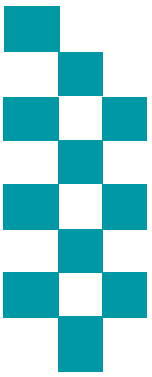# Public Accountability Meeting

Meeting Date: 28th January 2020

BE SAFE
FEEL SAFE

# Agenda

**Caring About the Vulnerable**

| Mental Health | s136 Detentions |

**Ambitious Collaboration**

**Reinforcing Local Policing**

| Force Overview | City Command | Coastal Command |
| County Command | Crime Trends | Crime Focus |
| ASB/PSW Incidents | Proactive Policing | Rural Task Force |

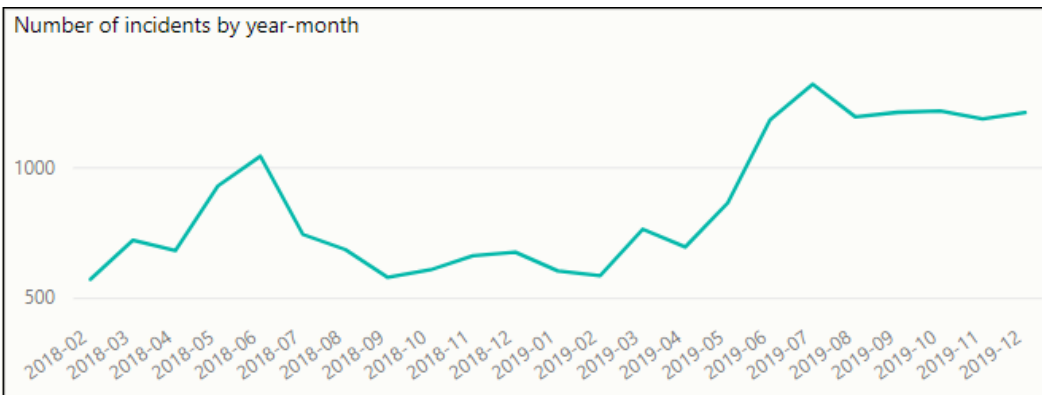**Enhancing the Customer Experience**

| 999 | 101 | Local Priorities |

# Mental Health

## Occurrences involving a person(s) with a mental health qualifier

Number of incidents by year-month



- There are significant increases in occurrences with Mental Health tags in the last 8 months. This is in part due to increased tagging of these incidents, allowing for a better, more tailored approach in initial response and the change in Mental Health definition for responding officers.
- Incidents with a Mental Health tag have accounted for 12% of all incidents in the last 22 months

## Incidents with highest number of Mental Health Tag (Feb '18 – Dec '19)

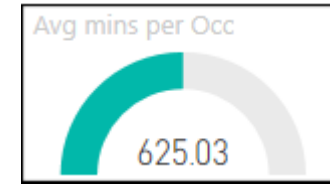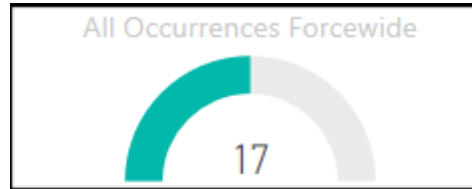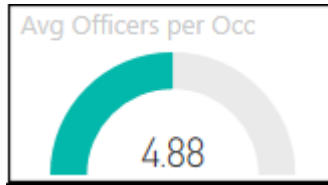| Description | Volume with mental health tag | % of All Type of Incidents |
|---|---|---|
| CONC SAFETY/TRAPPED/INJ/ILL | 10202 | 43.1% |
| MISSING PERSON | 1196 | 36.42% |
| DOMESTIC INCIDENT | 1720 | 17.35% |
| VIOLENCE | 2032 | 12.70% |
| ASB NUISANCE | 1282 | 6.86% |

Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

## Use of police custody as a place of safety

Police custody must only be used for s136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.

*The below volumes have been reviewed and changed. Previously any s136 detention that occurred in custody has been counted, however, all but the below incidents, custody was not actually used as a place of safety, the incident occurred whilst in custody before the individual was transferred to a recognised Health Based Place of Safety and as such custody was never used as a Place of Safety. In these cases, the mental ill-health of the detainee was identified after their arrival at a custody suite.*

| s136 Detentions (Police Custody) | Mar-19 | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 |
|---|---|---|---|---|---|---|---|---|---|---|
| Under 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aged 18 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| **Total** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **1** | **1** | **1** |
| *Presented whilst in Custody and taken to HBPoS* | *4* | *0* | *2* | *1* | *1* | *2* | *3* | *0* | *4* | *7* |

# s136 – December 2019

Avg Officers per Occ
**4.88**

All Occurrences Forcewide
**17**

Avg mins per Occ
**625.03**

## By Occurrence Type

| Closing Code Desc | Occs |
|---|---|
| CONC SAFETY/TRAPPED/INJ/ILL | 11 |
| MISSING PERSON | 2 |
| DOMESTIC INCIDENT | 1 |
| NUISANCE | 1 |
| THEFT GENERAL | 1 |
| VIOLENCE | 1 |
| **Total** | **17** |

- December 2019 was significantly lower in volume than the average incident volume levels previously seen
- 0 detainees required to be taken out of the county this month
- 8 incidents required Police transportation:
  - 6 following Risk assessment
  - 2 No Ambulance available within 30mins
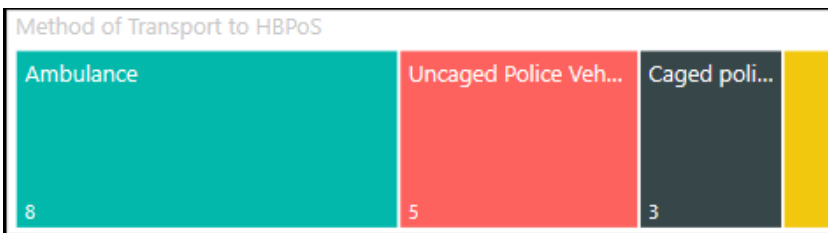- 59% of detentions resulted in Admission

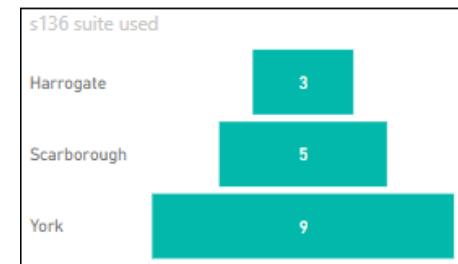## Gender/Age Breakdown and Repeat Nominals

Breakdown by Age Groupings and Gender

- Individuals
- All Occs

| | 18 or Over Female | 18 or Over Male |
|---|---|---|
| Individuals | 10 | 7 |
| All Occs | 10 | 7 |
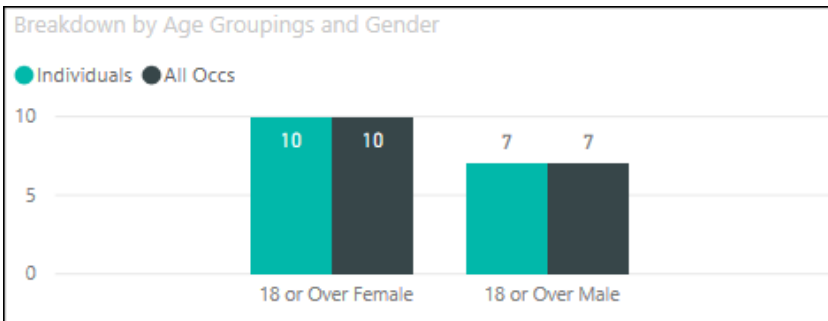
## Outcomes

| Outcome | Distinct Occs |
|---|---|
| Formal Admission | 9 |
| Informal admission | 1 |
| Not open to services. Returned to the community without follow up | 3 |
| Open to services. Returned to the community with follow up by current service | 4 |
| **Total** | **17** |

## Mode of Transport

Method of Transport to HBPoS

| Ambulance | Uncaged Police Veh... | Caged poli... | |
|---|---|---|---|
| 8 | 5 | 3 | |

