



Corporate Performance Report for Police & Crime Panel



Meeting: 12 January 2017

Reporting Period: April – November 2016

NB: Statistics remain provisional and subject to change





INTRODUCTION



Reporting Period: Apr – Nov 2016

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

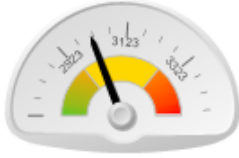
Performance Monitoring/Management and Operational Priorities

- 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

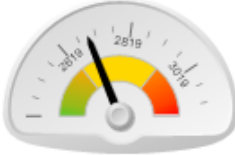
EXECUTIVE SUMMARY

November 2016 Dashboard

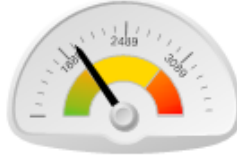
Total Crime Recorded



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	24926	2016/2017	22326	2016/2017	21358	2016	394	2016	83.9%	2016	66.4%	2016	84.4%
v 15/16	-1.1%	v 15/16	-1.4%	v 15/16	0.9%	v 2015	-8.4%	v 2015	1.5%	v 2015	0.0%	v 2015	2.1%
v 14/15	5.7%	v 14/15	7.6%	v 14/15	-6.3%	v 2014	-10.0%	v 2014	-3.2%	v 2014	-3.9%	v 2014	5.8%

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.

Killed Seriously Injured (KSI) casualties

- Long term downward trend. Provisional figures for this calendar year to end of October show a reduction in KSIs against previous years

Call Handling

- Performance continues to be a challenge in the Force Control Room. However 999 performance has improved slightly and whilst 101 answer speeds and abandonment rates continue to be higher than normal these are forecast to improve within the coming months as new recruits complete their tutorship and are deployed into the control room.
- In context it is understood that Nationally forces are reporting increases in demand and longer wait times in 2016/17

Satisfaction

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

Public Confidence

- The latest data show 84.3% of the public are confident in NYP which is up by 5% from two years ago.
- 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	3448	3945	3788	-157	-4.0%	340	9.9%	
	Burglary: Burglary Dwelling	937	1025	940	-85	-8.3%	3	0.3%	
	Burglary: Burglary Non Dwelling	1696	1841	1426	-415	-22.5%	-270	-15.9%	
	Robbery	95	118	97	-21	-17.8%	2	2.1%	
	Sexual Offences: Other	481	531	683	152	28.6%	202	42.0%	
	Sexual Offences: Rape	203	249	278	29	11.6%	75	36.9%	
	Theft: All Other Theft	3500	3298	3049	-249	-7.6%	-451	-12.9%	
	Theft: Bicycle Theft	949	1011	1043	32	3.2%	94	9.9%	
	Theft: Shoplifting	2657	2761	2769	8	0.3%	112	4.2%	
	Theft: Theft From Person	365	343	348	5	1.5%	-17	-4.7%	
	Vehicle Offences	1501	1554	1504	-50	-3.2%	3	0.2%	
	Violence: Violence With Injury	2676	3148	3150	2	0.1%	474	17.7%	
	Violence: Violence Without Injury	2245	2811	3251	440	15.7%	1006	44.8%	
	Total	20753	22635	22326	-309	-1.4%	1573	7.6%	
Crimes Against Society	Drugs: Possession Of Drugs	1200	1069	872	-197	-18.4%	-328	-27.3%	
	Drugs: Trafficking Of Drugs	213	168	170	2	1.2%	-43	-20.2%	
	Misc Crimes Against Society	377	343	432	89	25.9%	55	14.6%	
	Possession Of Weapons	169	110	142	32	29.1%	-27	-16.0%	
	Public Order Offences	874	875	984	109	12.5%	110	12.6%	
	Total	2833	2565	2600	35	1.4%	-233	-8.2%	
Total	23586	25200	24926	-274	-1.1%	1340	5.7%		

Slide Summary

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

Victim Based Crime

- is in line with last year.

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	22794	21168	21358	190	0.9%	-1436	-6.3%	
PSW	Total	51570	52382	53809	1427	2.7%	2239	4.3%	

COMMENTARY ON NOTABLE CRIME TRENDS

NYP have two long standing crime “Exceptions” based on the Home Office crime groupings shown on a previous slide. These have been reported on and discussed in previous Corporate performance meetings.

The table below has been produced for the purpose of summarising the current trends and reporting the underlying reasons.

