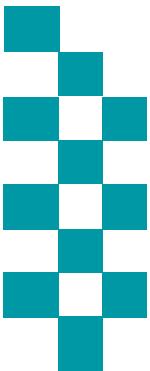


# Public Accountability Board



Meeting Date: 30<sup>th</sup> June 2020



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

# Agenda



## Caring About the Vulnerable

Mental Health

s136 Detentions



## Ambitious Collaboration

Force Overview

City Command

Coastal Command



## Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW  
Incidents

Proactive Policing

Rural Task Force



## Enhancing the Customer Experience

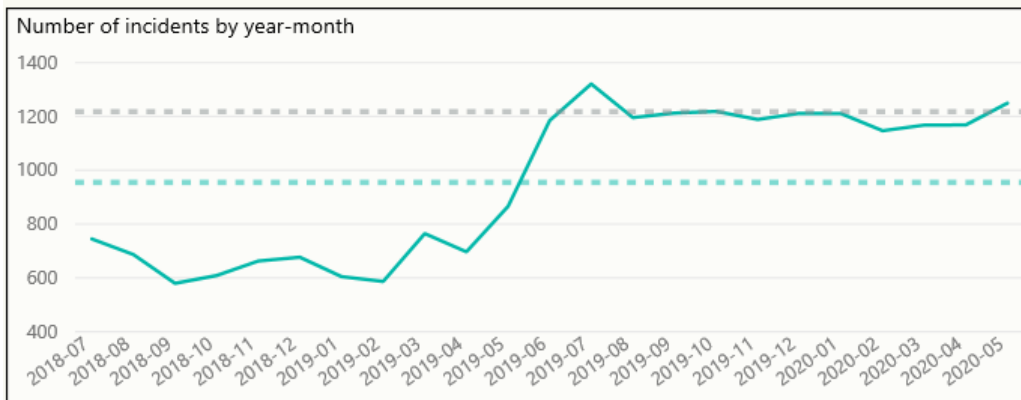
999

101

Local Priorities

# Mental Health

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



- The increases in Mental Health related incidents previously reported have now become static as we start to see a more consistent volume of recorded demand.
- Incidents with a Mental Health tag have accounted for 13.20% of all incidents in the last 22 months and have accounted for 19.94% of all incidents in April & May 2020.

## Incidents with highest number of Mental Health Tag (01<sup>st</sup> July '18 – 31<sup>st</sup> May '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONC SAFETY/TRAPPED/INJ/ILL	10209	46.49%
MISSING PERSON	1406	6.40%
DOMESTIC INCIDENT	2092	9.53%
VIOLENCE	2531	11.52%
ASB NUISANCE	1222	5.56%

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

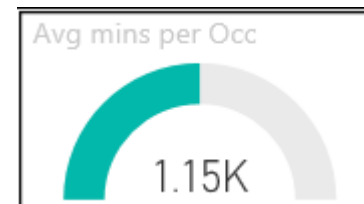
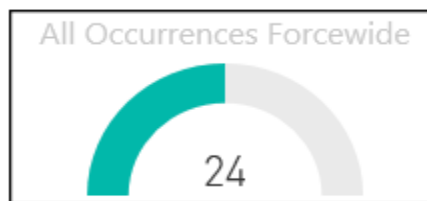
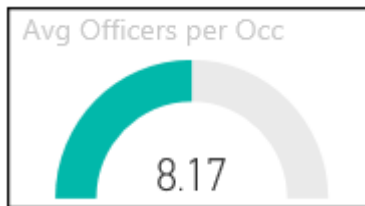
## Use of police custody as a place of safety

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)	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20
Under 18	0	0	0	0	0	0	0	0	0	0
Aged 18 or Over	0	0	1	1	1	0	0	1	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<i>Presented whilst in Custody and taken to HBPOS</i>	2	3	0	4	7	5	5	3	8	6

# s136 – April & May 2020

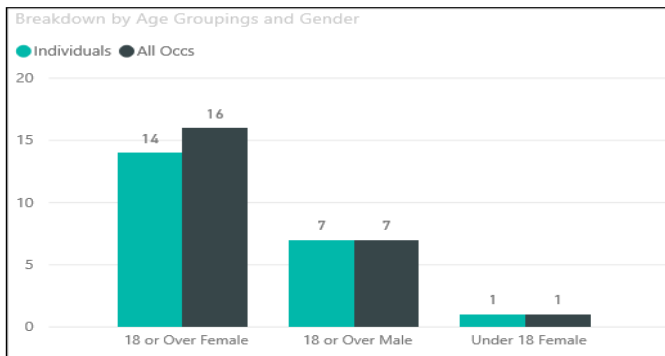


## By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	18
Crime Related	4
Police Generated Activity	2
<b>Total</b>	<b>24</b>

- April & May 2020 is very low in volume than the average incident volume levels previously seen.
- 0 detainees required to be taken out of the county this month
- 10 incidents required Police transportation:  
2 following Risk assessment
- 41.67% of detentions resulted in Admission

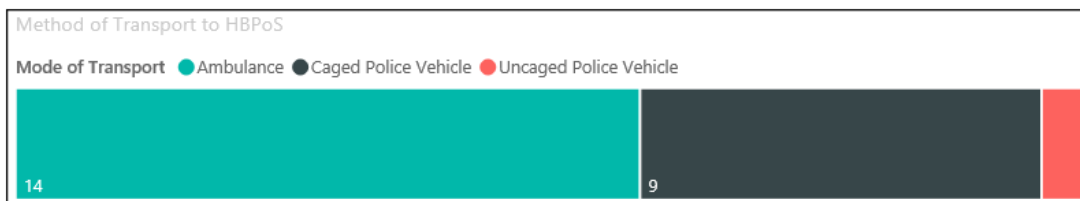
## Gender/Age Breakdown and Repeat Nominals



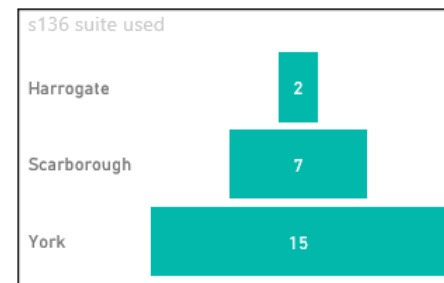
## Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	14	58.33%
Admitted	10	41.67%
<b>Total</b>	<b>24</b>	<b>100.00%</b>

## Mode of Transport



## HBPOS Usage



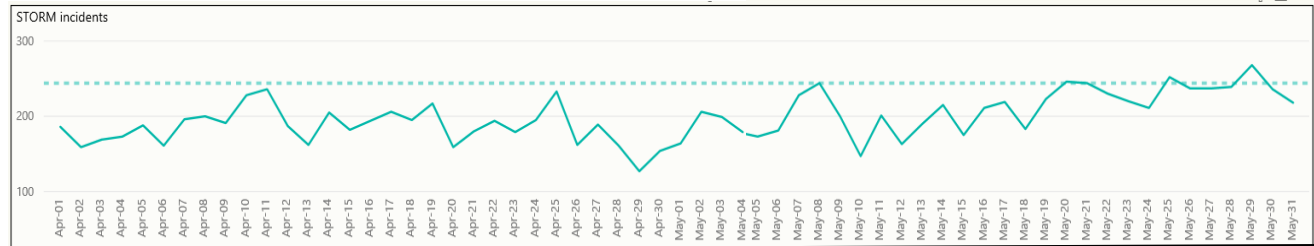
# Force Levels (Incidents and Crimes Committed April & May 2020)

