



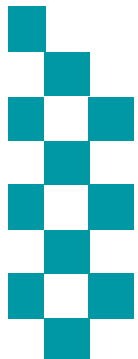
Corporate Performance & Scrutiny Group



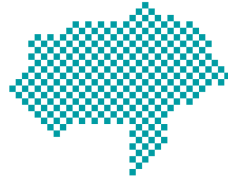
Meeting: 25th April 17

Reporting Period: 2016/2017 Financial Year

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE



INTRODUCTION



Reporting Period: 2016/2017

Contents:

- The Results: Current Performance levels
 1. Headline overview statistics
 2. Crime statistics
 3. Anti-Social Behaviour, Public Safety & Welfare and Road Traffic Collision casualty statistics
 4. Crime & ASB statistics by District council area
- The People: HR/headcount information

NB There is a minor differences between the crime and ASB % change between 2016/17 v 2015/16 on the Exec Summary and the drill down later in the report . This is caused by how the components of the report handle 2016 being a leap year. The statistics for 2015/16 in the Executive Summary include the leap day.

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 the Assistant Chief Constable conducts quarterly Performance Reviews conferences which allow a more detailed assessment of localised operational and resourcing trends

EXECUTIVE SUMMARY

March 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



2017/2018	36818	2017/2018	32894	2017/2018	29868	2017	63	2017	82.4%	2016	66.9%	2016	83.9%
v 15/16	-1.2%	v 15/16	-1.6%	v 15/16	1.0%	v 2016	-38.8%	v 2016	-1.1%	v 2015	-0.6%	v 2015	1.4%
v 14/15	6.3%	v 14/15	7.8%	v 14/15	-3.2%	v 2015	-27.6%	v 2015	-3.1%	v 2014	-1.6%	v 2014	2.8%

Summarised commentary on current trends

- In April 2017 HMIC published graded judgements on the performance of Police forces in England & Wales. HMIC graded NYP as “Good” for Effectiveness, Efficiency and Legitimacy

Crime & ASB

- NYP has the lowest crime rates per 1000 population in England. Crime and ASB are in line with last year (2015/16)
- 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.
- NYP have two long standing crime trends of note – an increase in recording of “Other” (non rape) Sexual offences, and Violence without Injury.

Killed Seriously Injured (KSI) casualties

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

Call Handling

- February & March showed a blip against a trend which had otherwise been moving in the right direction.
- Performance is forecast to improve within the coming months with new staff completing their tutorship and being deployed into the control room.
- Further recruitment is ongoing and 4 dispatch courses and 3 communicators courses are booked for the rest of year.
- A peer review has recently been completed by Police Service Northern Ireland (PSNI) and NYP are looking to adopt the recommendations.

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.

CRIME 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	5098	5929	5668	-261	-4.4%	570	11.2%	
	Burglary: Burglary Dwelling	1368	1494	1389	-105	-7.0%	21	1.5%	
	Burglary: Burglary Non Dwelling	2593	2649	2226	-423	-16.0%	-367	-14.2%	
	Robbery	149	154	156	2	1.3%	7	4.7%	
	Sexual Offences: Other	715	810	1026	216	26.7%	311	43.5%	
	Sexual Offences: Rape	332	383	412	29	7.6%	80	24.1%	
	Theft: All Other Theft	4940	4663	4400	-263	-5.6%	-540	-10.9%	
	Theft: Bicycle Theft	1236	1413	1354	-59	-4.2%	118	9.5%	
	Theft: Shoplifting	3974	4073	4118	45	1.1%	144	3.6%	
	Theft: Theft From Person	507	489	470	-19	-3.9%	-37	-7.3%	
	Vehicle Offences	2213	2353	2094	-259	-11.0%	-119	-5.4%	
	Violence: Violence With Injury	3918	4667	4616	-51	-1.1%	698	17.8%	
	Violence: Violence Without Injury	3463	4360	4965	605	13.9%	1502	43.4%	
Total	30506	33437	32894	-543	-1.6%	2388	7.8%		
Crimes Against Society	Drugs: Possession Of Drugs	1775	1576	1363	-213	-13.5%	-412	-23.2%	
	Drugs: Trafficking Of Drugs	314	229	217	-12	-5.2%	-97	-30.9%	
	Misc Crimes Against Society	566	562	711	149	26.5%	145	25.6%	
	Possession Of Weapons	231	174	224	50	28.7%	-7	-3.0%	
	Public Order Offences	1235	1287	1409	122	9.5%	174	14.1%	
	Total	4121	3828	3924	96	2.5%	-197	-4.8%	
Total	34627	37265	36818	-447	-1.2%	2191	6.3%		