	Other Sexual Offences	Violence Without Injury																												
Trend	<ul style="list-style-type: none"> Long Term Increase rather than just a current ‘blip’ Current monthly levels remain higher than would be expected and are statistically significant. Nationally 38 forces are reporting increases NYP is not an outlier at national level in-terms of crimes per 1000 population or the direction of travel <p>The graphic below shows crime volumes over the last 6</p> <p style="text-align: center;">Other Sexual Offences</p> <table border="1"> <caption>Other Sexual Offences Data</caption> <thead> <tr> <th>Year</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>2011/2012</td> <td>260</td> </tr> <tr> <td>2012/2013</td> <td>276</td> </tr> <tr> <td>2013/2014</td> <td>337</td> </tr> <tr> <td>2014/2015</td> <td>481</td> </tr> <tr> <td>2015/2016</td> <td>531</td> </tr> <tr> <td>2016/2017</td> <td>683</td> </tr> </tbody> </table>	Year	Volume	2011/2012	260	2012/2013	276	2013/2014	337	2014/2015	481	2015/2016	531	2016/2017	683	<ul style="list-style-type: none"> Long Term Increase in recording. Whilst the volume increase on previous years is evident, current monthly trends are not statistically significant, and are inline with predictions made in Q4 of last year that monthly recording is ‘plateau-ing’ Nationally 43 forces reporting increases NYP is not an outlier at national level in-terms of crimes per 1000 population or the direction of travel <p>The graphic below shows crime volumes over the last 6 years</p> <p style="text-align: center;">Violence Without Injury</p> <table border="1"> <caption>Violence Without Injury Data</caption> <thead> <tr> <th>Year</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>2011/2012</td> <td>1497</td> </tr> <tr> <td>2012/2013</td> <td>1594</td> </tr> <tr> <td>2013/2014</td> <td>1553</td> </tr> <tr> <td>2014/2015</td> <td>2245</td> </tr> <tr> <td>2015/2016</td> <td>2811</td> </tr> <tr> <td>2016/2017</td> <td>3251</td> </tr> </tbody> </table>	Year	Volume	2011/2012	1497	2012/2013	1594	2013/2014	1553	2014/2015	2245	2015/2016	2811	2016/2017	3251
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Factors affecting the current trend	<ul style="list-style-type: none"> Increase in the use of technology to get victims to send images Crimes of Sexual assault through touching Historical allegations being recorded Victim Confidence to report Police being informed of inappropriate relationships or underage sex <p>NYP have the 3rd highest Resolved outcome rate in England & Wales for this crime type</p>	<ul style="list-style-type: none"> Compliance with NCRS Increase in recording of Domestic Abuse Increase in recording of Historical crimes Victim Confidence to report Increase in Harassment & Stalking crimes - Introduction of new HIN processes in 2013 brings this ‘tool’ to the fore and the number of harassment crimes recorded has increased since. Impact of Malicious Communications now being recorded as a crime when previously it was recorded as ASB <p>NYP have the 3rd highest Resolved outcome rate in England & Wales for this crime type</p>																												

NYP'S TACTICAL RESPONSE

	Property Crime (theft & damage)	Crimes against the Person
Crav Ham Rich Hgte	<ul style="list-style-type: none"> •Op HAVEN – County focus on the Southern border of Harrogate area around Pool Bridge. •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 action day 07/12/16 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. The operation is set to continue over the Xmas period. 	<ul style="list-style-type: none"> •Op to respond to Domestic Abuse at peak reporting times with uniform & specialist resource to support the victim & deal positively with suspects. Op TAUT proactive op targeting drug related violence Op YELLOW OCG drug supply from West Yorkshire Op WEASEL OCG drug supply from Manchester Op VARIETY OCG drug supply from Liverpool Op SIKA Filey, Whitby & Ryedale on Sat nights Op FOXTROT Trading Standards operation focussing on persons suspected of targeting the elderly
York Selb	<ul style="list-style-type: none"> •Op Hawk & Op Jellyfish – tailored Crime prevention advice to remind home owners again of the vulnerability of this locking system particularly with addresses with high performance Audi's or VW's. Community Messaging System (CMS) and crime prevention due to early dark nights. Rural Task Force support regarding quad bike thefts in South Yorkshire. Maintaining work with Neighbourhood Watch promoting new •Rural watch patrols continue to support crime & sus circs incidents. Engagement & reassurance continues through route 4 u, social media, CMS & media. •Op WOOLEN And WOODCHIP launched – based on a crime prevention survey being distributed to identified vulnerable locations e.g.. farms /industrial estates, this encourages the owner to undertake a crime prevention survey themselves, once this is completed the SNT/CSH revisit & undertake a more thorough survey offering property marking service & encouraging the use of CMS. •Op Yuletide –running throughout December in the city centre to target offences of theft from person and shop theft – overtime being utilised on key dates around St Nicholas Fayre 	<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 data from Moasic 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** – Preventative marking events using Dot Peen machine at numerous livery yards, equestrian centres, private businesses, and sports clubs. PCSO's have been proactively offering prevention advice to victims of poaching, and those potentially at risk of it, based by geography. Op Woollen and Op Woodchip, which focus on proactive crime prevention to isolated properties and business areas, have been established successfully in York, and will be rolled out to other areas in the New Year. Rural Watch expanding into Helmsley / Craven, greater use of Community Messaging within the team.
- **Enforcement** – Two offenders given 14 months apiece for rural burglary; arrest of two males from Durham for burglary in Bedale area – ongoing investigation with Durpol; arrest of males linked to OCG in Cleveland for thefts in Stokesley area; ongoing investigation with Cleveland Police; arrests of males from Bradford for quad theft; 4 males arrested in South Yorks for series of quad theft, drugs offences in Hambleton. 55 arrests, 61 Reported for Summons, 25 vehicles seized by RTF since April. Op Hawk / Checkpoint ongoing into December.
- **Engagement / Reassurance** – Attendance at Parish Council Liaison meetings, auction marts, machinery sales, private events ongoing. Rural Crime Roadshows at Ripon and Crosshills, with further at Tadcaster planned this month. Further engagement with York Heritage Watch group, and reassurance patrols for national Op Pandora (heritage) between 07-11 Nov, training sessions for FCR on heritage crime. Media campaign for Horse Watch on local TV, ongoing use of social and traditional media (FB, Twitter, NFU Mag, local papers), "Call It In" campaign launched for suspect incidents.