## Count of all Incidents and type

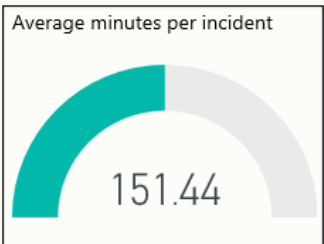
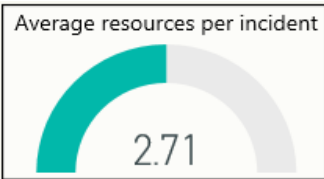
Count of Incidents  
**12107**

Total Crimes Committed  
**5362**

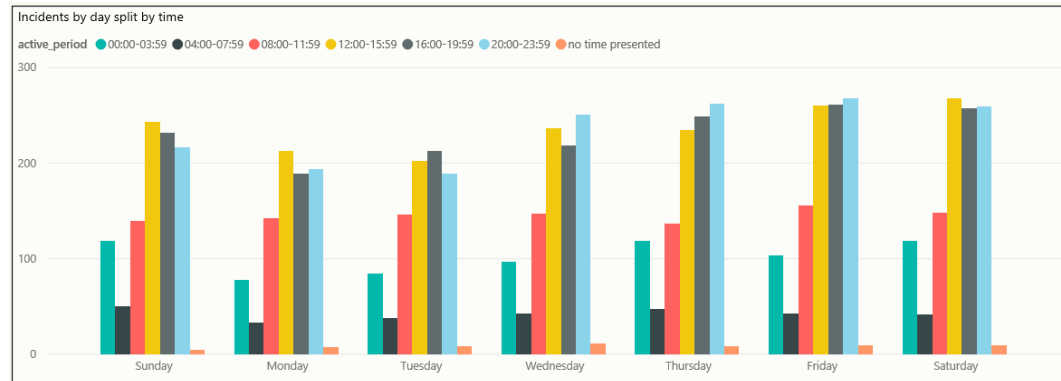
## Incident Volumes by Date



## Average Officers and Time Spent



## Incident Volumes by Day and Time Group



## Highest Wards by volume of Crime

Castle	The Gro...	Clifton
170	138	131
Westfield	Heworth	Central
152	138	116

## Volume by Crime type

Crime	2020-04	2020-05	Total
Arson & Criminal Damage	274	356	630
Burglary	158	151	309
Drug Offences	144	192	336
Fraud	310	231	541
Misc Crimes Against Society	52	48	100
Possession Of Weapons	28	42	70
Public Order Offences	205	234	439
Robbery	12	15	27
Sexual Offences	47	48	95
Theft	383	441	824
Vehicle Offences	128	108	236
Violence Against The Person	871	884	1755
<b>Total</b>	<b>2612</b>	<b>2750</b>	<b>5362</b>

# City Command (Incidents and Crimes Committed April & May 2020 – York and Selby)

## Count of all Incidents and type

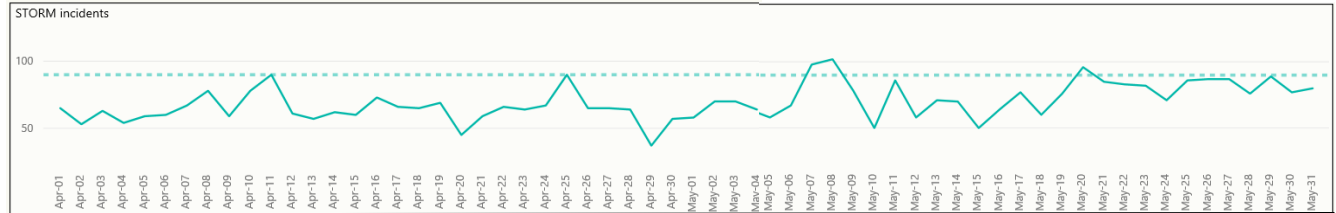
Count of Incidents

**4,244**

Total Crimes Committed

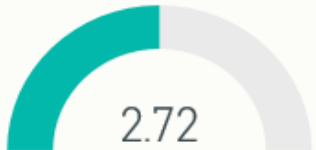
**1982**

## Incident Volumes by Date

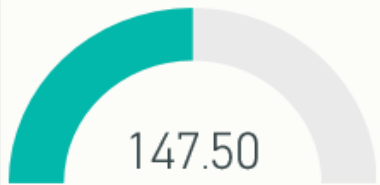


## Average Officers and Time Spent

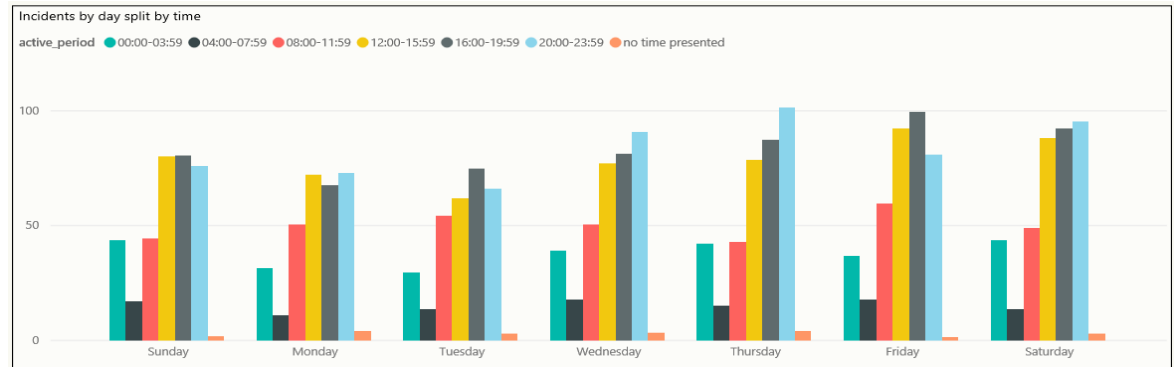
Average resources per incident



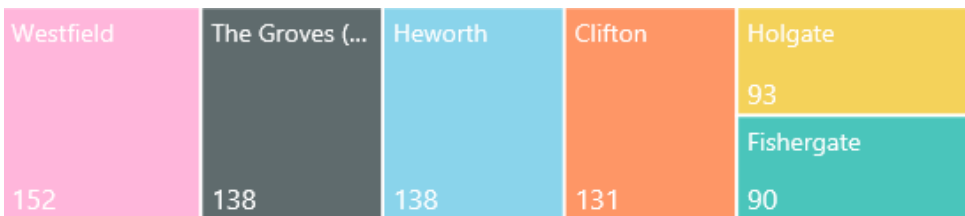
Average minutes per incident



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume



## Volume by Crime type

Crime	2020-04	2020-05	Total
Arson & Criminal Damage	89	124	213
Burglary	56	63	119
Drug Offences	51	71	122
Fraud	94	80	174
Misc Crimes Against Society	10	15	25
Possession Of Weapons	8	9	17
Public Order Offences	91	96	187
Robbery	9	7	16
Sexual Offences	13	20	33
Theft	156	187	343
Vehicle Offences	46	49	95
Violence Against The Person	297	341	638
<b>Total</b>	<b>920</b>	<b>1062</b>	<b>1982</b>