Victim Based Crime

- is in line with last year.
- Large volume reductions in property crime on last year
- NYP have two long standing crime trends of note – an increase in recording of “Other” (non rape) Sexual offences, and Violence without Injury. These have been reported on and discussed in previous meetings. The rises should not be seen as a negative but rather victims have confidence to come forward.
- The trends are reflected nationally
- Factors behind increases in Other sexual offences are:
- Use of technology to get victims to send images , sexual assault through touching, Historical allegations, domestic allegations, police being informed of inappropriate relationships
- Factors behind increases in Violence Without Injury are:
- Compliance with Crime Recording Standards, Increase in Domestic reports incl Stalking & Harassment, Malicious Communications now being recorded as a crime when it was previously ASB.

ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND CASUALTIES FROM ROAD TRAFFIC COLLISIONS THAT ARE KILLED & SERIOUSLY INJURED

NON CRIME STATISTICS		2014/15	2015/16	2016/17	Diff 16/17 v 15/16		Diff 16/17 v 14/15		Trend
ASB	Total	30856	29573	29868	295	1.0%	-988	-3.2%	
PSW	Total	75433	78072	79157	1085	1.4%	3724	4.9%	

KSI		2015	2016	2017	Diff 2017 v 2016		Diff 2017 v 2015		Trend
<i>Of which</i>	KSI Casualties	87	103	63	-40	-38.8%	-24	-27.6%	
	KSI Casualties Cyclists	15	11	6	-5	-45.5%	-9	-60.0%	
	KSI Casualties Motorcyclists	9	14	5	-9	-64.3%	-4	-44.4%	

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 .

Killed & Seriously Injured (KSI)

- Please note these are provisional data for the period 1st January to 31st March 17 .
- Long term the trend in KSIs is down. **No emerging issues of note**

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 borders of Harrogate & Craven • 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 13/09/2017 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 Aident 2 – <u>forcewide</u> national police week of action targeting modern slavery • Op Client – Drugs supply to vulnerable persons
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 • Operation YAHOO - problem solving plan to focus upon locations within the Scarborough Command that are known for "street dealing" drug related activity. This involves the deployment of a passive drugs dog. 	<ul style="list-style-type: none"> • 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.
Yor Sel	<ul style="list-style-type: none"> • OP COCCOON – proactive op targeting community concerns has concluded with various success, notably closure of a cannabis factory & arrests for running a brothel. Application is being submitted to continue using NPT & response officers • OP CLOVER – car boot visits are scheduled to start now they have reopened. Volunteer researchers are proactively reviewing 2nd hand online retailers for stolen property • OP WOOLEN/WOODCHIP – continues promoting property marking & community messaging to educate industrial estates & individuals who may be vulnerable. • OP CLUTCH has concluded, very successful operation utilising ops resources and NPT PCSOS working together to target community concerns, road safety and traffic offences. In the 2 month operation numerous TORS issues, vehicles seized, section 59 warnings issues etc. 	<ul style="list-style-type: none"> • Op ERASE Multi agency meeting held and actions agreed for the year (action days, Dry Trains, rail revenue team deployed, Media plans, licensee's code of conduct refresh, urination van & prosecutions). OP SAFARI The first meeting under the Keeping York City Safe board will take place in April. Partners will review how they can contribute to maintaining a safe city Partnership working Improved working with York's two Universities focusing on the reporting of HATE crime and student involvement in the sex industry. • Op TANUS continues utilising MOSAIC data targeting areas where there is a fear of crime and offering suitable crime prevention advice and reassurance, multi agency op utilising partners from fire, trading standards and volunteer sector.