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 November, the RCT have arrested 12 offenders, recovered 2 stolen vehicles and seized 2 vehicles, the team has seized property to the value of £60,000 (Inc. Drugs, cash and stolen vehicles). The NRCT have had arrested 10 offenders, recovered 2 stolen vehicle and seized 15 vehicles. The team have seized property to the value of £39,000. Of note:
 - The NRCT stopped a vehicle which had been circulated by Cumbria Police as the driver was suspected for child abduction.
 - After a reliable sighting of a vehicle on the A19, Thirsk a vehicle was stopped by the NARCT. A search was carried out by the team which led to both occupants of the vehicle being arrested for money laundering and possession of controlled substance.
 - The RCT and FSU identifies a vehicle suspected of criminal activity. Driver arrested for disqualified driving and also arrested for going equipped.
- While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk as well as supporting local policing, successes include:
 - ARV units respond to a report of a stolen vehicle, this results in the 2 occupants of the vehicle being arrested and the vehicle being recovered.
 - RPG stop a stolen motor vehicle on the A64 after a SYP marker. The 3 occupants of the vehicle were arrested on behalf of SYP.
 - The RTF while on patrol identify 2 males involved in suspicious activity. This resulted in one being arrested and drugs, money being recovered.

Operation Checkpoint

- There has been a further Multi-Force operation carried out on the 5th October involving over 30 NYP officers working on the operation from Local officers, the NARCT, RTF, Dog units, NST's and RPG officers, although no specific incident of note over 200 vehicle checks were carried out and disruption tactics were successful. There is a further Op Checkpoint scheduled for the 7th December 2016.

Other Operations

- **Multi-agency Enforcement Operation Ripon** – RPG work in the Ripon area on this operation resulting in 4 Immediate Prohibitions 2 x Suspension, 1 x Dangerous Condition. 3 x Delayed Prohibitions, 1 x Custom Seizure, 6 x Advisory and 1 x No Excise Licence.
- **Taxi Enforcement Operation Harrogate** – RPG along with VOSA and HMRC carry out an operation resulting in 3 x Immediate Prohibitions, 1 x Delayed Prohibitions, 14 x Advice Items and defective tyres.

NOTABLE INVESTIGATIONS

Op X-ray

- Murder in Scarborough in October 2016. 2 persons charged and remanded in custody, in addition 2 x robbery detections & work with local command to protect vulnerable victims.

Op Wild

- Reported rape York. Investigation ongoing . Awaiting CPS decision.

.Op Neutron

- Robbery / aggravated burglary in Knaresborough – 5 x offenders from Leeds/Harrogate charged, trial set for September. All 5 convicted 4 sentenced to terms of imprisonment between 17 and 13 years. One defendant still awaiting sentence.

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.