# Coastal Command (Incidents and Crimes Committed April & May 2020 – Scarborough and Ryedale)

## Count of all Incidents and type

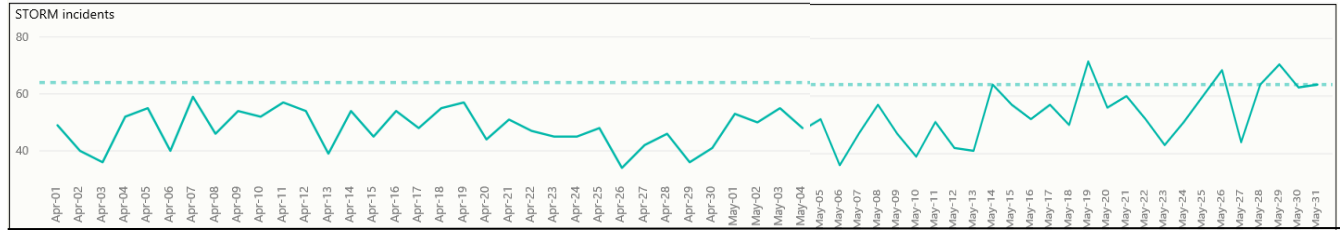
Count of Incidents

**3,092**

Total Crimes Committed

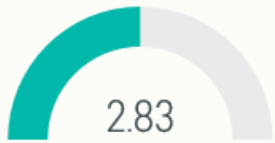
**1,410**

## Incident Volumes by Date

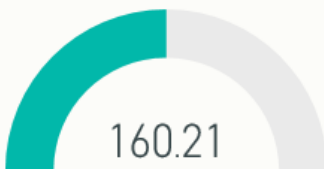


## Average Officers and Time Spent

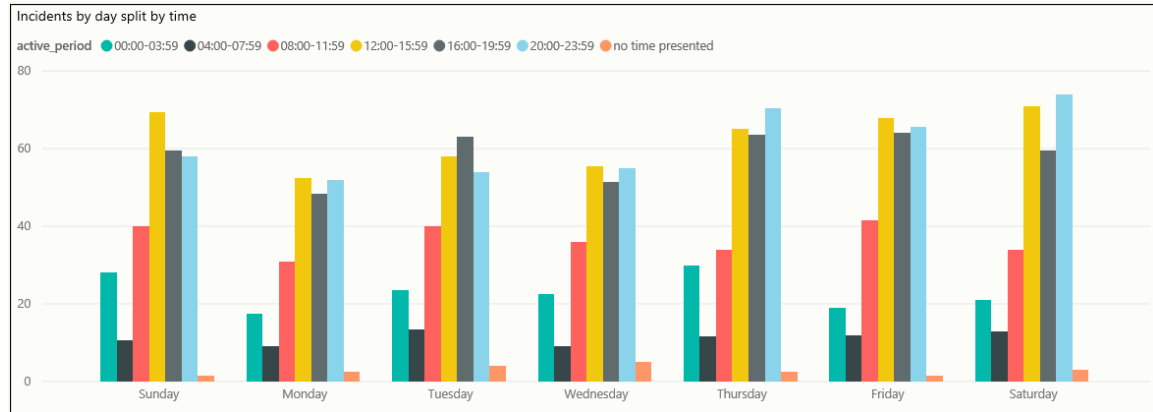
Average resources per incident



Average minutes per incident



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Castle	Central	Woodlands	Eastfield	Falsgrave Park
170	116	99	90	74
			North Bay	Ramshill
			81	67

## Volume by Crime type

Crime	2020-04	2020-05	Total
Arson & Criminal Damage	91	94	185
Burglary	40	22	62
Drug Offences	37	62	99
Fraud	57	52	109
Misc Crimes Against Society	15	17	32
Possession Of Weapons	13	24	37
Public Order Offences	59	61	120
Robbery		8	8
Sexual Offences	16	10	26
Theft	90	102	192
Vehicle Offences	19	24	43
Violence Against The Person	241	256	497
<b>Total</b>	<b>678</b>	<b>732</b>	<b>1410</b>

# County Command (Incidents and Crimes Committed April & May 2020 – Hamb, Rich, H'gate and Craven)

## Count of all Incidents and type

Count of Incidents

**4,739**

Total Crimes Committed

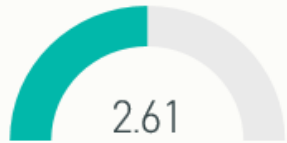
**1967**

## Incident Volumes by Date

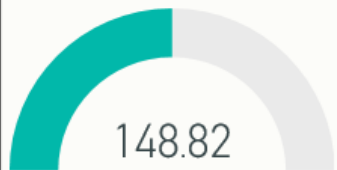


## Average Officers and Time Spent

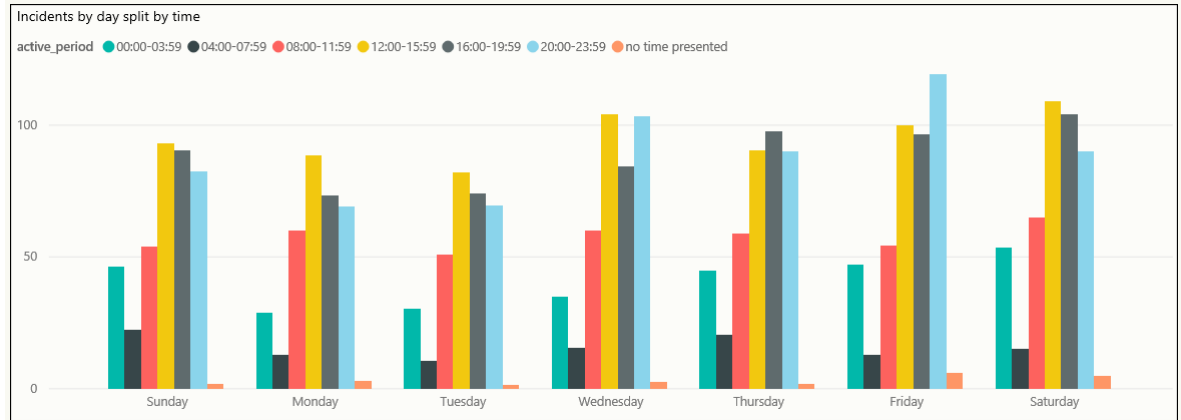
Average resources per incident



Average minutes per incident



## Incident Volumes by Day and Time Group



## Volume by Crime type

Crime	2020-04	2020-05	Total
Arson & Criminal Damage	94	138	232
Burglary	62	66	128
Drug Offences	56	58	114
Fraud	159	99	258
Misc Crimes Against Society	27	16	43
Possession Of Weapons	7	9	16
Public Order Offences	55	77	132
Robbery	3		3
Sexual Offences	18	18	36
Theft	137	151	288
Vehicle Offences	63	35	98
Violence Against The Person	333	286	619
<b>Total</b>	<b>1014</b>	<b>953</b>	<b>1967</b>

## Highest Wards by Crime Volume

High Harrogate	Granby	Saltergate	Colburn	Thirsk
79	69	58	51	47
Low Harrogate	Starbeck	Rossett	Skipton ...	Harlow...
75	66	57	49	45



