



# Corporate Performance & Scrutiny Group



Meeting: Wednesday 12<sup>th</sup> November

Reporting Period: 1<sup>st</sup> Apr 14 → 31<sup>st</sup> Oct 14

NB: Statistics remain provisional and subject to change

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



# INTRODUCTION



Reporting Period: 01/04/2014 → 31/10/2014

## Contents:

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

## Recommendations:

- The Group notes the contents and current position

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

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## Glossary of Terms

- Please see Appendix A

## Time Periods

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

## Performance Monitoring/Management and Operational Priorities

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

# EXECUTIVE SUMMARY

	Total Crimes Recorded	Total Victim Based Crime	ASB Incidents Recorded	Killed / Serious Injured casualties	% of victims satisfied with overall service	Number of (complaint) cases recorded	% public believe NYP/ councils are dealing with crime	% public who have confidence in NYP	
This Year	20,829	18,348	20,483	400	87.1%	339	70.3%	78.6%	
v 13/14	0.6%	-1.2%	0.8%	0.3%	-1.2%	2.4%	4.4%	0.7%	
v 12/13	-0.2%	-1.3%	-5.7%	-17.8%	1.6%	14.1%	5.5%	-1.0%	
Latest Month vs Linear Average	◆	◆	◆	◆	◆	◆	◆	◆	
									Sig Increase
									Above Avg
									Average
									Below Avg
									Sig Decrease

• **In terms of performance monitoring there is no significant changes to trends to report.**

• **Demand** Current demand is in line with expected levels.

• Total **Crime** and Victim Based Crime remain in line with previous years & North Yorkshire remains one of the lowest crime areas in England & Wales. Acquisitive and Damage Crimes are down on previous years.

- Performance around **Burglary Dwelling** is particularly positive with crime reductions and improved outcome rates for victims being reported. This remains a Control Strategy Priority.
- In line with national trends NYP continues to record more **Sexual Offences** than previous years but this is strongly impacted by historical reporting (crimes committed in 2014/15 is inline with that of previous years). An increased level of recording highlights improved victim confidence in the police.
- Increases in Violence Without Injury is linked to improved recording and adherence to National Crime Recording Standards

• **Case File and Data Quality** have been raised through the Force Performance Steering Group. An action plan is currently being developed to address the current shortfall in file quality. With regards data quality duplicate records remains an issue and corrective work and feedback to individuals is continuing

• **ASB** Long term the trend in ASB is down with current levels in line with last year. New ASB legislation was introduced on 20<sup>th</sup> October 2014 streamlining powers across police and partners.

• **Casualties** Killed Seriously Injured (KSI). Provisional figures for January to September 2014 show KSIs to be in line with the same period in 2013, but down on 2012.

• **Satisfaction:** Almost 9 out of 10 victims of burglary, violent or vehicle crime are satisfied with service received. Satisfaction with resolution over the phone is high and there does not appear to have been any change in trend following the introduction of THRIVE.

• **Public Confidence** in police & partners dealing with crime and ASB continues to increase. The latest data released in October 2014 shows an increase to 70.3% which remains well above National and MSF averages. Since 2010 this level has risen by over 20%pts.

• **Sickness** data is unavailable whilst the new Origin HR system is implemented.

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

	April → Oct 14			2014/15 vs Historical Years			
	Crimes in 12/13	Crimes in 13/14	Crimes in 14/15	vs 13/14	%	vs 12/13	%
Burglary Dwelling	910	923	860	-63	-7%	-50	-5%
Burglary Non Dwelling	1566	1618	1496	-122	-8%	-70	-4%
Robbery	62	67	83	16	24%	21	34%
Sexual Offences	367	405	621	216	53%	254	69%
Violence With Injury	2203	2295	2331	36	2%	128	6%
Violence Without Injury	1397	1319	1949	630	48%	552	40%
Arson & Criminal Damage	3610	3380	3030	-350	-10%	-580	-16%
Theft: All Other Theft	3456	3439	3173	-266	-8%	-283	-8%
Theft: Bicycle Theft	783	947	839	-108	-11%	56	7%
Theft: Shoplifting	2206	2303	2327	24	1%	121	5%
Theft: Theft From Person	297	305	332	27	9%	35	12%
Vehicle Offences	1740	1572	1307	-265	-17%	-433	-25%
<b>Total Victim Based Crimes</b>	<b>18597</b>	<b>18573</b>	<b>18348</b>	<b>-225</b>	<b>-1%</b>	<b>-249</b>	<b>-1%</b>