## HBPoS Usage

s136 suite used

| | |
|---|---|
| Harrogate | 3 |
| Scarborough | 5 |
| York | 9 |

# Force Levels (Incidents and Crimes Committed December 2019)

## Count of all Incidents and type

Count of incidents

**6,932**

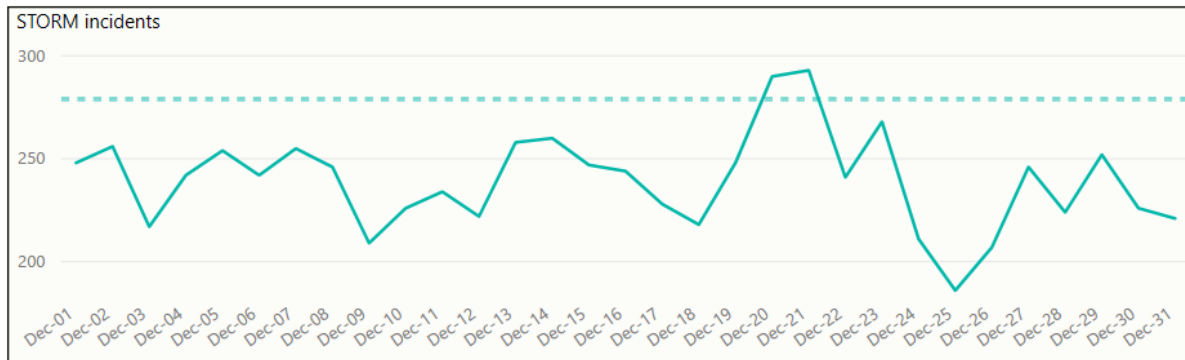Total Crimes Committed

**3640**

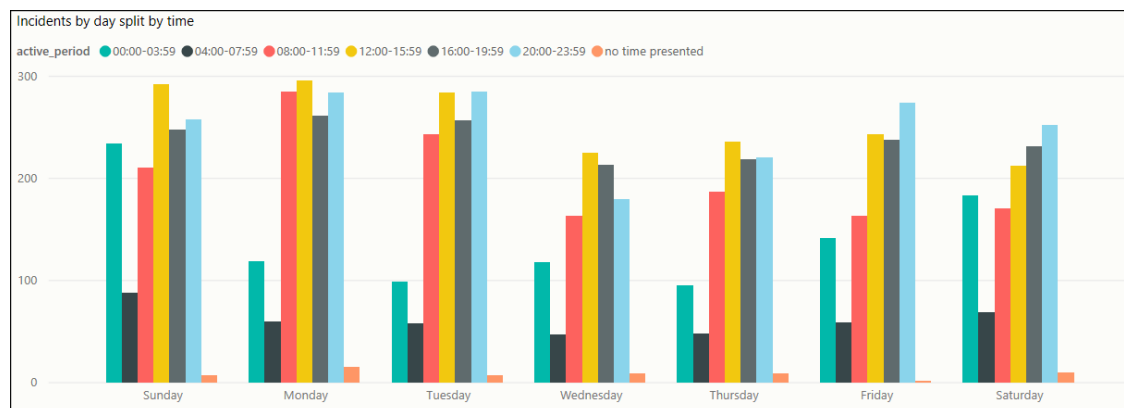## Average Officers and Time Spent

Average resources per incident

2.45

Average minutes per incident

150.90

## Highest Wards by volume of Crime

| Guildhall Inner (NYP) | Low Harro... | Huntin... |
|---|---|---|
| 219 | 132 | 93 |
| Castle | Selby South | Westfield |
| 159 | 95 | 80 |

## Incident Volumes by Date

STORM incidents

## Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented

## Volume by Crime type

| Crime | 2019-12 |
|---|---|
| Arson & Criminal Damage | 455 |
| Burglary | 294 |
| Drug Offences | 125 |
| Fraud | 213 |
| Misc Crimes Against Society | 43 |
| Possession Of Weapons | 24 |
| Public Order Offences | 205 |
| Robbery | 18 |
| Sexual Offences | 82 |
| Theft | 707 |
| Vehicle Offences | 152 |
| Violence Against The Person | 1322 |
| **Total** | **3640** |

# City Command (Incidents and Crimes Committed December 2019 – York and Selby)

## Count of all Incidents and type
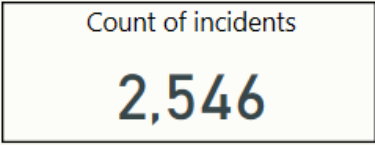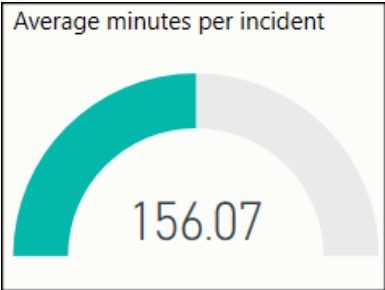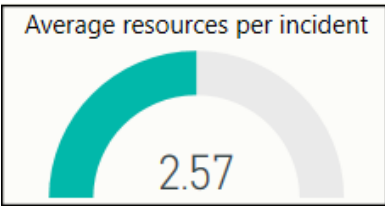
Count of incidents
**2,546**

**Total Crimes Committed**
**1427**

## Incident Volumes by Date

STORM incidents



## Average Officers and Time Spent

Average resources per incident
2.57

Average minutes per incident
156.07
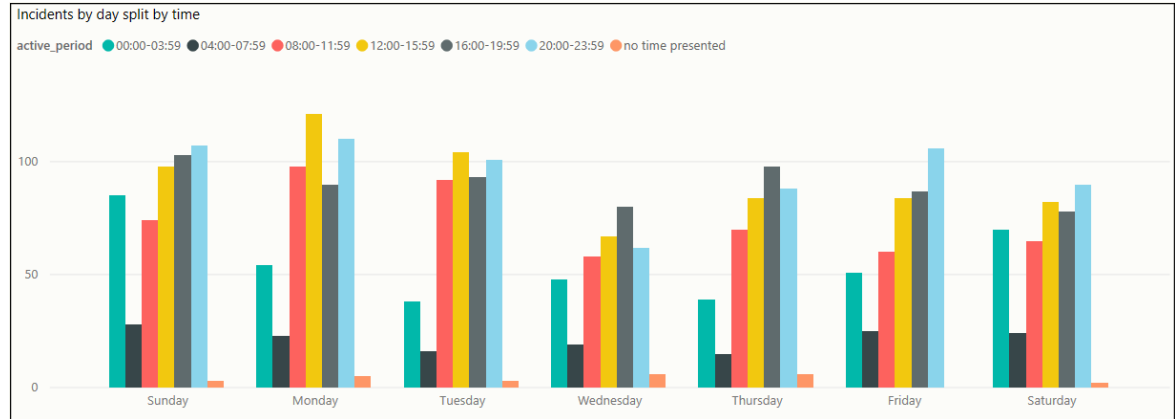
## Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented
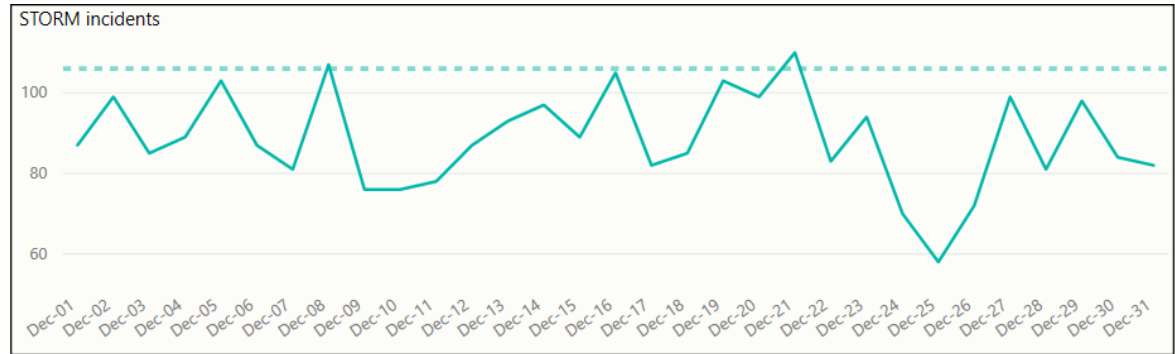


## Highest Wards by Crime Volume

| Guildhall Inner (NYP) | Selby South | Huntington and New Ear... | Clifton |
|---|---|---|---|
| 219 | 95 | 93 | 66 |
| | | Westfield | Heworth |
| | | 80 | 61 |

## Volume by Crime type

| Crime | 2019-12 |
|---|---|
| Arson & Criminal Damage | 153 |
| Burglary | 101 |
| Drug Offences | 50 |
| Fraud | 62 |
| Misc Crimes Against Society | 14 |
| Possession Of Weapons | 5 |
| Public Order Offences | 74 |
| Robbery | 8 |
| Sexual Offences | 36 |
| Theft | 327 |
| Vehicle Offences | 65 |
| Violence Against The Person | 532 |
| **Total** | **1427** |