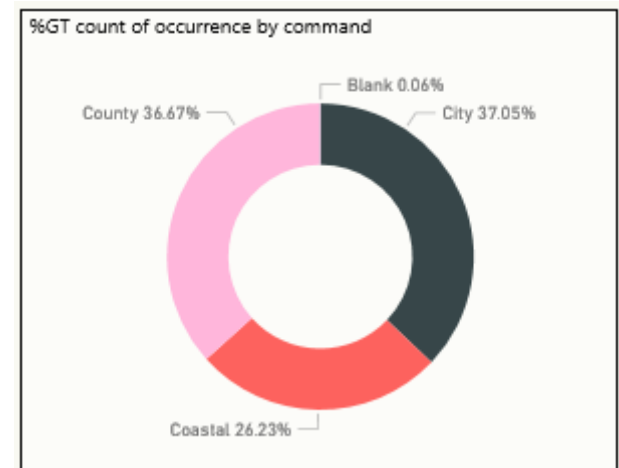
# CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	1067	997	641	-35.7%
Burglary	576	659	313	-52.5%
Drug Offences	340	293	338	15.4%
Misc Crimes Against Society	132	156	104	-33.3%
Possession Of Weapons	54	66	70	6.1%
Public Order Offences	393	499	455	-8.8%
Robbery	40	29	28	-3.4%
Sexual Offences	229	240	96	-60.0%
Theft: All Other Theft	817	788	389	-50.6%
Theft: Bicycle Theft	150	161	124	-23.0%
Theft: Shoplifting	767	817	306	-62.5%
Theft: Theft From Person	76	85	11	-87.1%
Vehicle Offences	424	380	237	-37.6%
Violence Against The Person	2207	2685	1780	-33.7%
<b>Grand Total</b>	<b>7272</b>	<b>7855</b>	<b>4892</b>	<b>-37.7%</b>

% Split of Crime Types



% split of all crimes by Command



# CRIME FOCUS – Financial Year To Date

HAM & RICH SNC		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>591</b>	<b>-39.90%</b>
Burglary	48	-34.20%
Theft: Other	70	-41.70%
Theft: Shoplifting	22	-62.10%
Criminal Damage	86	-36.30%
Drug Offences	29	-23.70%
Violence Offences	219	-43.30%

SCAR & RYE SNC		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>1317</b>	<b>-34.20%</b>
Burglary	63	-46.20%
Theft: Other	115	-33.90%
Theft: Shoplifting	55	-70.40%
Criminal Damage	187	-32.50%
Drug Offences	99	-10.00%
Violence Offences	503	-34.20%

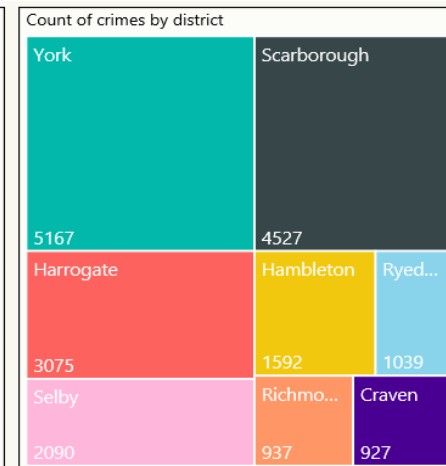
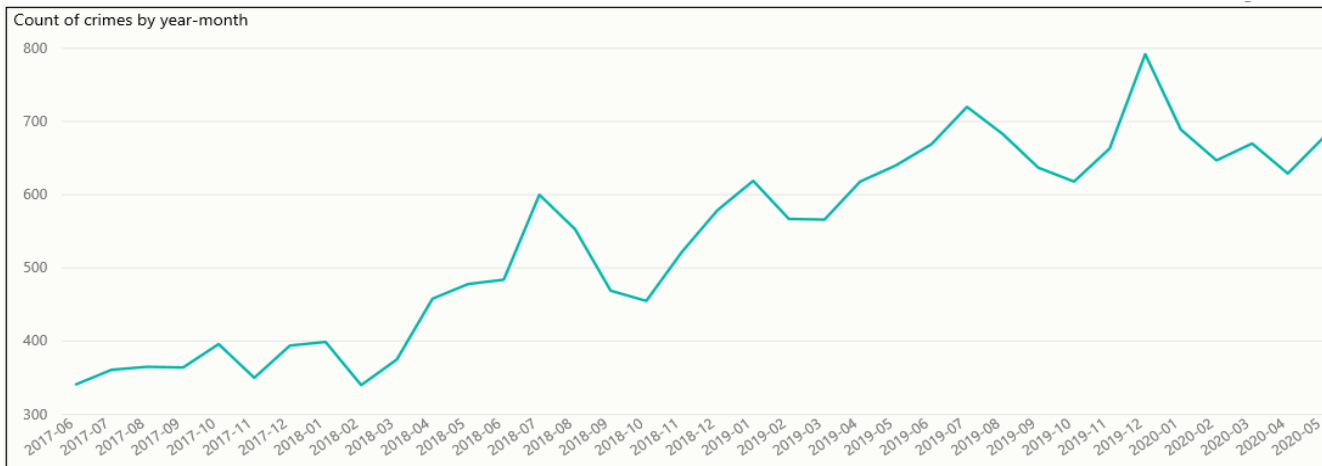
CRAVEN SNC		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>254</b>	<b>-37.90%</b>
Burglary	17	-71.70%
Theft: Other	18	-57.10%
Theft: Shoplifting	20	-23.10%
Criminal Damage	27	-41.30%
Drug Offences	22	69.20%
Violence Offences	101	-22.90%

YORK SNC		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>1378</b>	<b>-40.50%</b>
Burglary	92	-40.60%
Theft: Other	91	-60.60%
Theft: Shoplifting	121	-65.30%
Criminal Damage	151	-43.40%
Drug Offences	88	-12.80%
Violence Offences	473	-32.30%

HARROGATE		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>890</b>	<b>-36.80%</b>
Burglary	63	-58.80%
Theft: Other	60	-63.00%
Theft: Shoplifting	68	-53.40%
Criminal Damage	124	-29.90%
Drug Offences	65	32.70%
Violence Offences	310	-29.50%

SELBY SNC		
	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>459</b>	<b>-36.90%</b>
Burglary	30	-70.00%
Theft: Other	34	-42.40%
Theft: Shoplifting	20	-59.20%
Criminal Damage	66	-29.80%
Drug Offences	34	41.70%
Violence Offences	173	-32.70%

# CRIME FOCUS – Domestic Abuse (Last 3 years)



District	Total
Blank	34
Craven	927
Hambleton	1592
Harrogate	3075
Richmondshire	937
Ryedale	1039
Scarborough	4527
Selby	2090
York	5167
<b>Total</b>	<b>19388</b>

- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 21.03% increase in the volume of Domestic Abuse recorded crimes between 2018/19 and 2019/20, from 6,351 to 8,043.
- 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	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>1077</b>	59.33%
<b>PSW</b>	<b>1744</b>	-16.63%
Missing Person	21	-85.71%
Concern Safety	357	-20.17%
Domestic Inc	97	-6.19%
<b>KSI</b>	<b>16</b>	-293.75%

SCAR & RYE SNC	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>2093</b>	51.08%
<b>PSW</b>	<b>2733</b>	-24.22%
Missing Person	53	-143.40%
Concern Safety	672	-25.15%
Domestic Inc	189	-17.46%
<b>KSI</b>	<b>29</b>	-103.45%

