



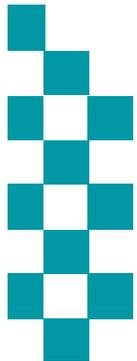
Corporate Performance & Scrutiny Group



Meeting: 25 October 2016

Reporting Period: April – September 2016

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE



INTRODUCTION



Reporting Period: Apr – Sep 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

EXECUTIVE SUMMARY

September 2016 Dashboard

Total Crime Recorded

Victim Based Crimes recorded

Anti-Social Behaviour Incidents Reported

Killed Seriously Injured Casualties

% Victims Satisfied

% public who believe NYP/Councils deal with Crime & ASB

% public who are Confident in NYP



2016/2017	18851	2016/2017	16863	2016/2017	16699	2016	252	2016	83.9%	2016	69.9%	2016	84.3%
v 15/16	0.5%	v 15/16	0.3%	v 15/16	1.3%	v 2015	-15.0%	v 2015	1.8%	v 2015	2.6%	v 2015	3.1%
v 14/15	5.9%	v 14/15	7.7%	v 14/15	-5.2%	v 2014	-15.0%	v 2014	-4.1%	v 2014	2.0%	v 2014	5.1%

Summarised commentary on current trends

Crime & ASB

- NYP has one of the lowest crime rates per 1000 population in England
- Crime and ASB are in line with last year
- NYP is currently seeing low volumes of thefts, and non dwelling burglaries, and command areas have reported several notable arrests.

Killed Seriously Injured (KSI) casualties

- Long term downward trend. Provisional figures show a reduction in KSIs, NB due to technical issues the figures have not been updated this month.

Call Handling

- There are currently some challenges in terms of the call handling function where there have been increases in the order of seconds (4 for emergency and 30 for non emergency) against historical averages but **in context NYP continues to maintain good attendance times at scene when dispatch and travel time are also considered**. The issues behind the numbers are complex - 1) increase demand, 2) Unified Comms Project & telephony upgrade, 3) Process reviews 4) Staffing
- 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 7% from two years ago.
- For public confidence measures NYP performs well compared to similar forces and national averages.
- The current programme of **Performance Conferences** chaired by ACC Lisa Winward are underway. In October conferences for City, The Force Control Room and Intelligence will take place. These conferences allow a more detailed assessment of localised operational and resourcing trends

DEMAND v PREVIOUS YEARS VOLUME CHANGE

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	2549	2980	2836	-144	-4.8%	287	11.3%	
	Burglary: Burglary Dwelling	752	754	738	-16	-2.1%	-14	-1.9%	
	Burglary: Burglary Non Dwelling	1274	1307	1055	-252	-19.3%	-219	-17.2%	
	Robbery	73	85	74	-11	-12.9%	1	1.4%	
	Sexual Offences: Other	367	391	506	115	29.4%	139	37.9%	
	Sexual Offences: Rape	144	190	218	28	14.7%	74	51.4%	
	Theft: All Other Theft	2723	2496	2395	-101	-4.0%	-328	-12.0%	
	Theft: Bicycle Theft	708	743	778	35	4.7%	70	9.9%	
	Theft: Shoplifting	2009	2046	2104	58	2.8%	95	4.7%	
	Theft: Theft From Person	282	235	250	15	6.4%	-32	-11.3%	
	Vehicle Offences	1108	1113	1121	8	0.7%	13	1.2%	
	Violence: Violence With Injury	2025	2417	2365	-52	-2.2%	340	16.8%	
	Violence: Violence Without Injury	1641	2052	2423	371	18.1%	782	47.7%	
	Total	15655	16809	16863	54	0.3%	1208	7.7%	
Crimes Against Society	Drugs: Possession Of Drugs	925	817	676	-141	-17.3%	-249	-26.9%	
	Drugs: Trafficking Of Drugs	150	127	142	15	11.8%	-8	-5.3%	
	Misc Crimes Against Society	274	242	319	77	31.8%	45	16.4%	
	Possession Of Weapons	125	80	107	27	33.8%	-18	-14.4%	
	Public Order Offences	665	679	744	65	9.6%	79	11.9%	
	Total	2139	1945	1988	43	2.2%	-151	-7.1%	
Total	17794	18754	18851	97	0.5%	1057	5.9%		

Slide Summary

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

Victim Based Crime

- is in line with last year.
- The reductions in Burglary Non Dwelling and All Other Theft should be noted.
- Rises in Violence without injury is strongly influenced by changes in recording practices

