016/ 2017. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year. The CC's staff budget increases significantly in November 16 due to the introduction of the new Safety Camera Van Teams.

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

The total number of actual Staff has increased by 28.46 FTE from the previous month.

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

- 24.00 x agency staff are in supernumerary posts.
- 28.08 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

HR OVERVIEW

Citizens in Policing

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17
Specials long-term FTE Target	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00	286.00
Actual Specials FTE	184.00	193.00	187.00	180.00	162.00	171.00	165.00	155.00	151.00	141.00		
Actual Volunteers (including Police Cadets)	238.00	231.00	231.00	241.00	242.00	232.00	226.00	245.00	239.00	226.00		

The actual number of Special Constables has decreased by 10 from the previous month.

The recruitment campaign for Special Constables closed 15 November 2016. A total of 22 applications were received, with 114 applicants booked on a familiarisation event. Intakes are planned in February and March 2017.

- Deployment of volunteers:-
- The 226 volunteers are broken down into the following roles
- 1 Chief Officer – Citizens in Policing
- 1 - Head of Volunteering
- 1 - Deputy Head of Volunteering
- 3 - Volunteer Advisors'
- 28 - Front Counter Support
- 128 - Volunteers are Safer Neighbourhood Support
- 57 – Police Cadets
- 7- Police Cadet Leaders

GLOSSARY

Reading the performance data

- The numbers shows performance against the previous year
- The dashboard graphic for operational crime, ASB and KSI data is an assessment of the latest month against a normal month based on the 2015/16 reporting period. The position of the needle describes the month results relative to a linear average. This allows for factors such as seasonal trends or the impact of single one off events to be explained. As the desired direction of travel can be up or down (e.g. increasing crime is negative but an increasing resolution % positive) the graphics alternate the red/green colouring accordingly.

Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Crimes Against Society = These are crimes which do not have a “named victim” i.e.. the offence is against The Crown. These are usually (but not always) are as the direct result of police intervention/proactivity e.g a drugs operation. In North Yorkshire & City of York approx 10% of crimes are “Against Society” therefore it is important to make the clear distinction from Victim Based Crime.
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- MO = Modus Operandi
- NPS = New PsychoaSive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- NRCT = Northern Roads Crime Team – Roads Policing with some firearms capability
- NST = Neighbourhood Support Team – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- P&CP = Police & Crime Plan document setting out the Police & Crime Commissioner’s priorities
- PCC = Police & Crime Commissioner
- PCSO = Police Community Support Officer
- PSG = Performance Steering Group is an internal meeting chaired by a Chief Officer monitoring statistics & trends
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- Sanction Detection = A historical method of looking at how crimes were resolved. A sanction detection includes where an offender is Charged, Cautioned, given a Penalty Notices for Disorder or Cannabis Warning or Fixed Penalty Notices, and where an offender has crimes Taken Into Consideration (TIC - see below).
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.
- TTCG = Tactical Tasking & Co-ordination Group is an internal meeting which directs resources to tackle specific problems