CRAVEN SNC	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>538</b>	72.68%
<b>PSW</b>	<b>767</b>	-7.43%
Missing Person	12	-91.67%
Concern Safety	148	-15.54%
Domestic Inc	33	-6.06%
<b>KSI</b>	<b>22</b>	-18.18%

HARROGATE	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>1196</b>	41.89%
<b>PSW</b>	<b>2138</b>	-28.20%
Missing Person	61	-93.44%
Concern Safety	420	-32.62%
Domestic Inc	142	17.61%
<b>KSI</b>	<b>29</b>	-141.38%

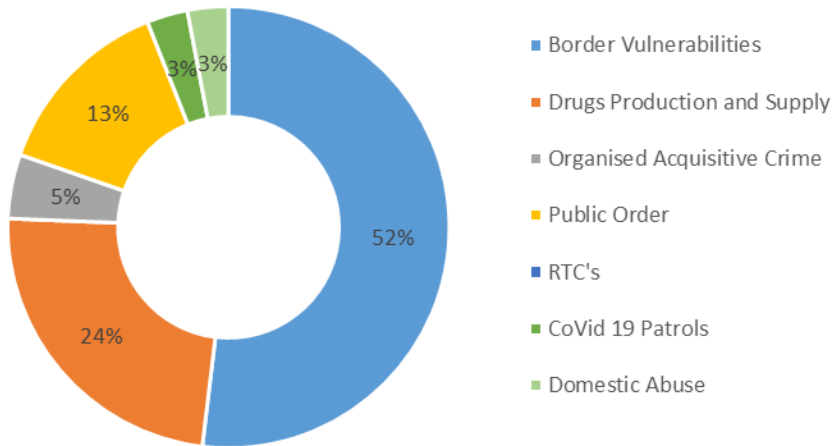
YORK SNC	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>1909</b>	35.31%
<b>PSW</b>	<b>2783</b>	-33.02%
Missing Person	68	-86.76%
Concern Safety	684	-28.80%
Domestic Inc	181	-7.73%
<b>KSI</b>	<b>17</b>	-376.47%

SELBY SNC	2020-2021	% diff Same Period '19
<b>ASB</b>	<b>738</b>	49.86%
<b>PSW</b>	<b>1120</b>	-13.30%
Missing Person	6	-500.00%
Concern Safety	283	-1.77%
Domestic Inc	102	25.49%
<b>KSI</b>	<b>12</b>	-91.67%

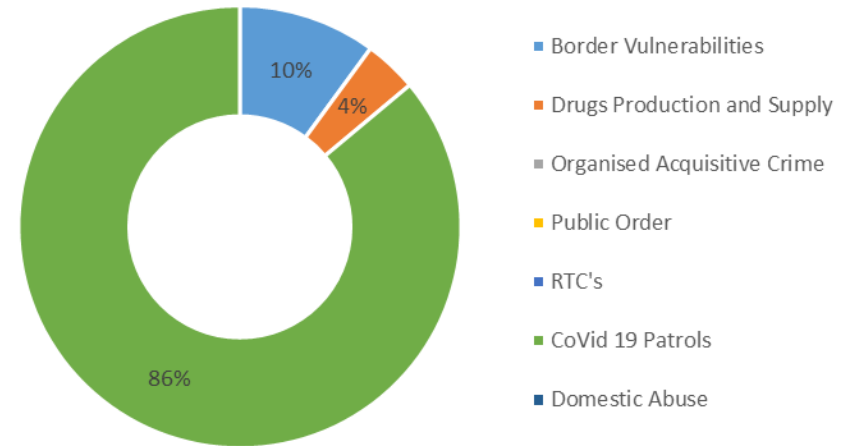
- ASB incidents have seen a significant increase in all SNCs
- PSW type incidents have significantly decreased across all SNCs which can be attributed to the current pandemic.

# Proactivity: How has proactive policing contributed to control strategies? (April & May 2020)

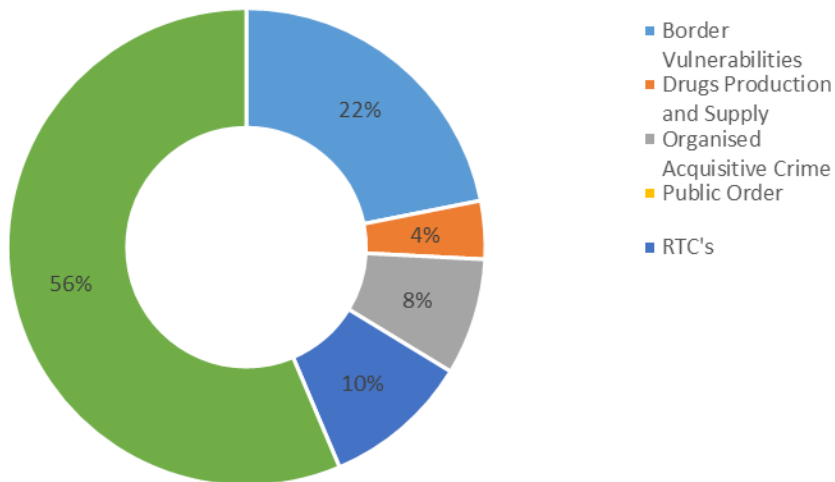
## Split of 2339 hours appointed to FSU



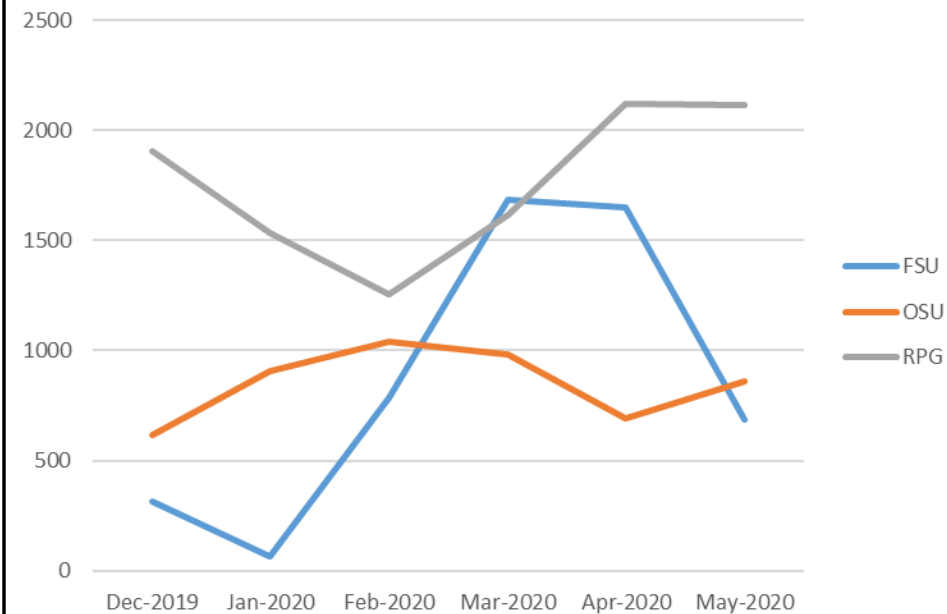
## Split of 1551 hours appointed to OSU



## Split of 4233 hours appointed to RPG



## Last 6 months Proactive Hours undertaken



# Rural Task Force

## ***Caring for the Vulnerable***

We continue to offer mental health support and signpost the interventions available to those suffering with mental health issues in rural communities. We have a campaign planned to raise the profile of this area again later in the year. Also the Mental Health forum is scheduled for July at the Friarage Hospital.