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	1794	
CHANGE 16/17 v 15/16	29	1.6%
CHANGE 16/17 v 14/15	211	13.3%

NO OF CRIMES	2016/17	
RICHMONDSHIRE	931	
CHANGE 16/17 v 15/16	45	5.1%
CHANGE 16/17 v 14/15	-23	-2.4%

NO OF CRIMES	2016/17	
RYEDALE	955	
CHANGE 16/17 v 15/16	-12	-1.2%
CHANGE 16/17 v 14/15	40	4.4%

NO OF CRIMES	2016/17	
HARROGATE	3852	
CHANGE 16/17 v 15/16	142	3.8%
CHANGE 16/17 v 14/15	293	8.2%

NO OF CRIMES	2016/17	
SCARBOROUGH	4531	
CHANGE 16/17 v 15/16	-111	-2.4%
CHANGE 16/17 v 14/15	282	6.6%

NO OF CRIMES	2016/17	
CRAVEN	1242	
CHANGE 16/17 v 15/16	41	3.4%
CHANGE 16/17 v 14/15	212	20.6%

NO OF CRIMES	2016/17	
YORK	6964	
CHANGE 16/17 v 15/16	-361	-4.9%
CHANGE 16/17 v 14/15	454	7.0%

NO OF CRIMES	2016/17	
SELBY	2002	
CHANGE 16/17 v 15/16	-105	-5.0%
CHANGE 16/17 v 14/15	64	3.3%

Localised exceptions of note :

- Harrogate – Cycle Theft higher than usual over last 3 months.
- Craven – spate of theft of/ from vehicles in last month across district
- Ryedale - There have been a series of house burglaries in the Ryedale area which are believed to be linked to burglaries in other areas of the force. A number of arrests have taken place. The burglaries have now stopped. Enquiries are continuing.

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	1758	
CHANGE 16/17 v 15/16	139	8.6%
CHANGE 16/17 v 14/15	-28	-1.6%

NO OF ASB	2016/17	
RYEDALE	786	
CHANGE 16/17 v 15/16	-29	-3.6%
CHANGE 16/17 v 14/15	-74	-8.6%

NO OF ASB	2016/17	
RICHMONDSHIRE	839	
CHANGE 16/17 v 15/16	-132	-13.6%
CHANGE 16/17 v 14/15	-192	-18.6%

NO OF ASB	2016/17	
SCARBOROUGH	4779	
CHANGE 16/17 v 15/16	-79	-1.6%
CHANGE 16/17 v 14/15	-408	-7.9%

NO OF ASB	2016/17	
HARROGATE	3583	
CHANGE 16/17 v 15/16	230	6.9%
CHANGE 16/17 v 14/15	-316	-8.1%

NO OF ASB	2016/17	
CRAVEN	879	
CHANGE 16/17 v 15/16	69	8.5%
CHANGE 16/17 v 14/15	-36	-3.9%

NO OF ASB	2016/17	
YORK	6527	
CHANGE 16/17 v 15/16	-108	-1.6%
CHANGE 16/17 v 14/15	-436	-6.3%

NO OF ASB	2016/17	
SELBY	2073	
CHANGE 16/17 v 15/16	61	3.0%
CHANGE 16/17 v 14/15	14	0.7%

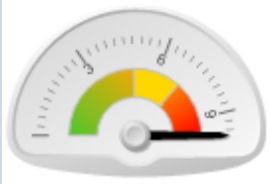


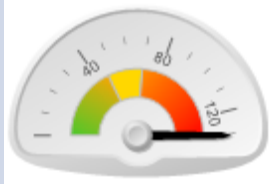

- **ASB** is in line with the previous year at force level
- There are no significant issues to report – Craven /Hambleton may appear an outlier but this is the result of cumulative month on month small increases owing to low levels of ASB in the same months last year.
- Harrogate volume rise is linked to the last three months (Sep ,Oct, Nov) which has yielded over 170 of the increase this year and this is of comparisons to lower volumes in the same period in 2015. Op YEEHAW, Harrogate town centre ASB operation in conjunction with partners and supporting Harrogate Borough Council's Public Spaces Protection Order. Significant police activity since mid November which has resulted in numerous seizures of alcohol and other ASB enforcement. Early indications of a positive effect with a reduction of reported incidents and satisfaction from public and local businesses.

CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

Key Performance Indicator	YTD	+/- Change	
	2016	on 2015	on 2014
Killed or Seriously Injured casualties from RTCs:	394	-36 (-8%)	-44 (-10%)
Motorcyclist KSI casualties from RTCs:	100	3 (3%)	2 (2%)
Child (= <16) KSI casualties from RTCs:	18	-3 (-14%)	-5 (-22%)
Cyclist KSI casualties from RTCs:	63	-13 (-17%)	-19 (-23%)

- Please note these are provisional data for the period 1st January to 31st October 16 .
- Long term the trend in KSIs is down. **No emerging issues of note** and the % of fatalities involving elderly drivers is 7 out of 28 to end of October (25%) versus 6 in 32 (19%) for whole of 2015
- The provisional stats show a decrease on the previous year:
 - All KSI = 28 fatal and 366 serious against 31 fatal and 399 serious in the same period in 2015.
 - Motorcycle = 6 fatal and 94 serious against 13 fatal and 84 serious in the same period in 2015.
 - Pedal cyclist = 1 fatal and 62 serious against 4 fatal and 72 serious in the same period in 2015.
 - Child KSI = 1 fatal and 17 serious against 21 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
9.8 Sec	79.9%	0.9%	131 Sec	18.5%
				
Trend Higher than Normal but improving	Trend Lower than Normal but 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 over the last 5 months
- 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:

November update:

- Whilst 999 performance is still outside its usual range there is evidence that performance is slowly improving. Non emergency performance remains variable, and whilst there were periods within November where performance was closer to normal levels these weren't consistent enough to impact the monthly data. However performance is forecast to improve in the coming months as the 16 recent recruits complete their tutorship and are deployed into the control room to boost resilience of staff. 8 recruits should go 'solo' in mid December, with a further 8 following in January. A further 7 staff from a holding list will join in February and HR are working on the recruitment & training plan for 2017

In context:

- NYP remains one of the best performing forces for 999s according to BT, **the increases above last years normal levels are of the order of seconds (4 for emergency and around one minute for non emergency) however NYP continues to maintain good attendance times at scene when the dispatch & travel time are also considered**
- Nationally forces are reporting increases in demand and longer wait times.

HR OVERVIEW

Police Officers

	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
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)	1330.0	1320.9	1328.6	1324.8	1346.1	1340.6	1335.6	1333.9	1358.3	1,373.0	1,388.0	1,400.0	1378.0

- 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 increased by 24.34 FTE from the previous month. This is slightly below the projected number of officers due to the October/ November intake of transferees being slightly lower than the projected figures.
- Further intakes of officers are planned in the next financial year 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	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	
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	
PCSO FTE Budget for the month after vacancy factor	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	
Actual/ Projected PCSO Numbers (includes recruitment)	184.62	184.15	180.96	180.96	179.96	179.15	183.94	183.94	172.94	201.66	196.66	200.16	

- The actual number of PCSO's has decreased by 11 FTE from the previous month. The decrease is correlated to the intake of Student Officers in November.
- In August 2016 a PCSO recruitment campaign was launched with the aim of reaching the target of 200 PCSO's, as set by the PCC/Chief Constable.
- 251 applications were received, 98 of these will progress to the assessment centre. Intakes are planned for January and March 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
OPCC and Commissioned Services	16.0	16.0	16.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0
Project Staff	77.5	78.5	78.5	77.5	75.5	74	73	73	73	73	72	72
Corporate Services	192	192	191	191	191	194	192	192	192	192	192	192
Chief Constable	916.73	903.44	901.94	902.94	900.94	902.91	901.91	938.41	938.41	935.41	935.41	934.41
Total Staff FTE Budget for the month	1203.23	1190.94	1188.44	1187.44	1183.44	1186.91	1182.91	1219.41	1219.41	1216.41	1215.41	1214.41
Permanent Staff FTE	911.36	897.04	895.75	904.80	881.98	890.87	904.86	923.52	924.58			
Temporary Staff FTE (not including agency)	53.80	62.41	64.59	60.82	63.15	66.79	70.98	77.01	83.06			
Agency Staff FTE	44.38	42.16	37.88	45.60	50.60	50.60	52.85	46.93	50.43			
Total Staff against budget FTE	1009.54	1001.61	998.22	1011.22	995.73	1008.26	1028.69	1047.46	1058.07			

- 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.
- The total number of actual Staff has increased by 10.61 FTE from the previous month.
- The number of agency staff has increased by 3.5 from the previous month:
 - 23.63 x agency staff are in supernumerary posts.
 - 26.80 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	184.00	193.00	187.00	180.00	162.00	171.00	165.00	155.00			
Actual Volunteers (including Police Cadets)	241.00	238.00	231.00	231.00	241.00	242.00	232.00	226.00	245.00			

- The actual number of Special Constables has decreased by 10 from the previous month. The decrease in numbers is correlated to the intake of Student Officers.
- 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.

Deployment of volunteers:-

- The 245 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’.
- 30 - Front Counter Support
- 143 - Volunteers are Safer Neighbourhood Support
- 57 – Police Cadets
- 9 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