<b>Total ASB incidents</b>	<b>21730</b>	<b>20330</b>	<b>20507</b>	<b>177</b>	<b>0.9%</b>	<b>-1223</b>	<b>-5.6%</b>
<b>Victim Based Crime + ASB</b>	<b>40327</b>	<b>38903</b>	<b>38855</b>	<b>-48</b>	<b>-0.1%</b>	<b>-1472</b>	<b>-3.7%</b>

Drug Offences	1172	1054	1232	178	17%	60	5%
Misc Crimes Against Society	277	235	339	104	44%	62	22%
Possession Of Weapons	116	103	147	44	43%	31	27%
Public Order Offences	712	737	763	26	4%	51	7%
<b>Total Crimes v Society</b>	<b>2277</b>	<b>2129</b>	<b>2481</b>	<b>352</b>	<b>17%</b>	<b>204</b>	<b>9%</b>
<b>Overall No of Crime</b>	<b>20874</b>	<b>20702</b>	<b>20829</b>	<b>127</b>	<b>1%</b>	<b>-45</b>	<b>0%</b>

- Victim Based Crime and ASB remains in line with previous years & North Yorkshire remains one of the lowest crime areas in England & Wales
- There are no Short-term exceptions being monitored through the Performance & Tasking Meeting.
- Acquisitive and Damage Crimes are down on previous years.
  - Performance around **Burglary Dwelling** is particularly positive with crime reductions & improved outcome rates for victims
- The main volume increases for NYP are:
  - **Sexual Offences** which is strongly impacted by historical reporting (crimes committed in 2014/15 is inline with that of previous years). An increased level of recording highlights improved victim confidence in the police. It is estimated 41 of 42 forces are showing rises for the 12 months to September.
  - **Violence Without Injury** which is linked to an improved compliance with NCRS, an increase in historical reports, and Police pro-activity.
  - **Drug offences** which are often linked to proactivity - indeed in 40%-50% of arrests drugs were not the primary reason for the arrest.
  - **Misc Crimes v Society** include rises in possession of indecent images and obscene material and counterfeit coins/notes.
- NYP current operational priorities: Op HAWK (Rural & Cross Border crime), Op HAVEN (Burglary), Op CONCEAL (Child Sexual Exploitation). Local plans are in place to deal with issues or compliment force wide plans.

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

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>RICHMONDSHIRE</b>	<b>832</b>
CHANGE v 13/14	-9% (-78)
CHANGE v 12/13	4% (33)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>HAMBLETON</b>	<b>1414</b>
CHANGE v 13/14	-7% (-107)
CHANGE v 12/13	0% (4)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>RYEDALE</b>	<b>811</b>
CHANGE v 13/14	1% (11)
CHANGE v 12/13	-3% (-21)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>CRAVEN</b>	<b>909</b>
CHANGE v 13/14	-15% (-156)
CHANGE v 12/13	-10% (-105)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>HARROGATE</b>	<b>3118</b>
CHANGE v 13/14	0% (-11)
CHANGE v 12/13	3% (80)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>SCARBOROUGH</b>	<b>3775</b>
CHANGE v 13/14	10% (347)
CHANGE v 12/13	11% (387)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>YORK</b>	<b>5716</b>
CHANGE v 13/14	-6% (-362)
CHANGE v 12/13	-10% (-661)

<b>NO OF CRIMES:</b>	<b>2014/15</b>
<b>SELBY</b>	<b>1700</b>
CHANGE v 13/14	4% (72)
CHANGE v 12/13	-1% (-9)

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

- The current exceptions follow force wide trends discussed earlier. The Command Team report downward or normal trends in most crime types and it is expected the gap between this year and last year will narrow over the next 3 months.

- Specifically work continues around the Night Time Economy, but a current focus of the command and partners is the problem caused by Legal Highs. A partnership strategy has been completed and there are multi-agency briefings. Several instances of proactive enforcement action have been documented in the local media.