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. There is due to be the roll out of a Pilot scheme in The Dales later in the year.

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.

We are working at the moment to develop how the whole Proactive Policing department can further assist with the Domestic Abuse strand of the Control Strategy. Vulnerable victims have recently been identified and appropriate referrals have been made.

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

## ***Ambitious Collaboration***

Operation Checkpoint was put on hold due to restrictions. But we have had a very successful Op Galaxy working cross-border with Humberside.

We have also been working successfully with West Yorkshire to arrest rural burglars and recover stolen vehicles in Richmond and Ingleton.

Op Owl raising awareness of bird crime. PS512 Grainger coordinated this nationally which involved 26 forces last year, resulting in over 7.5million social media interactions over the weekend. Dates for Op Owl for 2020 were agreed, the first weekend was on 18<sup>th</sup> and 19<sup>th</sup> of April but had to be postponed. A National virtual Op Owl day was held instead.

Members of the team have been working with the Environment Agency conducting a warrant at a commercial premises investigating illegal dumping of waste.

Work ongoing with partners to disrupt criminal activity of OCG's especially Op Existence, involving National Food Crime Unit and Trading Standards.

The team has been working with the RSPB, Natural England and the laboratories at FERA in York and SASA in Edinburgh investigating raptor persecution.

## ***Reinforcing Local Policing***

Identify and support local priorities including proactive patrol, in particular in response to recent issues of raptor persecution.

Op Extractor is an ongoing OCG management into group committing rural burglaries in the north of county. A file is currently with the CPS and early reports are looking like there will be multiple charges for multiple offenders.

Op Existence investigation into livestock theft and subsequent sale, OCG management and working with partners such as NFU and Environmental Health to tackle OCG. Recent arrests have been made in regards to this group and extensive enquiries are ongoing.

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 and agricultural equipment being returned to owners.

Members of the team have been down into Humberside on several occasions recently, arresting suspects for a series of thefts from cars in rural locations.

We have entered a bid for the Safer Streets Fund to try to obtain additional funding for our prevention work.

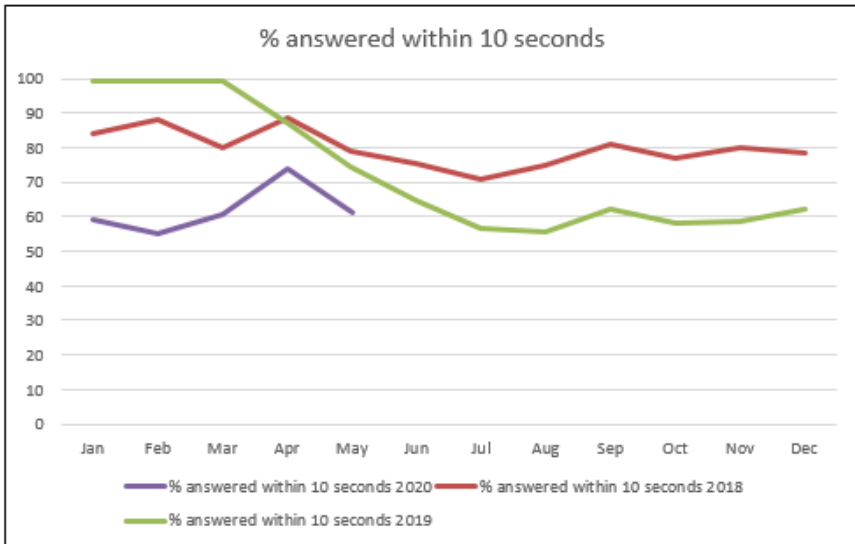
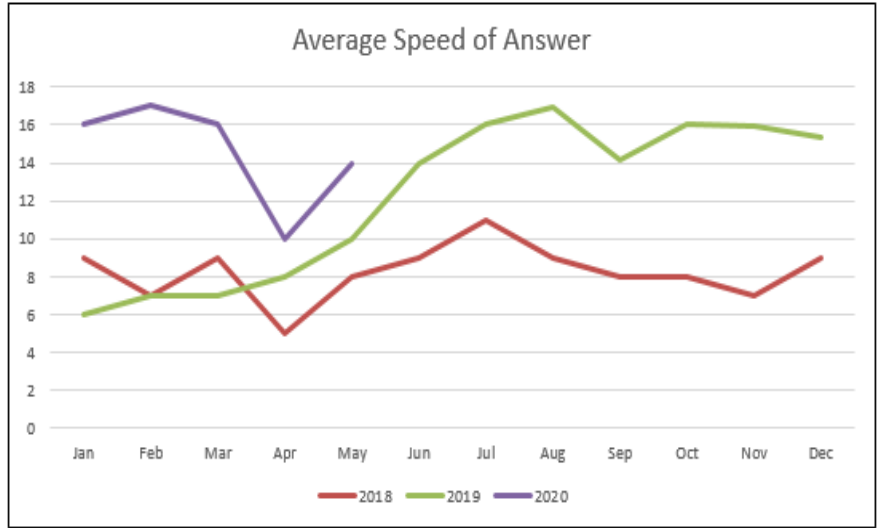
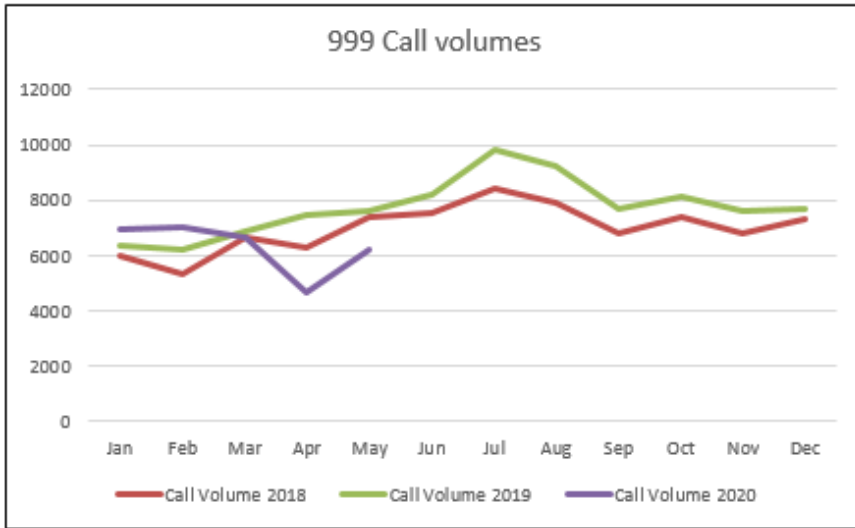
## ***Enhancing Customer Experience***

Mobile Rural Watches (MRW) are now established in all districts of North Yorkshire, their activity being collated under Op Harvester. WhatsApp is being used very successfully to support these groups and has been pioneering in both gathering intelligence and providing reassurance to communities, there are now 25 groups set up. This will soon be across all Watch schemes. There are 3 new watch schemes. The latest being in Thixendale.

Recent successes when working with the MRW have included the discovery of a quad thief from Cleveland in the back of a van in Helmsley and the arrest of a gang of quad thieves from West Yorkshire in Wharfedale.