# Coastal Command (Incidents and Crimes Committed December 2019 – Scarborough and Ryedale)

## Count of all Incidents and type

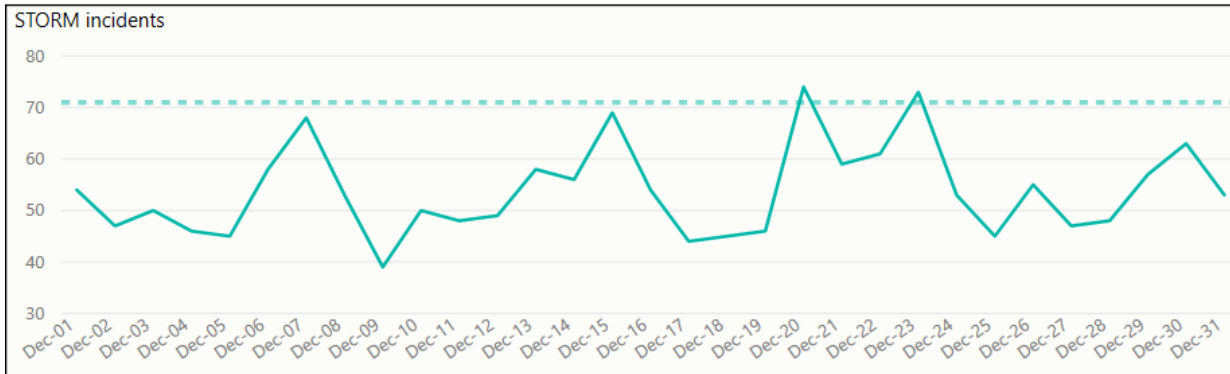Count of incidents
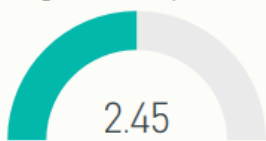
**1,561**

**Total Crimes Committed**
**812**

## Average Officers and Time Spent

Average resources per incident

2.45

Average minutes per incident

139.47

## Incident Volumes by Date

STORM incidents



## Incident Volumes by Day and Time Group

Incidents by day split by time

active_period  ● 00:00-03:59  ● 04:00-07:59  ● 08:00-11:59  ● 12:00-15:59  ● 16:00-19:59  ● 20:00-23:59  ● no time presented



## Highest Wards by Crime Volume

| Castle | Woodlands | Eastfield | North Bay |
|---|---|---|---|
| 159 | 44 | 39 | 33 |
|  | Central | Ramshill | Streonshalh |
|  | 42 | 37 | 31 |
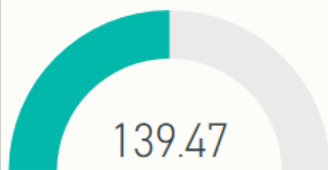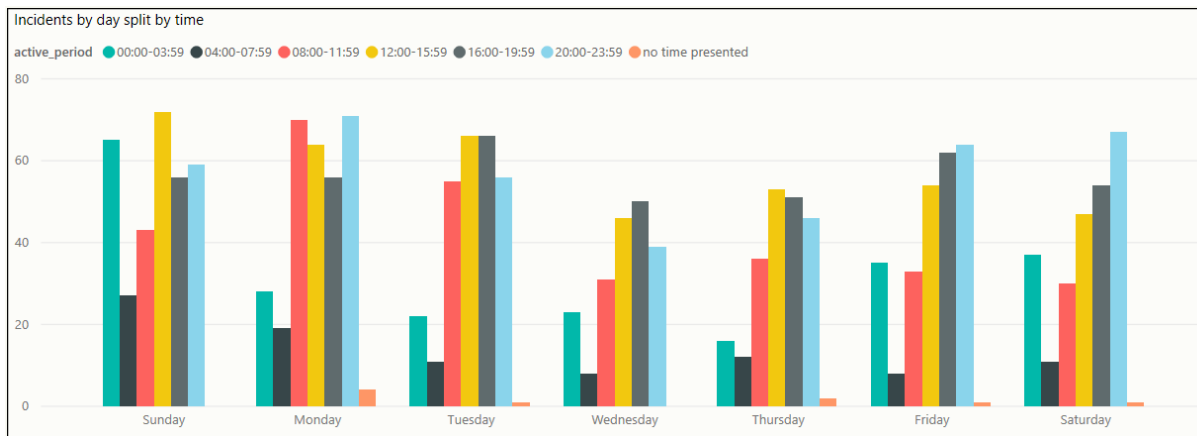
## Volume by Crime type

| Crime | 2019-12 |
|---|---|
| Arson & Criminal Damage | 101 |
| Burglary | 37 |
| Drug Offences | 25 |
| Fraud | 60 |
| Misc Crimes Against Society | 10 |
| Possession Of Weapons | 13 |
| Public Order Offences | 64 |
| Robbery | 2 |
| Sexual Offences | 18 |
| Theft | 118 |
| Vehicle Offences | 14 |
| Violence Against The Person | 350 |
| **Total** | **812** |

# County Command (Incidents and Crimes Committed December 2019 – Hamb, Rich, H'gate and Craven)

## Count of all Incidents and type
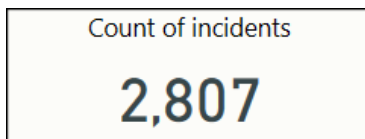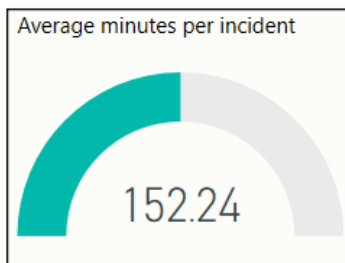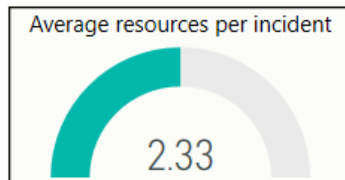
Count of incidents
**2,807**

Total Crimes Committed
**1397**

## Average Officers and Time Spent

Average resources per incident
2.33

Average minutes per incident
152.24

## Incident Volumes by Date

STORM incidents



## Incident Volumes by Day and Time Group

Incidents by day split by time

active_period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59 ● no time presented
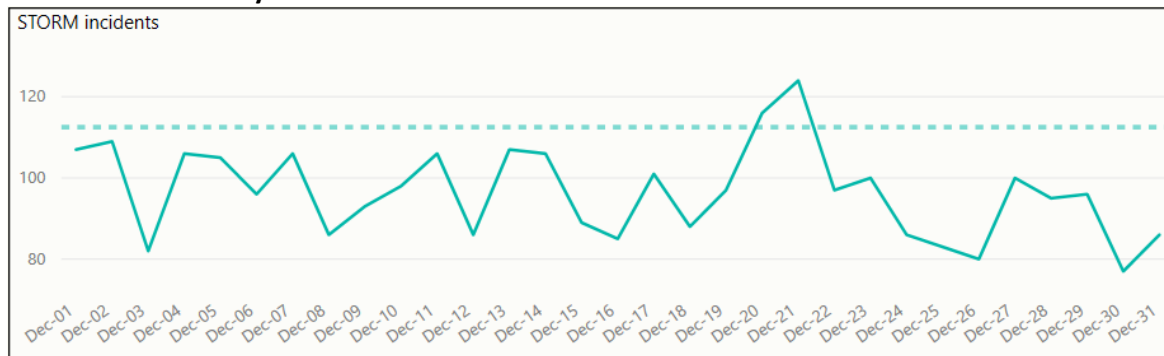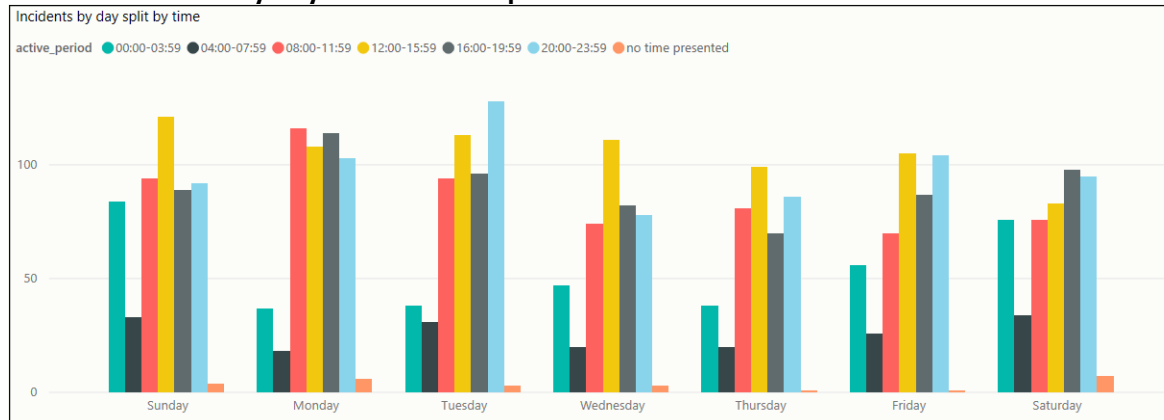


## Highest Wards by Crime Volume

| Low Harrogate | Granby | Woodfield | New Park |
| 132 | 53 | 49 | 36 |
| | Northallerton... | High Harrog... | Skipton ... |
| | 50 | 49 | 34 |