Anti-Social Behaviour

- is in line with last year

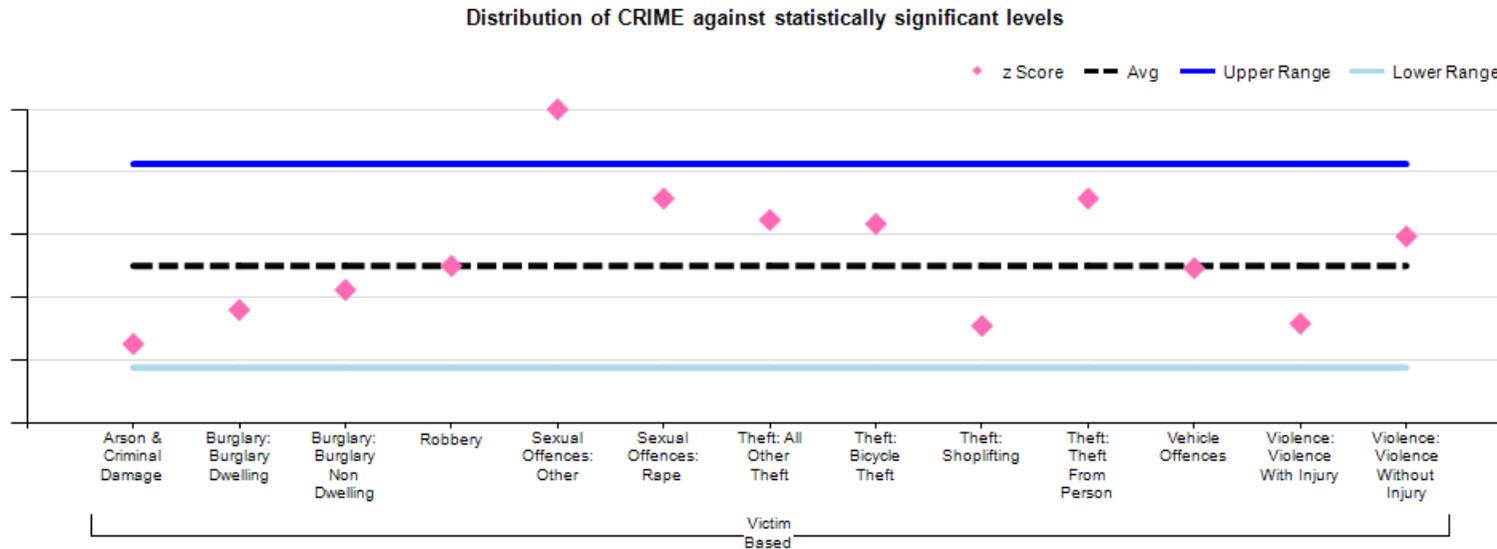
Public Safety & Welfare

- 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	17622	16485	16699	214	1.3%	-923	-5.2%	
PSW	Total	38812	39461	41043	1582	4.0%	2231	5.7%	

FORCEWIDE EXCEPTION BANDING: VICTIM BASED CRIME

◆ Represents Crime levels recorded in the last month , Data is normalised to allow crime groups with different volumes (e.g. robbery and criminal damage) to be presented on same graph. Crime levels can be described as normal if they fall between the blue lines with movement in this range likely to be random fluctuations.



This slide considers the current month in the context of statistically significant variations in crime levels. Those crimes which sit above the dark blue line (highlighting higher than usual demand) are summarised below - these are considered in more detail at the monthly Operations Board and command Performance Conferences.

Other Sexual Offences

- In exception based on a higher than usual volume of crimes being recorded in last 3 months
- General long term trend is upwards but the monthly crime volumes do fluctuate
- 39 forces have seen an upward trend. **NYP are not an outlier compared to national or MSF.** Forecast to continue to rise. Main themes are:
 - Using technology to get victims to send images
 - sexual assault through touching
 - Historical allegations
 - police being informed of inappropriate relationships or underage sex.