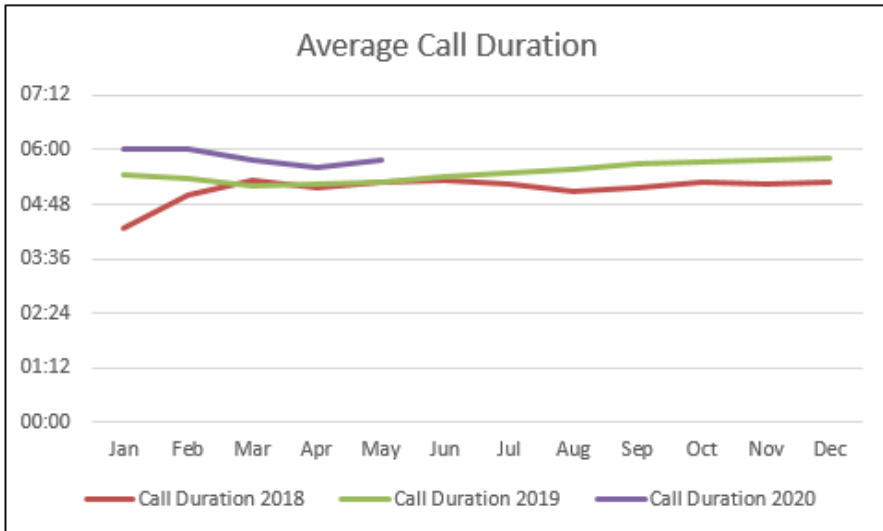
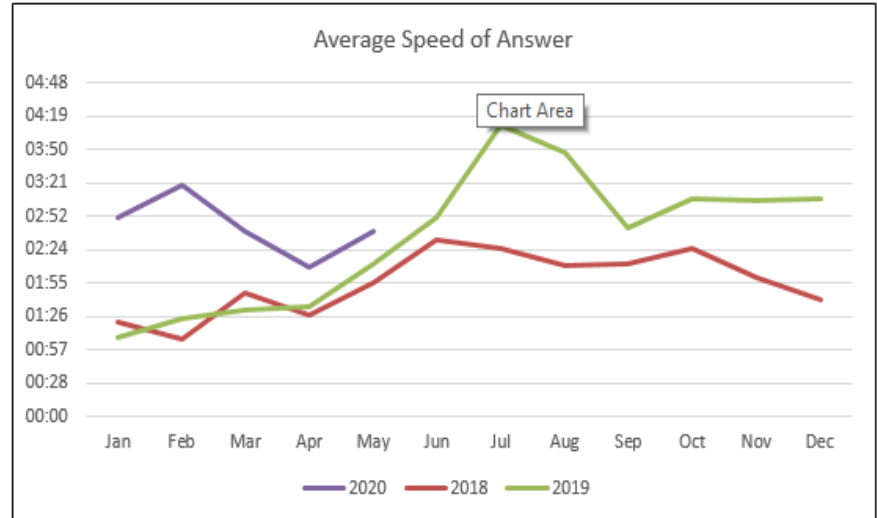
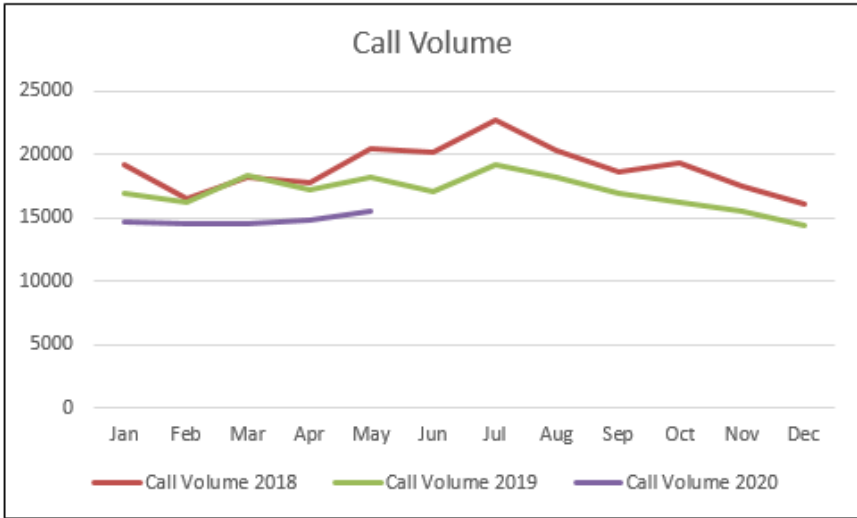
Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

# Initial Contact – 999



- 25.87% decrease in calls compared to April & May 2018
- 38.53% decrease in calls compared to April & May 2019

# Initial Contact - 101



- 25.86% decrease in call volume compared to April & May 2018
- 16.51% decrease in call volume compared to April & May 2019



# Local Policing – Police and Crime Plan 2017-2021

Hambleton	2018/2019	2019/2020	Diff
Burglary	44	35	-20.50%
Road	834	391	-113.30%
Mental Health	232	382	39.27%

Scarborough	2018/2019	2019/2020	Diff
Burglary	92	51	-44.60%
Drug Offences	84	88	4.80%
ASB	852	1690	49.59%

Richmondshire	2018/2019	2019/2020	Diff
Drug Offences	17	6	-64.70%
Burglary	29	13	-55.20%
ASB	145	419	65.39%

Ryedale	2018/2019	2019/2020	Diff
Burglary	25	12	-52.00%
Drug Offences	6	11	83.30%
ASB	172	403	57.32%
Road	610	225	-171.11%

Harrogate	2018/2019	2019/2020	Diff
Burglary	153	63	-58.80%
ASB	695	1196	41.89%
Road	1265	577	-119.24%
Cyber	30	40	33.30%

York	2018/2019	2019/2020	Diff
Violence	699	473	-32.30%
Burglary	155	92	-40.60%
ASB	1235	1909	35.31%
Cyber	50	44	-12.00%

Craven	2018/2019	2019/2020	Diff
Burglary	60	17	-71.70%
Road	451	259	-74.26%
Crime	481	345	-39.42%

Selby	2018/2019	2019/2020	Diff
Drug Offences	24	34	41.70%
Burglary	100	30	-70.00%
ASB	370	738	49.86%
Cyber	15	22	46.70%

# GLOSSARY

## 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 PsychoaSive 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 breathe 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.

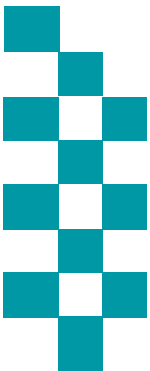
# Public Accountability Board

Part b) People



Reporting Period: As at end of May 2020

NB: Statistics remain provisional and subject to change



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

# HR OVERVIEW

## Police Officers

Police Officer	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
Officer Long-term FTE Target	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508
Actual/ Projected Officer Numbers (includes recruitment)	1493.73	1491.25	1482.55	1510.55	1522.55	1511.55	1539.55	1533.55	1526.55	1518.55	1512.55	1532.55	1514.62

The Officer Long-term FTE Target of 1508 is the target for March 2021; therefore, work will continue to reach the target by March 2021. \*The officer FTE budget was built using the 1451 baseline for 19-20 and adding in the phased recruitment of 58 officers for Phase 1 of Op Uplift. Due to the planned intake dates for 20-21 linked to Uplift this equated to an additional average FTE of 54.34

The actual number of Officers has decreased by 8.7 FTE from the previous month. The number of leavers is less than projected as there were fewer retirements and resignations than those projected.