NYP'S TACTICAL RESPONSE

Rural Crime Task Force (RTF)

- **Prevention** – Op Woollen has started across the County , offering proactive prevention advice, CMS sign up, and preventative marking to North Yorkshire's 9000 farms, with 1000 sent to date and around a 25% response rate. Follow up visits to victims of crime, and those in surrounding area with view to prevent. Rural Watch patrols have continued throughout period, supported by RTF and NPT officers. York Heritage Watch launched March 28th, and looking to expand across county with assistance from district councils. Volunteers from North York Moors, Yorkshire Dales and Angling Trust utilised for prevention message and joint patrols. Pilot ongoing with five other forces to work on livestock worrying prevention, and potential legislative improvements.
- **Enforcement** – Op Slate day of action carried out in conjunction with Clepol, and numerous partner agencies, resulting in recovery of stolen property (caravans), seizure of 20+ vehicles, and several prosecutions for OCG Purple linked nominals. Over the hundred mark for arrests since inception. Two significant investigations ongoing into fox hunting. RTF are currently progressing several investigations into wildlife crime, and cross border criminality, which should conclude shortly.
- **Engagement / Reassurance** – Summer show programme planned out for coming months, with Ripon Farm Services again providing a tractor which will be liveried. Officers have continued to attend auction marts, machinery sales, livery yards, etc. to engage with the public. Continued social media presence on Facebook and Twitter, with messages regularly achieving 5,000+ views. Various partners have been identified who can assist with addressing wellbeing of rural communities, and literature produced to be distributed with Op Woollen roll out.

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 March the RCT arrested 19 offenders recovered 6 stolen vehicles and seized 9 vehicles, the team has seized property to the value of £141382 (Inc. Drugs, cash and stolen vehicles). The North Area RCT (NARCT) have arrested 15 offenders, recovered stolen vehicles and seized 19 vehicles. Together the teams have seized property to over the value of £210,000 Of note:

- RCT stop a vehicle towing a trailer carrying a Bomag Road roller. Enquiries showed the vehicle was stolen leading to the 2 males being arrested
- The RCT stop a van on false plates. The vehicle was seized for no insurance and a search conducted. Tools were located and both male occupants were arrested for going equipped to steal. The driver was also found to be in possession on £60 worth of cannabis.
- The NARCT respond to a report of an CSE victim leaving in a vehicle, the victim reported to be part of a child sex ring in Bradford and Cleveland. The vehicle was located and 2 male occupants were arrested for child abduction and the victim recovered unharmed.
- The RCT and NARCT stop a van suspected of stealing boilers from plumbers merchants. Pre-emptive stop is carried out resulting in stolen property being recovered and the arrest of the occupant. The vehicle also found to be on stolen plates.
- The NARCT stop and NST and Dog officer search a vehicle connected to in possession of a large amount of drugs. Once stopped the driver gives up a small amount of cocaine and he is arrested. A search of the vehicle is carried out resulting in a tennis ball size of white powder being found.

While not committed with their primary roles RPG/FSU/Dogs/RTF/NST deploy onto Op Hawk as well as supporting local policing, successes include:

- RPG and NST carry out Op Hawk patrols in the Harrogate area. Information comes in regards theft at St James retail Park. After an ANPR activation the vehicle is stopped in the Leeds area leading to the 3 occupants being arrested and the stolen property recovered.
- FSU sight a vehicle linked to a Middlesbrough OCG in the Richmond area. The vehicle takes evasive action and crashes, a foot chase follows. After a search of dense undergrowth around Richmond Castle a male is located and detained. A vehicle search is conducted and drugs and cash in found. The male is arrested for PWITTS.
- RPG attend a report of a male going into the HSBC at Whitby and leaves a bag. A NYP officer attends and searches the bag and a gun is found. The male is then searched and he is found to be in possession of an lock knife. The male is arrested for possession of an Firearm.
- RPG carry out a routine stop on a van on the A19, Thirsk being driven by a Albanian National. The officer detects a strong smell on cannabis and attempts to detain the driver. The driver makes good his escape. In the rear of the van is 53 cannabis plants, enquiries were carried out in the West Midlands area and the vehicle is linked to Human Trafficking and Modern Slavery in relation to Large scale cannabis cultivation.