NYP'S TACTICAL RESPONSE

	Property Crime (theft & damage)	Crimes against the Person (NB: Crime increases strongly linked to improved recording practices)
Crav Hamb Rich Hgte	<ul style="list-style-type: none"> •Op HAVEN – County burglaries. Specialist ops have been involved in proactivity in County over the last month, concentrating on the Southern border of Harrogate area around Pool Bridge, and the A66 and A1 borders in Richmondshire as well as the Skipton area of Craven. •Op HAWK – Craven burglaries and burglary other incidents, especially around the A65 corridor were a priority for specialist ops. •Op FEROX and Op CHECKPOINT – rural crime in Hamb/Rich. Specialist ops carried out proactive work in the area of the A66 corridor as well as the Thirsk and Richmond areas. 	<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
Scarb Ryed	<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 . Outcome: Arrests made including one person charged with 13 offences & remanded 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. 	<ul style="list-style-type: none"> •Operation to respond to Domestic Abuse at peak reporting times e.g. weekend and sporting events, with uniform and specialist resource working to effectively support the victim and 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 is a Trading Standards operation which is focussing on persons suspected of targeting elderly people
York Selby	<ul style="list-style-type: none"> •Op Hawk & Op Jellyfish – Crime prevention advice being tailored to remind home owners again of the vulnerability of this locking system particularly with addresses with high performance Audi's or VW's. •Rural watch patrols continue to support rural crime and sus circs incidents. Engagement and reassurance continues through route 4 u, social media, community messenger and media. •Op WOOLEN And WOODCHIP launched – based on a crime prevention survey being distributed to identified vulnerable locations such as farms and industrial estates, the survey encourages the owner to undertake a crime prevention survey themselves, once this is completed the SNT and CSH revisit and undertake a more thorough survey offering a property 	<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

- **Prevention** – PCSO's proactively carrying out crime prevention visits to premises at risk of rural crime; Horse Watch and Land Rover preventative marking events; Rural Crime Roadshows taking place at Ripon Farm Services premises; Heritage assets mapping, Problem Profile for rural crime underway; prevention advice on raptor persecution to take place into 2017.
- **Enforcement** – Recruitment launched for SC's to increase capacity of team; Deployment of covert assets in areas identified through intelligence; proactive patrols around poaching (Op Galileo, Traverse), cross border criminality (Op Hawk, Checkpoint); Quad bike offenders arrested in Lancashire; Proactive targeting of West Yorks offenders to prevent offending; vehicle seizures from several offenders linked to poaching.
- **Engagement / Reassurance** – Attendance at North Yorks Moors and Yorkshire Dales meetings; engagement with numerous parish councils at Parish Council Liaison Meetings; auctions / sales at Murton, Hawes, Northallerton, Pateley, engaging with community members and offering preventative advice; expansion of Rural Watch; campaign to call in suspicious incidents soon to be launched by Corporate Comms

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 September, the RCT have arrested 6 offenders, recovered 2 stolen vehicles and seized 6 vehicles, the team has seized property to the value of £37,186 (Inc. Drugs, cash and stolen vehicles). The NRCT have had arrested 4 offenders, recovered 1 stolen vehicle and seized 18 vehicles. The team have seized property to the value of £47,000 Of note:
 - The NARCT while on patrol on the A1 stopped a vehicle which showed no insurance. Within the vehicle there were over 100,000 cigarettes and approximately £4,000 cash. The driver was arrested on suspicion of money laundering and HM customs notified.
 - After a report of a 2in1 burglary, the RTC locate and pursue vehicle. Offender is arrested for burglary and admits further offences.
- While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk as well as supporting local policing, successes include:
 - Location and arrest of a female for armed robbery
 - RPG were called to assist the RTF at Carlton and after a search of a 2 x lorry's 300-400 boxes of children's toys were found. Enquiries were carried out and the goods were identified as being stolen from Manchester and the value over £100,000.
 - The RTF carry out enquiries in relation to a stolen tractor from Northallerton. After liaising with the farming community the Tractor is identified and recovered, a male linked was arrested.

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

- **TISPOL Seatbelt campaign** – RPG work in the York and Scarborough areas on this operation resulting in 20 traffic reports being submitted for offences from No seatbelts, mobile phones, no MOT, and vehicle seizures for no insurance.
- **Op Norse** – The NST carry out a warrant and the RCT deploy to assist, a vehicle was identified resulting in the RCT stopping the vehicle and arresting the driver for Class A drugs. NST continue to search the address and further money and drugs were located and seized.

NOTABLE INVESTIGATIONS

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 2005 - 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. On-going file to CPS.
- **Gross negligence manslaughter investigation.** Craven area. Awaiting CPS decision.