## Volume by Crime type

| Crime | 2019-12 |
| --- | --- |
| Arson & Criminal Damage | 200 |
| Burglary | 155 |
| Drug Offences | 50 |
| Fraud | 91 |
| Misc Crimes Against Society | 18 |
| Possession Of Weapons | 6 |
| Public Order Offences | 67 |
| Robbery | 8 |
| Sexual Offences | 27 |
| Theft | 262 |
| Vehicle Offences | 73 |
| Violence Against The Person | 440 |
| **Total** | **1397** |

# CRIME – Financial Year to Date Comparison (Crimes Committed)

| | Apr-Dec '17 | Apr-Dec '18 | Apr-Dec '19 | % Diff (2019 compared 2018) |
|---|---|---|---|---|
| Arson & Criminal Damage | 4531 | 4686 | 4252 | -9.3% |
| Burglary | 2816 | 3008 | 2896 | -3.7% |
| Drug Offences | 1131 | 1208 | 1212 | 0.3% |
| Misc Crimes Against Society | 586 | 551 | 616 | 11.8% |
| Possession Of Weapons | 172 | 229 | 245 | 7.0% |
| Public Order Offences | 1160 | 1766 | 2270 | 28.5% |
| Robbery | 121 | 173 | 177 | 2.3% |
| Sexual Offences | 886 | 965 | 964 | -0.1% |
| Theft: All Other Theft | 3301 | 3671 | 3393 | -7.6% |
| Theft: Bicycle Theft | 932 | 1001 | 840 | -16.1% |
| Theft: Shoplifting | 3570 | 3362 | 3416 | 1.6% |
| Theft: Theft From Person | 321 | 396 | 391 | -1.3% |
| Vehicle Offences | 1816 | 1833 | 1752 | -4.4% |
| Violence Against The Person | 8290 | 10661 | 11906 | 11.7% |
| **Grand Total** | **29633** | **33510** | **34330** | **2.4%** |

## % Split of Crime Types



| | | |
|---|---|---|
| Violence Against The Person 33.34% | Theft 20.15% | Arson & Criminal Damage 11.64% / Burglary 7.89% / Fraud 7.75% / Public Order Off... 5.45% / Vehicle ... 5.30% / Sexual... 2.28% / Misc ... / Posse... / Dru... 3.5... |
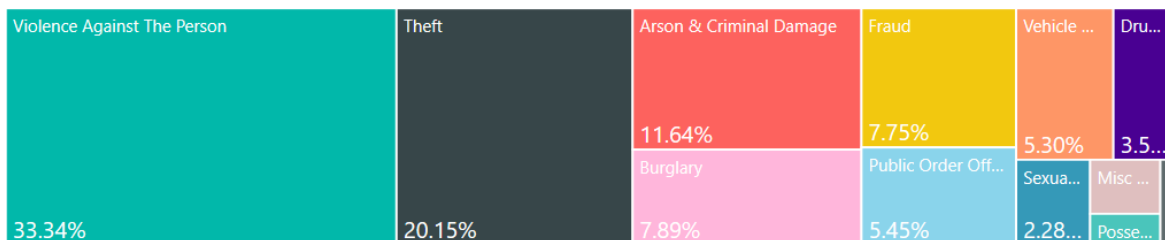
## % split of all crimes by Command



%GT count of occurrence by command

- Blank 0.21%
- City 39.17%
- County 37.54%
- Coastal 23.09%
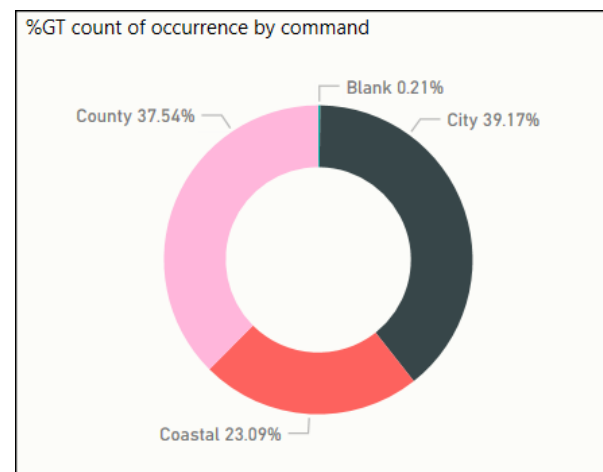
# CRIME FOCUS – Financial Year To Date

| HAM & RICH SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **4176** | 7.0% |
| Burglary | 341 | -10.0% |
| Theft: Other | 495 | 7.1% |
| Theft: Shoplifting | 328 | 9.3% |
| Criminal Damage | 588 | -3.1% |
| Drug Offences | 133 | 41.5% |
| Violence Offences | 1518 | 14.0% |

| SCAR & RYE SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **8666** | 4.9% |
| Burglary | 534 | -6.5% |
| Theft: Other | 778 | -11.3% |
| Theft: Shoplifting | 753 | 0.0% |
| Criminal Damage | 1136 | -6.0% |
| Drug Offences | 322 | -6.1% |
| Violence Offences | 3397 | 10.4% |

| CRAVEN SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **1705** | 0.9% |
| Burglary | 251 | -4.2% |
| Theft: Other | 178 | -20.2% |
| Theft: Shoplifting | 150 | 15.4% |
| Criminal Damage | 181 | -11.3% |
| Drug Offences | 51 | -8.9% |
| Violence Offences | 538 | 22.8% |

| YORK SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **10035** | -0.3% |
| Burglary | 669 | -14.2% |
| Theft: Other | 961 | -8.2% |
| Theft: Shoplifting | 1345 | 13.6% |
| Criminal Damage | 1084 | -12.2% |
| Drug Offences | 370 | -0.5% |
| Violence Offences | 3241 | 4.8% |

| HARROGATE | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **6385** | 2.8% |
| Burglary | 672 | 1.1% |
| Theft: Other | 682 | 4.6% |
| Theft: Shoplifting | 600 | -9.4% |
| Criminal Damage | 875 | -7.1% |
| Drug Offences | 234 | 4.0% |
| Violence Offences | 2011 | 19.2% |

| SELBY SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| **CRIME** | **3301** | -0.1% |
| Burglary | 422 | 22.0% |
| Theft: Other | 296 | -26.7% |
| Theft: Shoplifting | 234 | -28.0% |
| Criminal Damage | 386 | -20.4% |
| Drug Offences | 100 | -10.7% |
| Violence Offences | 1175 | 15.8% |

# CRIME FOCUS – Domestic Abuse (Last 3 years)

**Count of crimes by year-month**



**Count of crimes by district**
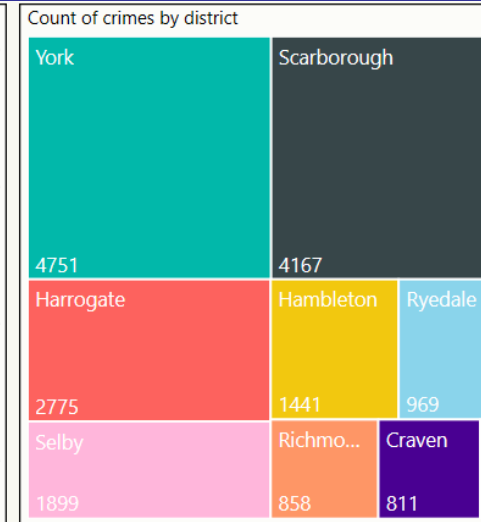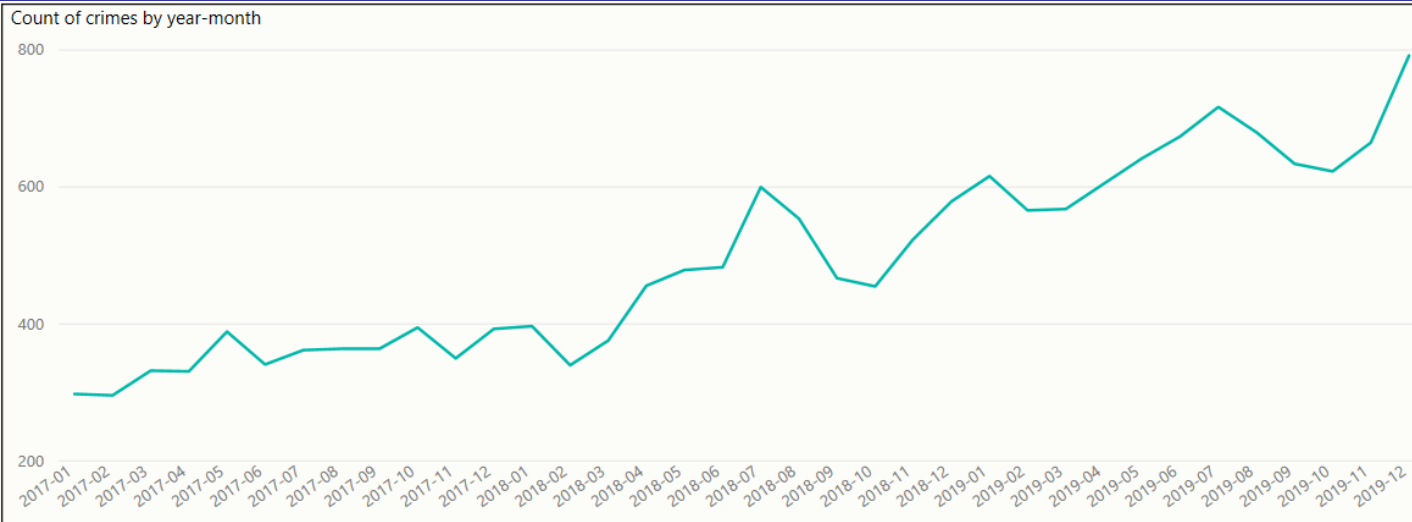
| District | Count |
| --- | --- |
| York | 4751 |
| Scarborough | 4167 |
| Harrogate | 2775 |
| Hambleton | 1441 |
| Ryedale | 969 |
| Selby | 1899 |
| Richmo... | 858 |
| Craven | 811 |