Operation Checkpoint

- There have been 4 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 last date the operation was carried out was on the 8th March 2017 resulting in 65 vehicle checks, 19 vehicles being stopped, 11 PNC person checks, 4 x Drug searches and 2 x breath tests. A vehicle was seized for no insurance due to a disqualified driver. There were 7 x arrests for offences Commercial burglary, Disqualified driving, Breach of restraining order and 3 x hare coursing. Stolen property were also recovered to the value of £3500.

Other Operations

- **Op Aident** – Human trafficking and Modern Slavery operation, NYP Officers, HMRC, BBC AND Hope for Justice attend the York area visiting car washes. This resulted in at 1 of the businesses a owner being arrested on suspicion of Human trafficking and Modern Slaver and property was seized.
- **Op Sift** – OCG operation, as part of a long running feud FSU assist in arresting a OCG who had made threats to cause damage by arson.

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. Result – convicted. 1 person sentenced to 10 years for robbery. 2 sentenced for robbery and murder - 28 years and 25 years imprisonment.
- **Op Essence** Claudia LAWRENCE
- **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. Pleaded guilty to wilful neglect. Currently serving prison sentence.
- **Op Curve** fatal agricultural incident at Tadcaster. Investigation jointly with HSE.
- **Op Conifer.** Murder investigation. York. 06/03/17. 19 year old male charged with murder and currently on remand.

VICTIM BASED CRIME BY DISTRICT v PREVIOUS YEARS

NO OF CRIMES	2016/17	
HAMBLETON	2572	
CHANGE 16/17 v 15/16	-63	-2.4%
CHANGE 16/17 v 14/15	170	7.1%

NO OF CRIMES	2016/17	
RICHMONDSHIRE	1376	
CHANGE 16/17 v 15/16	68	5.2%
CHANGE 16/17 v 14/15	2	0.1%

NO OF CRIMES	2016/17	
RYEDALE	1371	
CHANGE 16/17 v 15/16	-101	-6.9%
CHANGE 16/17 v 14/15	74	5.7%

NO OF CRIMES	2016/17	
HARROGATE	5792	
CHANGE 16/17 v 15/16	382	7.1%
CHANGE 16/17 v 14/15	550	10.5%

NO OF CRIMES	2016/17	
SCARBOROUGH	6736	
CHANGE 16/17 v 15/16	-36	-0.5%
CHANGE 16/17 v 14/15	526	8.5%

NO OF CRIMES	2016/17	
CRAVEN	1749	
CHANGE 16/17 v 15/16	-105	-5.7%
CHANGE 16/17 v 14/15	199	12.8%

NO OF CRIMES	2016/17	
YORK	10104	
CHANGE 16/17 v 15/16	-684	-6.3%
CHANGE 16/17 v 14/15	531	5.5%

Localised exceptions of note :

- A series of house burglaries occurred in Scarborough beginning in January. On the 29th March excellent work by local policing teams led to the arrest of a suspect. Stolen property was recovered from his home address. He was subsequently charged with a total of 14 house burglaries.

NO OF CRIMES	2016/17	
SELBY	3113	
CHANGE 16/17 v 15/16	-36	-1.1%
CHANGE 16/17 v 14/15	283	10.0%

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	2373	
CHANGE 16/17 v 15/16	30	1.3%
CHANGE 16/17 v 14/15	-125	-5.0%

NO OF ASB	2016/17	
RICHMONDSHIRE	1156	
CHANGE 16/17 v 15/16	-160	-12.2%
CHANGE 16/17 v 14/15	-245	-17.5%

NO OF ASB	2016/17	
RYEDALE	1129	
CHANGE 16/17 v 15/16	2	0.2%
CHANGE 16/17 v 14/15	-43	-3.7%

NO OF ASB	2016/17	
HARROGATE	5127	
CHANGE 16/17 v 15/16	291	6.0%
CHANGE 16/17 v 14/15	-78	-1.5%

NO OF ASB	2016/17	
SCARBOROUGH	6626	
CHANGE 16/17 v 15/16	39	0.6%
CHANGE 16/17 v 14/15	-275	-4.0%

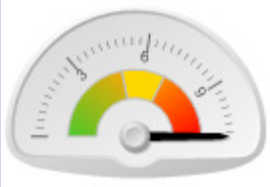
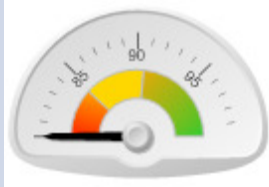