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	1349	
CHANGE 16/17 v 15/16	45	3.5%
CHANGE 16/17 v 14/15	150	12.5%

NO OF CRIMES	2016/17	
RICHMONDSHIRE	708	
CHANGE 16/17 v 15/16	48	7.3%
CHANGE 16/17 v 14/15	-11	-1.5%

NO OF CRIMES	2016/17	
RYEDALE	714	
CHANGE 16/17 v 15/16	-10	-1.4%
CHANGE 16/17 v 14/15	21	3.0%

NO OF CRIMES	2016/17	
HARROGATE	2797	
CHANGE 16/17 v 15/16	24	0.9%
CHANGE 16/17 v 14/15	173	6.6%

NO OF CRIMES	2016/17	
SCARBOROUGH	3505	
CHANGE 16/17 v 15/16	-3	-0.1%
CHANGE 16/17 v 14/15	273	8.4%

NO OF CRIMES	2016/17	
CRAVEN	913	
CHANGE 16/17 v 15/16	52	6.0%
CHANGE 16/17 v 14/15	152	20.0%

NO OF CRIMES	2016/17	
YORK	5352	
CHANGE 16/17 v 15/16	-44	-0.8%
CHANGE 16/17 v 14/15	409	8.3%

NO OF CRIMES	2016/17	
SELBY	1480	
CHANGE 16/17 v 15/16	-81	-5.2%
CHANGE 16/17 v 14/15	5	0.3%

- There are no localised exceptions of note for Victim Based Crime that sit outside those identified earlier in the presentation. NB: comparisons against 2014/15 are impacted by changes in recording practices.
- Craven – Spike in crime in September is being linked to a rise in vehicle crime and non dwelling burglary. Cross border offenders & enquiries are ongoing.
- Burglary Non Dwelling and Theft remain low across the force area

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

ASB BY DISTRICT v PREVIOUS YEARS

NO OF ASB	2016/17	
HAMBLETON	1357	
CHANGE 16/17 v 15/16	130	10.6%
CHANGE 16/17 v 14/15	-4	-0.3%

NO OF ASB	2016/17	
RICHMONDSHIRE	685	
CHANGE 16/17 v 15/16	-74	-9.7%
CHANGE 16/17 v 14/15	-73	-9.6%

NO OF ASB	2016/17	
RYEDALE	636	
CHANGE 16/17 v 15/16	6	1.0%
CHANGE 16/17 v 14/15	-30	-4.5%

NO OF ASB	2016/17	
SCARBOROUGH	3770	
CHANGE 16/17 v 15/16	-16	-0.4%
CHANGE 16/17 v 14/15	-320	-7.8%

NO OF ASB	2016/17	
HARROGATE	2741	
CHANGE 16/17 v 15/16	126	4.8%
CHANGE 16/17 v 14/15	-281	-9.3%

NO OF ASB	2016/17	
CRAVEN	701	
CHANGE 16/17 v 15/16	103	17.2%
CHANGE 16/17 v 14/15	-2	-0.3%

NO OF ASB	2016/17	
YORK	5168	
CHANGE 16/17 v 15/16	-17	-0.3%
CHANGE 16/17 v 14/15	-243	-4.5%

- ASB is in line with the previous year

- There are no significant issues to report – Craven 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.

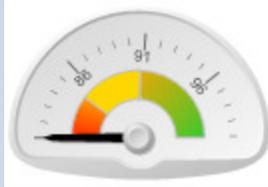
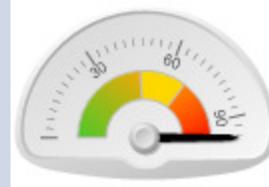
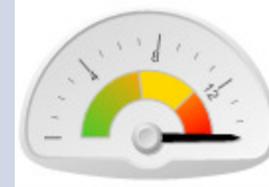
NO OF ASB	2016/17	
SELBY	1539	
CHANGE 16/17 v 15/16	-79	-4.9%
CHANGE 16/17 v 14/15	-6	-0.4%

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:	252	-42 (-14%)	
	Motorcyclist KSI casualties from RTCs:	65	2 (3%)	
	Child (= <16) KSI casualties from RTCs:	8	-4 (-33%)	
	Cyclist KSI casualties from RTCs:	39	-16 (-29%)	

- Please note this is provisional data for the period 1st January to 31st July 16 . This slide has not been updated this month owing to technical problems with the software used to hold accident information. ICT are aware and are working with a 3rd party supplier to resolve the issue. Timescales for a fix are unknown at this stage.
- 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 = 20 fatal and 232 serious against 18 fatal and 276 serious in the same period in 2015.
 - Motorcycle = 4 fatal and 61 serious against 5 fatal and 58 serious in the same period in 2015.
 - Pedal cyclist = 1 fatal and 38 serious against 2 fatal and 53 serious in the same period in 2015.
 - Child KSI = 1 fatal and 7 serious against 12 serious in the same period in 2015
- latest KSI IQuanta data up to the end of Dec 2015 shows that NYP are:
 - 32 Nationally and 8 in MSF for all KSIs
 - 19 Nationally and 6 in MSF for Child KSIs,