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

The above is a presentation of year on year statistics. For latest local data displayed on a map for your area go to [www.police.uk](http://www.police.uk) and enter your postcode

# ASB BY DISTRICT (APR > OCT) v PREVIOUS YEARS

NO OF ASB:	2014/15
<b>RICHMONDSHIRE</b>	<b>910</b>
CHANGE v 13/14	-3% (-29)
CHANGE v 12/13	-19% (-207)

NO OF ASB:	2014/15
<b>HAMBLETON</b>	<b>1616</b>
CHANGE v 13/14	-5% (-89)
CHANGE v 12/13	-12% (-210)

NO OF ASB:	2014/15
<b>RYEDALE</b>	<b>790</b>
CHANGE v 13/14	-8% (-70)
CHANGE v 12/13	-9% (-81)

NO OF ASB:	2014/15
<b>SCARBOROUGH</b>	<b>4695</b>
CHANGE v 13/14	7% (321)
CHANGE v 12/13	0% (-4)

NO OF ASB:	2014/15
<b>HARROGATE</b>	<b>3534</b>
CHANGE v 13/14	8% (252)
CHANGE v 12/13	2% (59)

NO OF ASB:	2014/15
<b>CRAVEN</b>	<b>816</b>
CHANGE v 13/14	-16% (-152)
CHANGE v 12/13	-17% (-169)

NO OF ASB:	2014/15
<b>YORK</b>	<b>6229</b>
CHANGE v 13/14	-1% (-37)
CHANGE v 12/13	-7% (-440)

NO OF ASB:	2014/15
<b>SELBY</b>	<b>1839</b>
CHANGE v 13/14	-1% (-28)
CHANGE v 12/13	-8% (-160)

- Long term the trend in ASB is down. **No emerging issues of note.**
- In **HARROGATE**, ASB is up on last year however half of the increase this year relates to comparisons between April 2014 and April 2013. A focus for the Command is the Montpellier Hill area of Harrogate. Activity continues in respect of localised hotspots.
- **SCARBOROUGH** has seen expected seasonal rises in ASB. Trend is mainly nuisance ASB occurring between Thursdays and Sundays. Consumption of alcohol continues to be a factor. Op ENGAGE continues to run in the central wards, and patrol strategies are updated accordingly. It is expected the recent closure of the Breece Hotel will help close the gap on previous years figures.

# CASUALTIES KILLED OR SERIOUSLY INJURED FROM ROAD TRAFFIC COLLISIONS

Key Performance Indicator	YTD	+/- Change	
	2014	on 2013	on 2012
<b>Killed or Seriously Injured casualties from RTCs:</b>	<b>400</b>	<b>1 (0%)</b>	
<b>Motorcyclist KSI casualties from RTCs:</b>	<b>90</b>	<b>-27 (-23%)</b>	
<b>Child (= &lt;16) KSI casualties from RTCs:</b>	<b>20</b>	<b>0 (0%)</b>	
<b>Cyclist KSI casualties from RTCs:</b>	<b>73</b>	<b>26 (55%)</b>	

- Please note 2014 data are based on calendar year and are provisional. There is a lag on the data by one month.
- **No emerging issues of note.**
- The latest stats for 01/01/2014 and 30/09/2014 show:
  - Overall KSI is inline though slight fatal reduction: There have been 34 fatal and 366 serious compared to the same period in the previous year when there were 40 fatal and 359 serious casualties.
  - For Motorcyclists there has been a reduction in both Killed and Seriously Injured : There have been 10 fatal and 80 serious and in the same period in 2013 there were 15 fatal and 102 serious.
  - For pedal cyclists has seen the largest increase in KSI: there have been 3 fatal and 70 serious. Two of these fatalities do not have a vehicle involvement and relate to cyclists losing control. In 2013 there was 2 fatal and 45 serious.
- In addition to the above figures there has been One fatal Casualty recorded in October.
- The latest iQuanta data up to the 31 March 2014 shows for all KSI casualties NYP is 30th nationally and 6th in MSF and for Child KSI casualties NYP is 26th nationally and 7th in MSF.
- In general the main contributory factors for the collisions are: Failed to look properly, Loss of control, Poor turn or manoeuvre, Failed to judge other persons path or speed, Careless/reckless/in a hurry.
- Campaigns
  - National Think! Campaign in October to encourage responsible driving on rural roads
  - BRAKE! Road Safety Week w/c 17<sup>th</sup> November 2014
  - Operation Attention (ACPO Drink & Drug Driving) will run in December