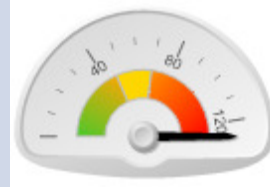

NO OF ASB	2016/17	
CRAVEN	1182	
CHANGE 16/17 v 15/16	-78	-6.2%
CHANGE 16/17 v 14/15	-93	-7.3%

NO OF ASB	2016/17	
YORK	9008	
CHANGE 16/17 v 15/16	-110	-1.2%
CHANGE 16/17 v 14/15	-403	-4.3%

- ASB is in line with the previous year at force level
- Op Yeehaw** - Crime / ASB /street drinking in Harrogate town centre. High visibility partnership operation targeting a particular area of the town. Utilising Dispersal and Public Space Protection Order
- 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	3075	
CHANGE 16/17 v 15/16	215	7.5%
CHANGE 16/17 v 14/15	209	7.3%

FORCE CONTROL ROOM

999 EMERGENCY CALLS			NON EMERGENCY CALLS	
Avg Ans Speed	% Ans in 10sec	% to 2nd Line	Avg Ans Speed	% Abandoned
10.9 Sec	73.7%	0.9%	127 Sec	17.8%
				
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
- A more in-depth update on FCR performance was presented to this meeting in February, the below is an updated position:

March update:

- February & March performance showed a blip against a trend which had otherwise been moving in the right direction.
- Performance is forecast to improve within the coming months with new staff completing their tutorship and being deployed into the control room.
- Further recruitment is ongoing and 4 dispatch courses and 3 communicators courses are booked for the rest of year.
- A peer review has recently been completed by Police Service Northern Ireland (PSNI) and NYP are looking to adopt the recommendations.

In context:

- NYP remains one of the best performing forces for 999s according to BT Performance remains on a par with the 10 second measurement, with very few calls being transferred to the secondary line.
- Nationally forces are reporting increases in demand and longer wait times.
- Nationally there has been a 13% increase in 999 demand across all emergency services

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)	1321.9	1329.6	1325.8	1327.1	1341.6	1335.4	1333.2	1357.2	1,351.5	1,336.6	1356.18	1368.10	1346.18

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 11.92 FTE from the previous month. 20 Student Officers March 2017.

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	May 16	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	171.43	183.39	175.37	181.86	212.00

The actual number of PCSO's has increased by 6.49 FTE from the previous month.

17 PCSO's commenced with NYP on 27 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	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	968.58	967.05	
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	80.89	80.71	
Agency Staff FTE	44.38	42.16	37.88	45.60	50.60	50.60	52.85	46.93	50.43	52.08	51.08	50.39	
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	1100.55	1098.15	

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 decreased by 2.35 FTE from the previous month.

The number of agency staff has decreased by 0.69 from the previous month:

23.00 x agency staff are in supernumerary posts.

27.39 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	138.00	126.00
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	236.00	238.00

The actual number of Special Constables has decreased by 12 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.

7 Special Constables commenced March 2017.

Deployment of volunteers:-

- The 238 volunteers are broken down into the following roles
- 1 Chief Officer – Citizens in Policing
- 1 - Head of Volunteering
- 1 - Deputy Head of Volunteering
- 4 - Volunteer Advisors'
- 28 - Front Counter Support
- 137 - Safer Neighbourhood Support
- 59 – Police Cadets
- 7- Police Cadet Leaders

	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17
Total Budget of all Officers, PCSO, Staff, Special and Volunteers	3082.17	3069.88	3068.38	3042.38	3075.43	3050.9	3059.76	3115.76	3114.26	3112.26	3111.26	3110.26
Total Actual Number of all Officers, PCSO, Staff, Special and Volunteers	2929.66	2932.78	2935.98	2923.79	2933.01	2951.03	2955.6	2988.21	2971.71	2972.52	3006.1	3012.11

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