FORCE CONTROL ROOM

999 EMERGENCY CALLS			NON EMERGENCY CALLS	
Avg Ans Speed	% Ans in 10sec	% to secondary line	Avg Ans Speed	% Abandoned
9.5 Sec	77.8%	0.8%	100 Sec	14.3%
				
Trend Higher than Normal	Trend Lower than Normal	Trend Normal	Trend Higher than Normal National Avg 48 Sec (15/16)	Trend Higher than Normal National Avg 6.3% (15/16)

- Current FCR performance indicators have been outside normal range over the last 4 months
- NYP remains one of the best performing forces for 999s according to BT , **the increases are of the order of seconds (4 for emergency and 30 for non emergency) and in context NYP continues to maintain good attendance times at scene when the dispatch & travel time are also considered**
- **Emergency** answer speed ~10 seconds , usually ~6 seconds. Increased demand & lack of wall board and call alert facility following telephony upgrade. Temporary measures were put in place but a long term workable solution has now been implemented
- **Non emergency** answer speed ~100 seconds, usually ~60 seconds. Multiple issues: but notably :
 - The **increase in demand** with 42000 more calls presented and 23000 answered between January and September 2016 compared to same period in 2015. A high proportion of these appear to be general enquiries of a non-police matter or internal switchboard work.
 - There is also the impact of **process change**: Such as an Increase of call duration under THRIVE is the equivalent of 27 hrs per week, whilst the Dispatch review in 2014 has led to fewer calls being answered by dispatchers who are undertaking more radio work. In addition changes in Home Office rules around crime recording timescales means permanent abstraction of 2 x staff to bolster that function, and short term technology and power outages have impacted service and skew monthly stats.
 - The FCR is addressing it's **vacancy** factor (6 posts were offered earlier in the year but declined) for info the estimated call handling capacity is 1500 calls per month per operator. In response NYP have run further recruitment campaign and 8 persons started in August with a further 8 to start in October. Training will last 5 weeks followed by 6 with a tutor. A recent shift review has aligned staff to the line management although in the interim there are some gaps linked to pre-authorized leave.
 - Further NYP are commencing another dispatch review in September 2016 as well as a review of the Crime Management Unit function .
- 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
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
Officer FTE Budget for the month after vacancy factor	1,335.60	1,349.60	1,343.60	1,359.60	1,371.60	1,367.60	1,355.60	1,371.60	1,365.60	1,362.60	1,377.60	1,369.60
Actual/ Projected Officer Numbers (includes recruitment)	1330.00	1320.94	1328.63	1324.79	1346.12	1340.55	1335.59	1,372.00	1,366.00	1,373.00	1,388.00	1,400.00

- 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 4.96 FTE from the previous month. This is in line with the leaver projections.
- 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	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0
Actual/ Projected PCSO Numbers (includes recruitment)	184.62	184.15	180.96	180.96	179.96	179.15	183.94	175.66	175.66	201.66	196.66	200.16

- The actual number of PCSO's has increased by 4.79 FTE from the previous month.
- 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, 97 of these will progress to the assessment centre.

HR OVERVIEW

Specials

	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	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0	200.0
Actual Specials FTE	184.00	184.00	193.00	187.00	180.00	162.00	171.00					

- The actual number of Special Constables has increased by 9 from the previous month.
- 13 Special Constables commenced 3 September 2016 and a further 10 are due to commence 1 October 2016.
- A new recruitment campaign for Special Constables is due to be launched on 10 October 2016.

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					
Temporary Staff FTE (not including agency)	53.80	62.41	64.59	60.82	63.15	66.79	70.98					
Agency Staff FTE	44.38	42.16	37.88	45.60	50.60	50.60	52.85					
Total Staff against budget FTE	1009.54	1001.61	998.22	1011.22	995.73	1008.26	1028.69					

- 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 total number of actual Staff has increased by 20.43 FTE from the previous month.
- The number of agency staff has increased by 2.26 from the previous month:
 - 22.55 x agency staff are in supernumerary posts.
 - 30.30 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

HR OVERVIEW

Volunteers

	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17
Actual Specials FTE	241.00	238.00	231.00	231.00	241.00	242.00	232.00					

Deployment of volunteers:-

- The 232 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’.
- 34 - Front Counter Support
- 147 - Volunteers are Safer Neighbourhood Support
- 36 – 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
- 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 Psyoactive 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