# POLICING CALENDAR & ACPO WEEKS OF ACTION

Date	Summary of Event / Operation - 2014
Summer Months	FORCE: SUMMER SAFETY CAMPAIGN – LESS DRINKING, MORE THINKING
01/11/2014 – 16/11/2014	FORCE: OP MAGPIE – FIREARMS AMNESTY
09/11/2014	FORCE: REMEMBRANCE DAY PARADES
17/11/2014	FORCEWIDE: BRAKE's ROAD SAFETY WEEK
25/11/2014	FORCEWIDE: OP CHECKPOINT
07/12/2014	FORCEWIDE: OP HAWK
08/12/2014	FORCEWIDE: MOBILISATION DAY
December	FORCEWIDE: OP ATTENTION – ACPO XMAS DRINK & DRUG DRIVING

Priority Policing Calendar maintained by Staff Office:

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



# HR OVERVIEW

## Police Officers

	Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15
<b>Officer Budget FTE Target</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>	<b>1392.0</b>
Actual/ Projected Num inc recr'ment	1401.68	1398.20	1396.50	<b>1399.83</b>	<b>1395.26</b>	1405.52	1402.28	1397.78	1388.28	1396.78	1392.28	1388.78	1393.28

The actual number of Officers has increased in September 2014 by 10.26 FTE officers.

### Student Officer Recruitment

14 Student Officers commenced NYP on 04 August 2014.

14 Student Officer applicants are undergoing final recruitment checks in preparation for the intake scheduled for 27 October 2014.

### Direct Entry

Of the 66 applications received, 55 progressed to shortlisting. Interviews took place at the beginning of July 2014, and 2 applicants were identified to attend the National Assessment Centre. 1 applicant was successful and is currently undergoing recruitment checks prior to his scheduled start date of 10 November 2014. A further candidate, who has been through the clearing process, has been offered a place with NYP and accepted.

### Fast Track

Of the 92 applications, 74 were progressed to shortlisting. 7 applicants were selected to attend the National Assessment Centre which took place 16 – 24 July 2014. 1 applicant was successful and is due to commence with NYP 29 September 2014.

### PC to Sergeant Promotion

Following the recent campaign a total of 80 applications were received with 71 applicants going forward for interview. Interviews took place week commencing 14 July 2014, and 41 applicants were successful. No appointments have been made at this stage as they will need to be ratified in conjunction with OPM, however 14 of the successful applicants are due to attend the Sergeants course in October 2014.

Updated Operational Readiness figures are unavailable this month as reports are migrated and set up on the new Origin System

## PCSO

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

The actual number of PCSO's has decreased by 2.89 FTE.

# HR OVERVIEW

## Specials

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

The actual number of Special Constables decreased by 5.

The campaign launched in January 2014 has now closed, with a total of 204 applications received. Successful applicants from this campaign will aim to fill projected intakes in the next financial year with the launch of another recruitment campaign scheduled for October 2014. A targeted increase in the numbers of Special Constables continues throughout 2014/15/16 to achieve the 286 desired target.

## Staff

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

# HR OVERVIEW

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

The total number of actual Staff has increased 14.3 FTE from the previous month.

The number of agency staff has increased by 2.5 FTE since the previous month:

26.41 x agency staff are in supernumerary posts.

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

The current number of Staff vacancies is 26.

Force Control Room – A recruitment campaign was recently launched to recruit to the holding list which will fulfil the intended intake in October 2014. 8 new starters commenced in FCR on 8 June 2014. 5 candidates commenced in August 2014

## Volunteers

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

Deployment of volunteers:-

All 124 volunteers are within the Response & Reassurance Directorate

49 - Front Counter Support

68 - volunteers are Safer Neighbourhood Support

1 - Head of Volunteering

1 - Deputy Head of Volunteering.

5 - Volunteer Advisors'.

The number of volunteers is linked to the work around the use and deployment of Special Constables, the extended use of Volunteers is being progressed through the Citizens in policing framework.

### **Please note:**

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

# GLOSSARY

## READING THE PERFORMANCE DATA

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

## GLOSSARY

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