| Crime | Total |
| --- | --- |
| Arson & Criminal Damage | 1303 |
| Burglary | 139 |
| Drug Offences | 6 |
| Fraud | 79 |
| Misc Crimes Against Society | 146 |
| Possession Of Weapons | 12 |
| Public Order Offences | 505 |
| Robbery | 28 |
| Sexual Offences | 590 |
| Theft | 356 |
| Vehicle Offences | 73 |
| Violence Against The Person | 14470 |
| **Total** | **17707** |

- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 43.4% increase in the volume of Domestic Abuse recorded crimes between 2017/18 and 2018/19, from 4,402 to 6,311. The volume of Domestic Abuse related non-crime occurrences has decreased by 2.3% between 2017/18 and 2018/19, from 4,395 to 4,295.

- Cases spike at weekends and in the summer months. The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.

- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. There is no longer a time limit on abuse evidence, which previously stood at five years. Additionally, the range of documents accepted as evidence of abuse has been widened to include statements from domestic violence support organisations and housing support officers. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

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

| HAM & RICH SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 1873 | -19.8% |
| PSW | 9487 | 6.5% |
| Missing Person | 214 | 10.9% |
| Concern Safety | 1986 | 1.8% |
| Domestic Inc | 465 | -4.3% |
| KSI | 250 | 2.5% |

| SCAR & RYE SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 4511 | -14.9% |
| PSW | 15499 | 0.0% |
| Missing Person | 590 | 7.7% |
| Concern Safety | 3807 | -4.7% |
| Domestic Inc | 997 | -18.0% |
| KSI | 268 | -10.4% |

| CRAVEN SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 666 | -27.3% |
| PSW | 3425 | 1.6% |
| Missing Person | 76 | -3.8% |
| Concern Safety | 791 | -6.6% |
| Domestic Inc | 140 | -17.2% |
| KSI | 107 | -24.6% |

| HARROGATE | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 3112 | -9.2% |
| PSW | 11998 | 3.3% |
| Missing Person | 411 | -19.4% |
| Concern Safety | 2577 | -5.3% |
| Domestic Inc | 614 | -11.7% |
| KSI | 278 | -3.8% |

| YORK SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 5018 | -15.5% |
| PSW | 17273 | 3.3% |
| Missing Person | 488 | -8.6% |
| Concern Safety | 3978 | -7.9% |
| Domestic Inc | 864 | -22.1% |
| KSI | 365 | 0.0% |

| SELBY SNC | Apr-Dec '19 | % diff Same Period '18 |
|---|---|---|
| ASB | 1600 | -16.6% |
| PSW | 6113 | -2.4% |
| Missing Person | 153 | -5.0% |
| Concern Safety | 1333 | -8.0% |
| Domestic Inc | 427 | -7.0% |
| KSI | 134 | 6.3% |

➤ ASB incidents continue to decrease in all SNCs
➤ PSW type incidents continue to be the long term increases experienced across all SNCs. However, Domestic Incident type occurrences are showing long term decreases in volume

Proactivity: How has proactive policing contributed to control strategies? (December 2019)
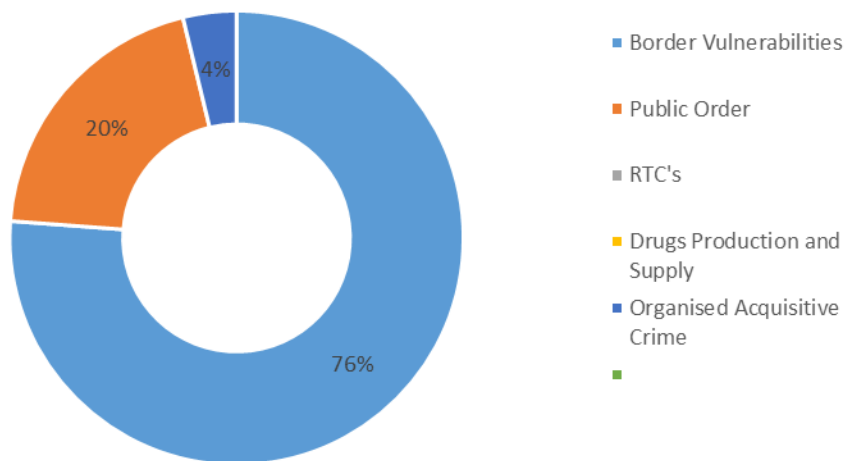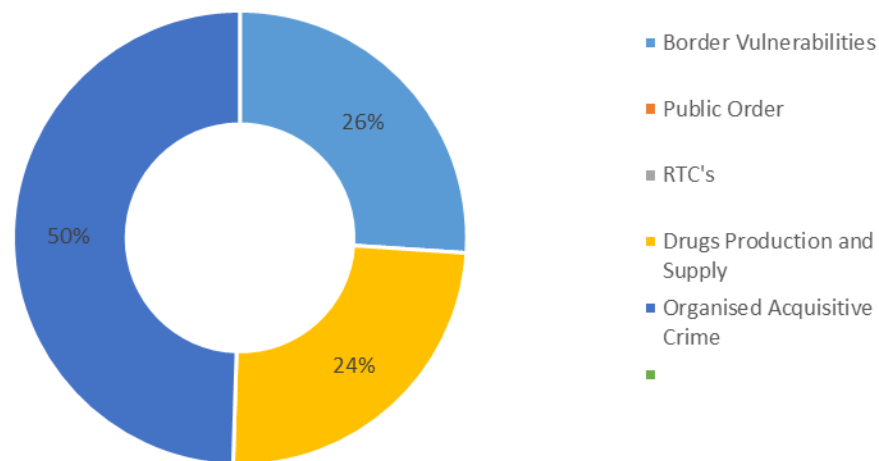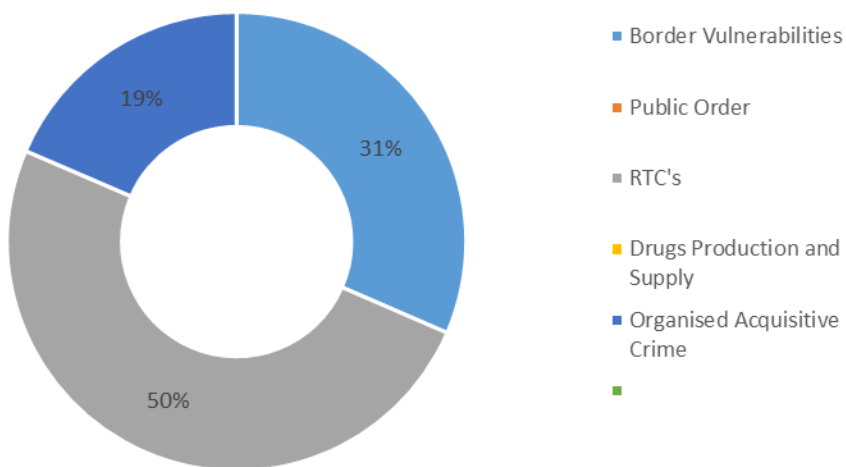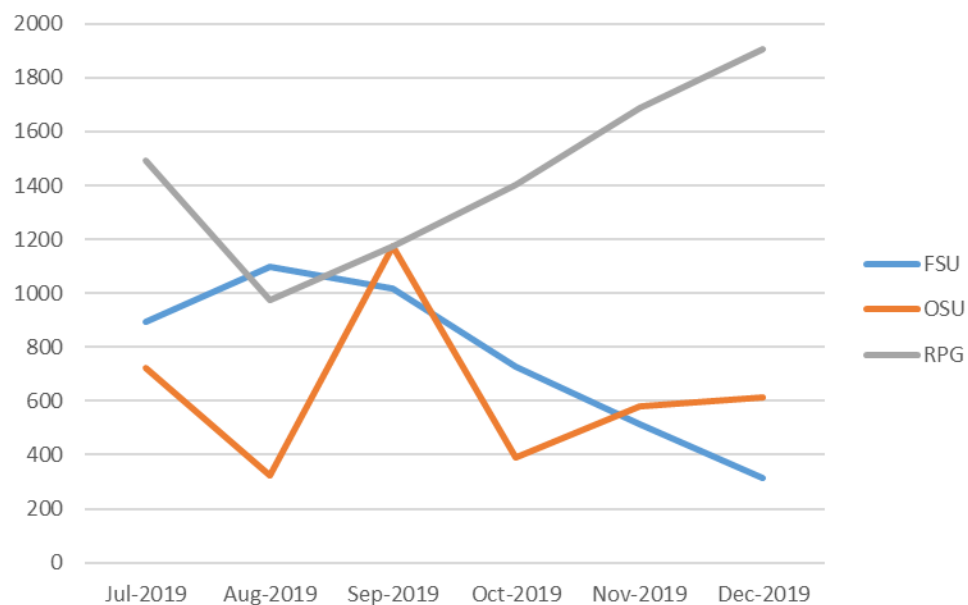
# Rural Task Force