The figures are 25.45 FTE below the 1508 target. The next intake of Student Officers is planned for June 2020 – these students will take part in the new Police Constable Degree Apprenticeship (PDCA). Student Officer intakes have been amended as part of Operation Uplift. There are further officer intakes via our other routes (transferees, rejoiners and potentially officer retired/retiring returners) planned throughout the year. Whilst these are the recruitment plans, it is acknowledged that they exceed the budget. The first review has taken place, amending intakes throughout the financial year. Reviews will continue to take place throughout the year with affordability being one of the factors for consideration.

## PCSO

PCSO	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
PCSO Long-term FTE Target	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5
Actual/Projected PCSO Numbers (includes recruitment)	228.52	227.49	227.75	237.75	235.75	233.75	230.75	225.75	222.75	221.75	246.75	243.75	231.88

\*The PCSO Long term Target & budget includes the FTE for a pilot with NYFRS for two Police Safety Officers in this financial year. The budget is yet to be amended to reflect this but will likely equate to a reduction in PCSO FTE of 3.5 (Salaries & associated delivery costs).

The actual number of PCSOs has increased by 0.26 FTE; this is due to changes in hours.

The next intake of PCSOs is scheduled for June 2020. As with Police Officer recruitment it is acknowledged that the PCSO projections exceed the budget. The first review of recruitment plans has taken place, amending intakes throughout the financial year. Reviews will continue to take place throughout the year with affordability being one of the factors for consideration. For example the intake number for January 2021 has the potential to be amended. The number of PCSOs looking to become student officers as another factor. This will continue to be reviewed and acted upon as the number of PCSO becoming Police Officers has increased markedly over the last 3 years.

# HR OVERVIEW

## Staff

BUDGET:	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
OPFCC												
Project Staff (incl Agency)												
Commissioned Services												
Corporate Services												
Chief Constable												
Total Staff FTE Budget for the month (after vacancy factor)												
ACTUAL:												
OPFCC	15.61	15.61										
Project Staff (incl Agency)	5.00	3.00										
Commissioned Services	12.55	11.74										
Chief Constable	992.27	1009.97										
Total Staff against budget FTE	<b>1025.43</b>	<b>1040.32</b>										
Permanent Staff FTE	973.50	986.20										
Temporary Staff FTE (not including agency)	37.40	37.59										
Agency Staff FTE	14.53	16.53										
Total Staff against budget FTE	<b>1025.43</b>	<b>1040.32</b>										

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 increased by 8.42 FTE from the previous month.

One agency staff is on a supernumerary post. 15.53 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

# HR OVERVIEW

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
<b>Total Budget of all Officers, PCSO and Staff</b>												
<b>Total Actual Number of all Officers, PCSO and Staff</b>	2733.15	2742.54										

## Citizens in Policing

<b>Citizens in Policing</b>	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
<b>Specials long-term FTE Target</b>												
<b>Actual Specials FTE</b>	99.00	99.00										
<b>Actual Volunteers (including Police Cadets)</b>	300.00	300.00										

The actual number of Special Constables has increased by 14; there was an intake of specials in May. The next intake is scheduled for August 2020.

We currently have 301 volunteers in the following roles;

Volunteer Advisors

Front Counter Support

Safer Neighbourhood Support

Rural Watch Patrol

Tape and information facilitator

Police Cadets

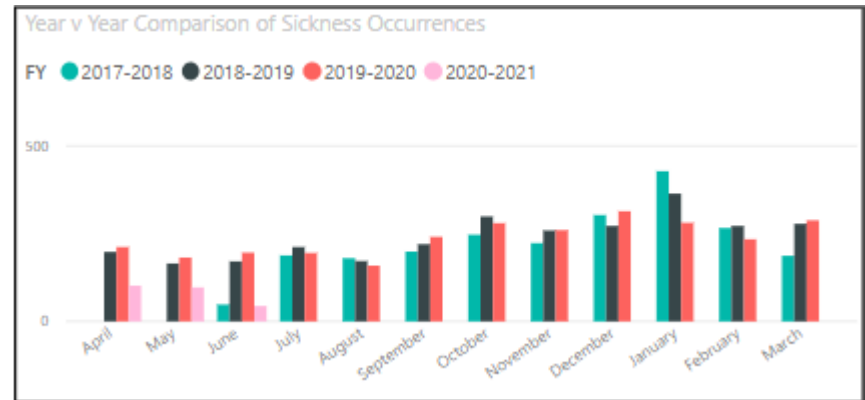
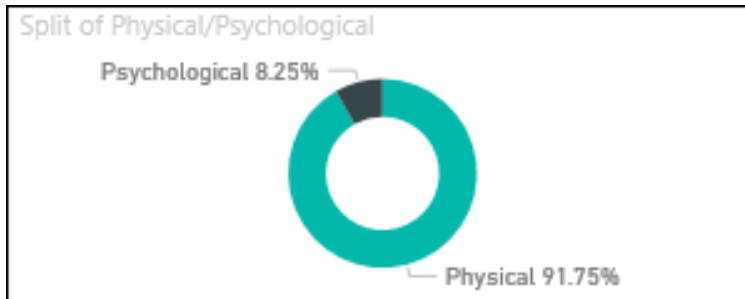
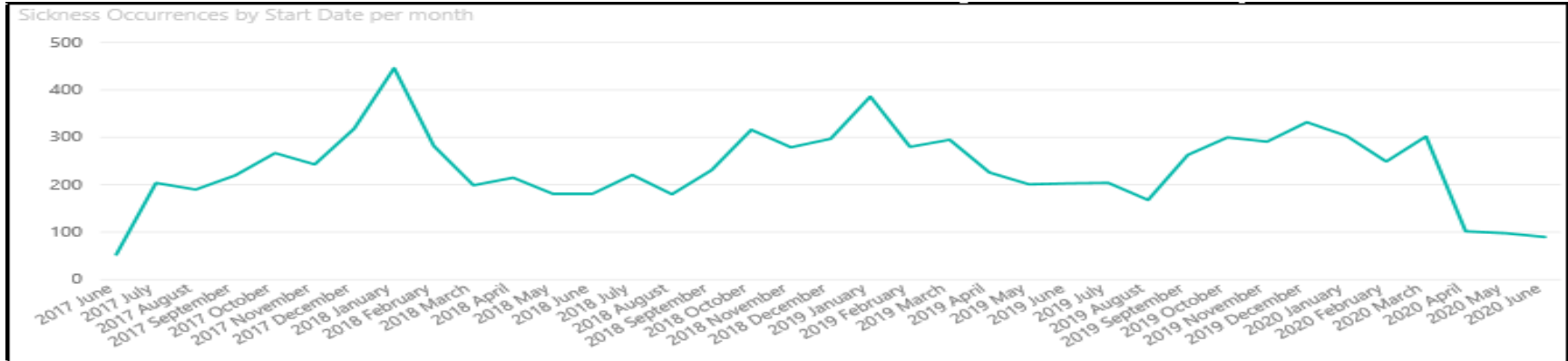
Police Cadet Leaders

PSV Driver

Neighbourhood Support Volunteer

Vehicle Checker

## Sickness Data



## 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