### Caring for the Vulnerable

- "Down on the Farm" developed in collaboration with NHS Tees, Esk, Wear Valley Trust, Yorkshire Agricultural Society, NFU, NYCC, to increase self-referrals and awareness of mental health support and intervention available to those suffering with mental health issues in rural communities .

- Rural Vulnerability forum being developed to address concerns about various aspects of vulnerability in the rural community, and how support can be given to rural victims who fall short of the threshold for support by Victim Support.

- Training around domestic abuse was delivered to RSPCA partners and was well received. This may lead to a roll out of similar training; nationally to the RSPCA, to other relevant partners, and on other areas of vulnerability.

- Op Woollen, Op Woodchip and Op Crucible aim to provide proactive prevention advice to farms, businesses and historic assets at risk.

- Property Marking Events are regularly held to provide reassurance and a deterrent against theft.

### Ambitious Collaboration

- National days of action on rural crime have been agreed for 2020. NE Region activity coordinated by NYP, including activity from all seven NE forces, and agencies including the RSPCA, Environment Agency, Angling Trust and Natural England.

- Operation Checkpoint will take place with seven other forces, and supported by Proactive Policing, NPT and Volunteers in NYP.

- Local meetings with neighbouring forces occur monthly between PCs / PCSOs on area, and neighbouring force NPTs, to share intelligence and operational activity.

- Op Owl conducted on the weekend of 21st / 22nd September with gamekeepers, NYMMO, NYMNPA, YDNPA, RSPB, RSPCA, raising awareness on bird crime. NYP coordinated this nationally which involved 26 forces, resulting in over 7.5million social media interactions in the weekend. Dates for Op Owl have been agreed for 2020.

- Op Galileo is a national operation to tackle poaching, which involves collaboration with 12 other forces affected by poaching. This has developed a national plan to looking at prevention, intelligence and enforcement opportunities.

- Work ongoing with partners to disrupt criminal activity of OCGs especially Existence, involving National Food Crime Unit and Trading Standards.

### Reinforcing Local Policing

- Identify and support local priorities including proactive patrol, in particular in response to recent issues in all areas of NYP.

- Op Extractor is an ongoing OCG management into group committing rural burglaries in the north of county. Recent arrests have been made, and prison visits are due to be conducted.

- Op Existence investigation into livestock theft and subsequent sale, OCG management and working with partners such as NFCU to tackle OCG. Recent arrests have been made in regards to this group.

- Further arrests have been made in Cleveland, South Yorkshire and West Yorkshire recently, with officers proactively following up enquiries rather than waiting for neighbouring forces to act on information. This has also resulted in stolen property including quad bikes, motor bikes and agricultural equipment being returned to owners.

### Enhancing Customer Experience

- Mobile Rural Watches are now established in all districts of North Yorkshire, their activity being collated under Op Harvester. An event was held on 16th October in Thirsk to train and update some of the 200+ mobile rural watch PSV's. WhatsApp is being used to support these groups and has been successful in both gathering intelligence and providing reassurance to communities. This will soon be across all Watch schemes.

- Numerous local events are still being attended on area, ranging from shows, to local marts, to farm open days, enabling contact, engagement with, and information flow between the tam and rural public. Recent events attended include Farm Open days, York Agri Mart and local shows.

- Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.
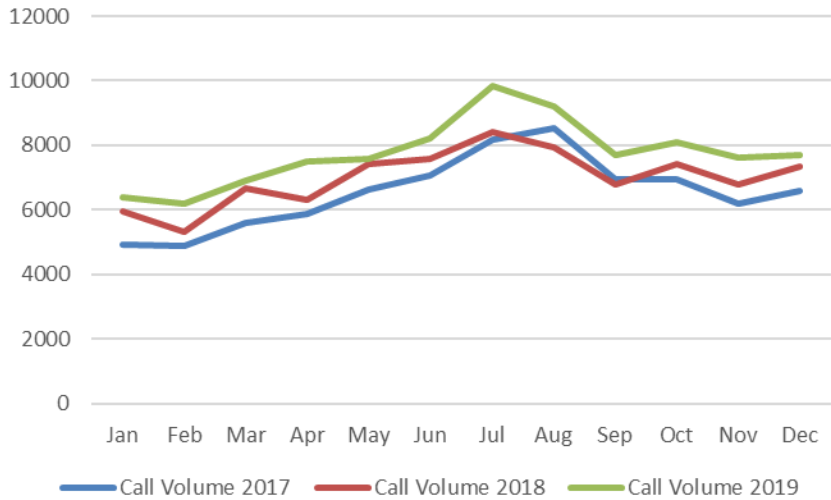
999 Call volumes


Average Speed of Answer
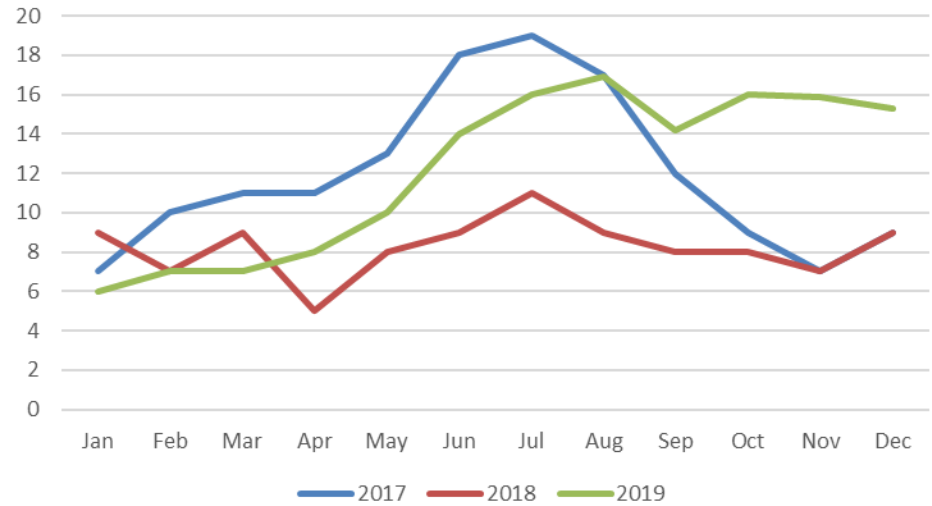

% answered within 10 seconds
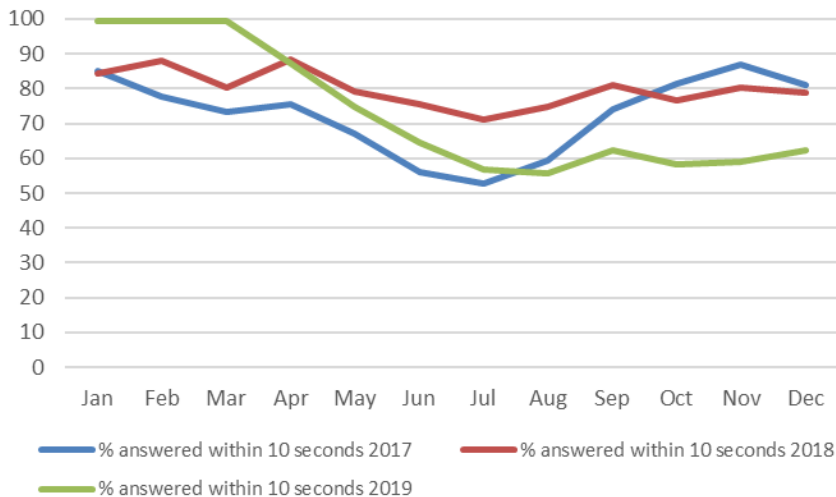
- 4.94% increase from December 2018 in line with national increase of 5.14%
- 16.97% increase on 2017
- Highest volume of 999 calls in any December since 2009
- National increase for calendar year 2019 of 7%

# Initial Contact - 101



Call Volume — line chart showing 2017, 2018, 2019 monthly call volumes (Jan–Dec), ranging roughly 14,000–27,000.



Average Speed of Answer — line chart showing 2017, 2018, 2019 monthly average speed of answer (Jan–Dec), peaking around 04:10 in July.



Average Call Duration — line chart showing 2017, 2018, 2019 monthly average call duration (Jan–Dec).
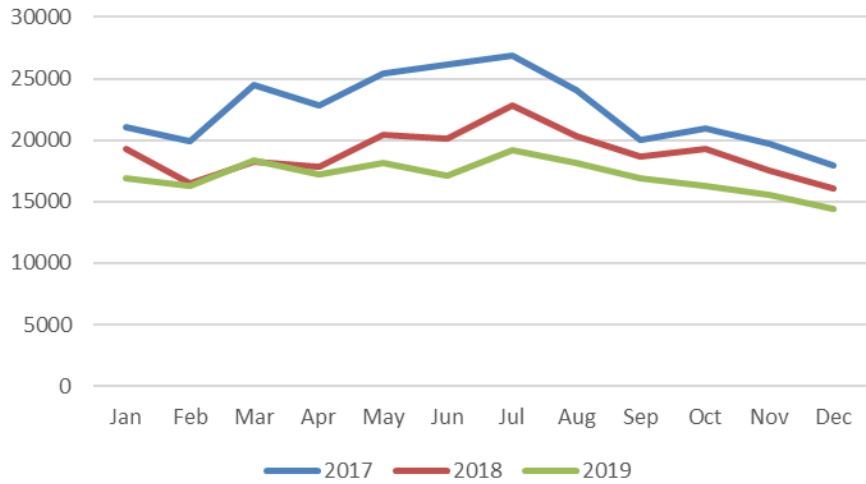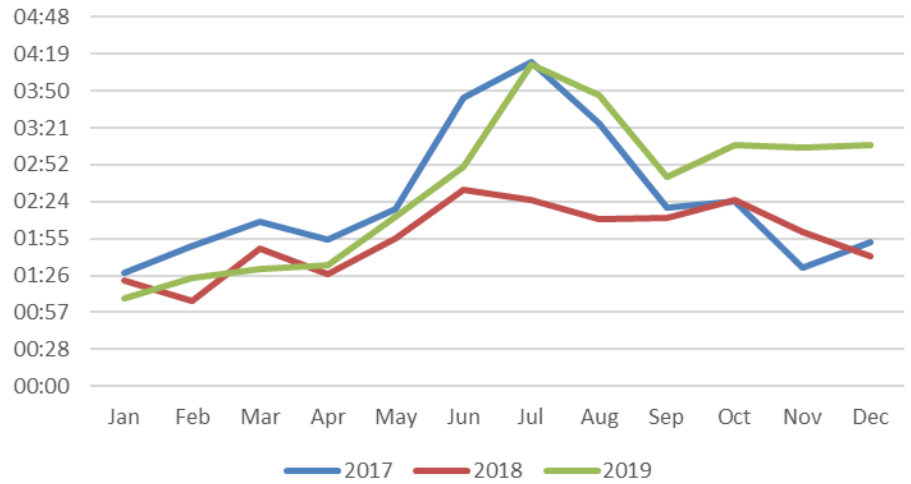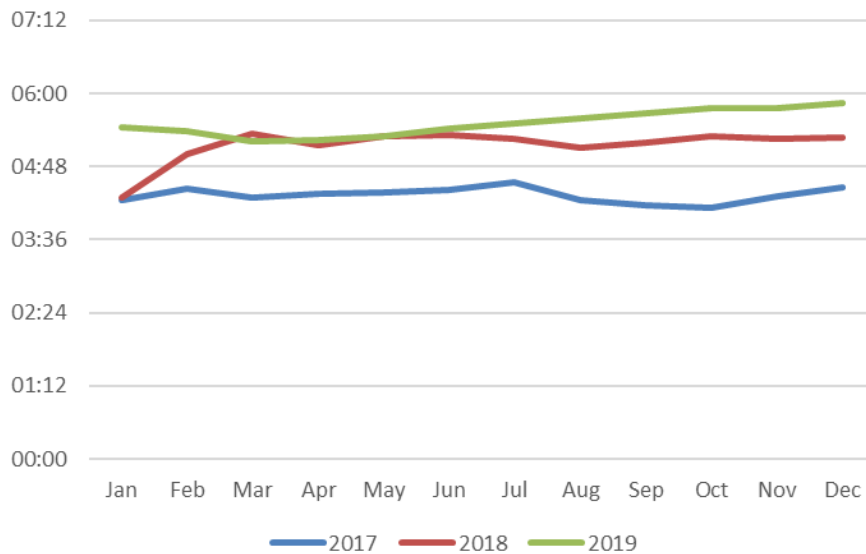
- 7% decrease in volume since November 2019
- 11% decrease in national 101 volumes since November 2019
- 10.75% national decrease since December 2018
- 10.53% decrease for the calendar year 2018-2019

# Local Policing – Police and Crime Plan 2017-2021

| Hambleton | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Burglary | 287 | 220 | -23.3% |
| Road | 4249 | 3324 | -21.8% |
| Mental Health | 979 | 1293 | 24.3% |

| Scarborough | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Burglary | 442 | 425 | -3.8% |
| Drug Offences | 284 | 291 | 2.5% |
| ASB | 4517 | 3809 | -15.7% |

| Richmondshire | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Drug Offences | 20 | 42 | 110.0% |
| Burglary | 92 | 121 | 31.5% |
| ASB | 730 | 610 | -16.4% |

| Ryedale | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Burglary | 129 | 109 | -15.5% |
| Drug Offences | 59 | 31 | -47.5% |
| ASB | 782 | 702 | -10.2% |
| Road | 2594 | 2141 | -17.5% |

| Harrogate | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Burglary | 665 | 672 | 1.1% |
| ASB | 3428 | 3112 | -9.2% |
| Road | 7015 | 5181 | -26.1% |
| Cyber | 94 | 117 | 24.5% |

| York | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Violence | 3092 | 3241 | 4.8% |
| Burglary | 780 | 669 | -14.2% |
| ASB | 5937 | 5018 | -15.5% |
| Cyber | 125 | 167 | 33.6% |

| Craven | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Burglary | 262 | 251 | -4.2% |
| Road | 1984 | 1691 | -14.8% |
| Crime | 1689 | 1705 | 0.9% |

| Selby | Apr-Dec 18 | Apr-Dec 19 | Diff |
|---|---|---|---|
| Drugs | 112 | 100 | -10.7% |
| Burglary | 346 | 422 | 22.0% |
| ASB | 1918 | 1600 | -16.6% |
| Cyber | 57 | 69 | 21.1% |

**Glossary**

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individuals safety or welfare
- 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
- FSU = Firearms Support Unit
- 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
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New Psychoactive Substances  is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – 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
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- SNC = Safer Neighbourhood Command – Area of Policing attributed to
- Sus Circs =  Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.
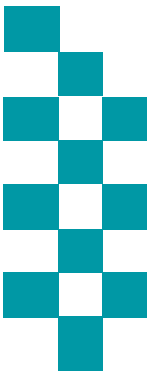
# Public Accountability Meeting

Part b) People

Reporting Period: As at end of December 2019

NB: Statistics remain provisional and subject to change

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

# HR OVERVIEW

## Police Officers

| Police Officer | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 | Apr-20 |
| Officer Long-term FTE Target | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 | 1450 |
| Actual/ Projected Officer Numbers (includes recruitment) | 1,380.88 | 1,378.60 | 1,394.28 | 1,414.90 | 1,408.81 | 1416.93 | 1434.38 | 1432.15 | 1455.66 | 1449.58 | 1464.15 | 1485.15 | 1502.15 |

*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 6.08 FTE from the previous month.  The 7 FTE leavers are broken down to 4 retirements and 3 resignations.  The number of starters is higher than projected (1 Transferee).  The number of leavers is slightly less than that projected.

The next intake of Student Officers is planned for January 2020.  Student Officer intakes have been amended as part of Operation Uplift, with an additional intake in March 2020.   The next intake of transferees is planned for February 2020, with further intakes throughout the year.

## PCSO

| PCSO | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 | Apr-20 |
| PCSO Long-term FTE Target | 200 | 220 | 220 | 220 | 220 | 220 | 220 | 220 | 220 | 220 | 220 | 220 | 220 |
| Actual/Projected PCSO Numbers (includes recruitment) | 183.37 | 183.39 | 178.33 | 188.31 | 186.00 | 184.04 | 176.26 | 203.28 | 197.81 | 194.28 | 224.86 | 221.86 | 219.86 |

The actual number of PCSOs has decreased by 3.53 FTE, 2.54 FTE resigned.

The next intake of PCSOs is scheduled for January 2019.

# HR OVERVIEW

## Staff

| BUDGET: | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 | Apr-20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| OPFCC | 11.00 | | | | | | | | | | | | |
| Project Staff (incl Agency) | 3.00 | | | | | | | | | | | | |
| Commissioned Services | 11.8 | | | | | | | | | | | | |
| Corporate Services | 202.8 | | | | | | | | | | | | |
| Chief Constable | 920.8 | | | | | | | | | | | | |
| Total Staff FTE Budget for the month (after vacancy factor) | **1149.5** | | | | | | | | | | | | |
| ACTUAL: | | | | | | | | | | | | | |
| OPFCC | 12.10 | 12.10 | 11.10 | 11.10 | 9.61 | 7.60 | 7.61 | 9.60 | 9.60 | 9.61 | | | |
| Project Staff (incl Agency) | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 7.00 | 9.00 | 5.00 | 5.00 | 5.00 | | | |
| Commissioned Services | 13.63 | 13.41 | 13.41 | 13.03 | 12.45 | 13.44 | 15.45 | 14.94 | 14.05 | 14.05 | | | |
| Corporate Services | 187.97 | 185.39 | 176.53 | 178.48 | 176.47 | 182.80 | 183.15 | | | | | | |
| Chief Constable | 879.92 | 875.01 | 870.03 | 864.18 | 858.99 | 819.91 | 815.47 | 1018.16 | 1015.82 | 1013.02 | | | |
| Total Staff against budget FTE | **1099.62** | **1091.91** | **1077.07** | **1072.79** | **1063.51** | **1030.75** | **1030.68** | **1047.70** | **1044.47** | **1041.69** | | | |
| | | | | | | | | | | | | | |
| Permanent Staff FTE | 1039.46 | 1029.98 | 1016.05 | 1008.01 | 1006.71 | 979.74 | 978.06 | 990.44 | 986.59 | 981.18 | | | |
| Temporary Staff FTE (not including agency) | 53.67 | 54.45 | 53.53 | 58.28 | 49.31 | 44.51 | 44.12 | 44.51 | 43.72 | 46.36 | | | |
| Agency Staff FTE | 6.49 | 7.49 | 7.49 | 6.49 | 7.49 | 6.49 | 8.49 | 12.74 | 14.15 | 14.15 | | | |
| Total Staff against budget FTE | **1099.62** | **1091.92** | **1077.07** | **1072.78** | **1063.51** | **1030.74** | **1030.67** | **1047.69** | **1044.47** | **1041.69** | | | |

*The Staff Budget has been adjusted for 2017/ 2018. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year.*

*The projections remain static as the majority of current recruitment is internal; therefore we are unlikely to see a significant increase in staff numbers over all.*

Corporate Services has now been added into Chief Constable. All rows include Agency staff unless stated.

OPCC figures do not include the PCC / DPCC. The total number of actual Staff has decreased by 2.78 FTE from the previous month.

No agency staffs are in supernumerary posts.

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

# HR OVERVIEW

| | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 | Apr-20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Total Budget of all Officers, PCSO and Staff** | 2722.5 | | | | | | | | | | | | |
| **Total Actual Number of all Officers, PCSO and Staff** | **2657.38** | **2646.39** | **2642.17** | **2669.50** | **2650.84** | **2625.22** | **2632.82** | **2670.38** | **2683.78** | **2671.40** | | | |

**Citizens in Policing**

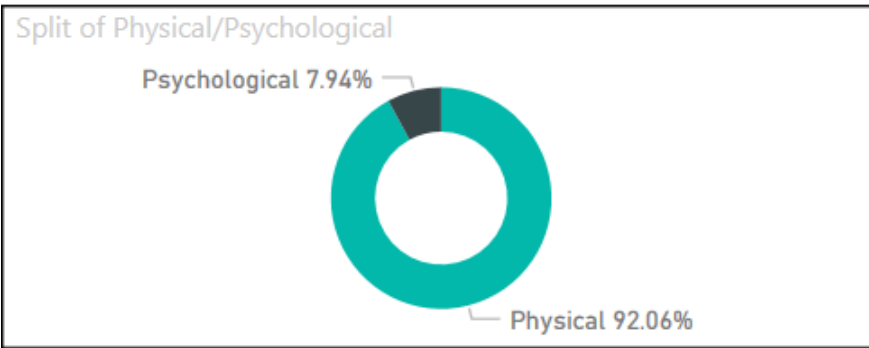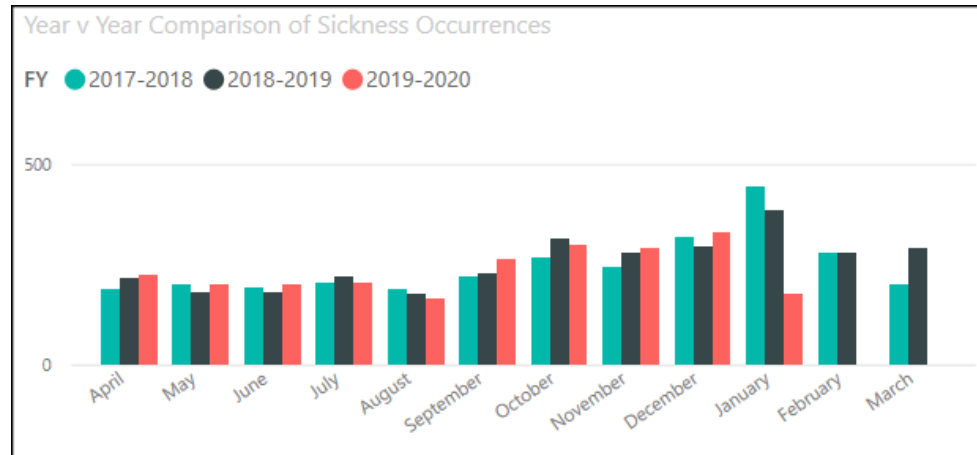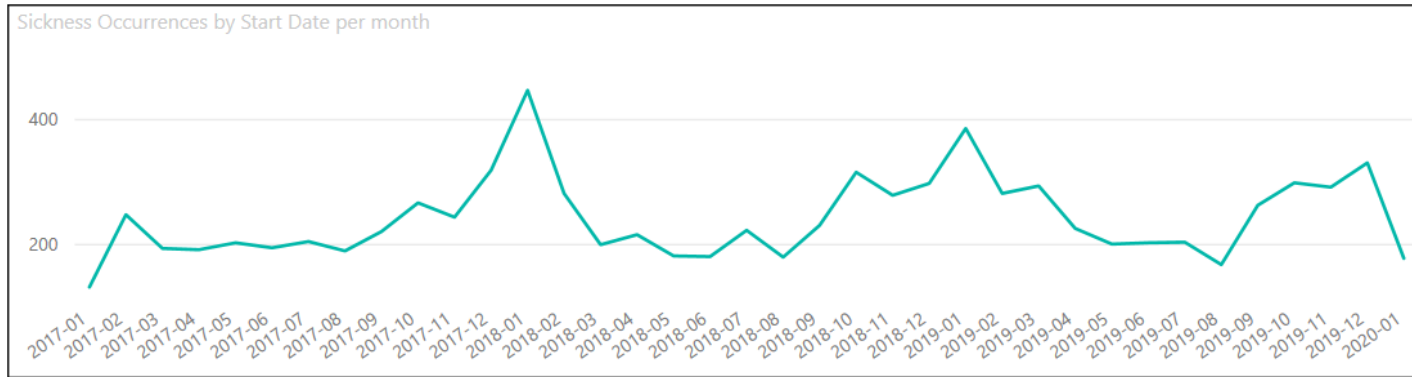| Citizens in Policing | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 | Apr-20 |
| **Specials long-term FTE Target** | 286.00 | | | | | | | | | | | | |
| **Actual Specials FTE** | 114.00 | 125.00 | 122.00 | 117.00 | 110.00 | 109.00 | 104.00 | 110.00 | 105.00 | 105.00 | | | |
| | | | | | | | | | | | | | |
| **Actual Volunteers (including Police Cadets)** | **331.00** | **331.00** | **308.00** | **308.00** | **308.00** | **296.00** | **295.00** | **302.00** | **303.00** | **303.00** | | | |

The actual number of Special Constables remains as the previous month.

We currently have 303 volunteers in the following roles;
Volunteer Advisors
Front Counter Support
Safer Neighbourhood Support
Rural Watch Patrol
Tape and information facilitator
Police Cadets
Police Cadet Leaders
PSV Driver
Neighbourhood Support Volunteer
Vehicle Checker

## Sickness Data



Sickness Occurrences by Start Date per month



Split of Physical/Psychological

Psychological 7.94%

Physical 92.06%



Year v Year Comparison of Sickness Occurrences

FY ● 2017-2018 ● 2018-2019 ● 2019-2020

**Current initiatives**

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports