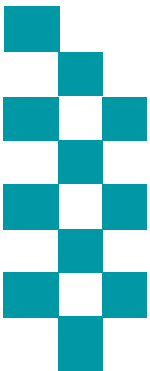


Public Accountability Board



Meeting Date: 28th July 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

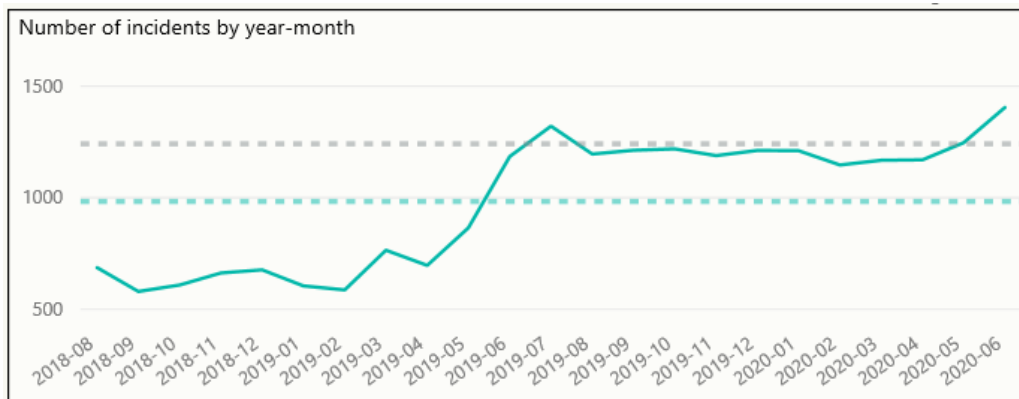
999

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 13.75% of all incidents in the last 22 months and have accounted for 21.19% of all incidents in June 2020.

Incidents with highest number of Mental Health Tag (01st August '18 – 30th June '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10296	45.52%
MISSING PERSON	1462	6.46%
DOMESTIC INCIDENT	2192	9.69%
VIOLENCE	2698	11.93%
ASB NUISANCE	1244	5.50%

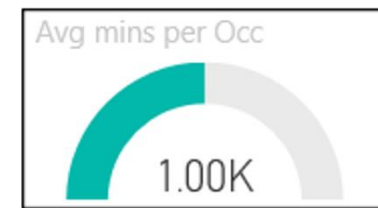
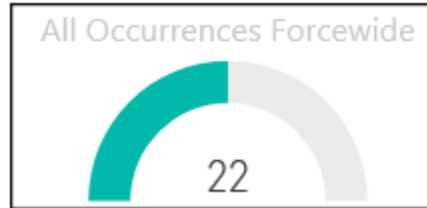
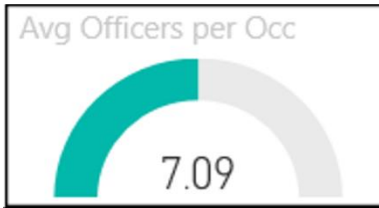
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

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

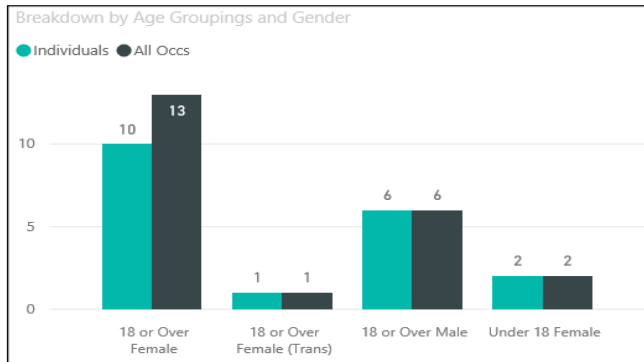


By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	20
Crime Related	2
Total	22

- June 2020 is slightly lower in volume than the average incident volume levels previously seen.
- 3 detainees required to be taken out of the county this month
- 11 incidents required Police transportation:
 - 2 following Risk assessment
- 22.73% of detentions resulted in Admission

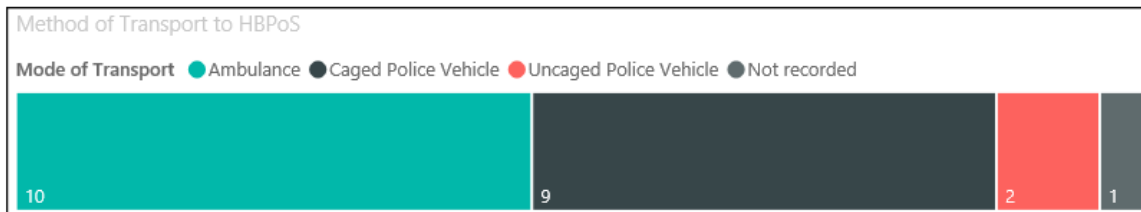
Gender/Age Breakdown and Repeat Nominals



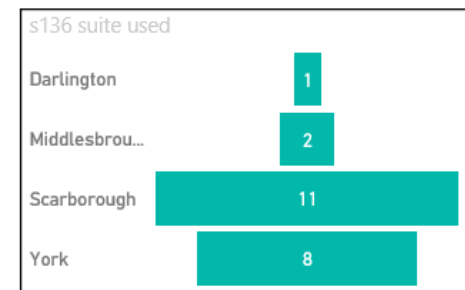
Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	17	77.27%
Admitted	5	22.73%
Total	22	100.00%

Mode of Transport



HBpOS Usage



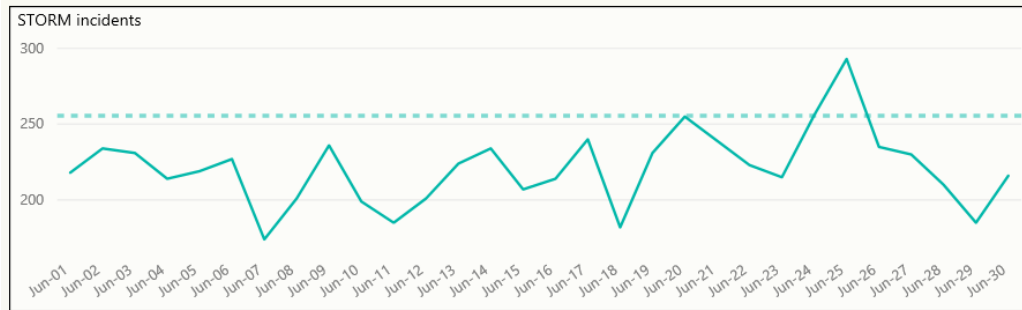
Force Levels (Incidents and Crimes Committed June 2020)

Count of all Incidents and type

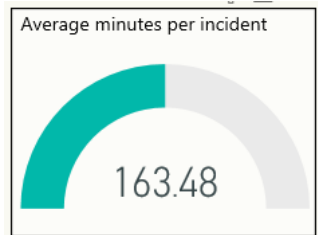
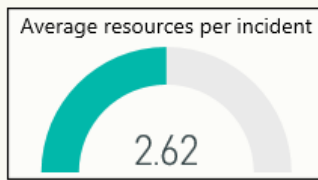
Count of Incidents
6,628

Total Crimes Committed
3023

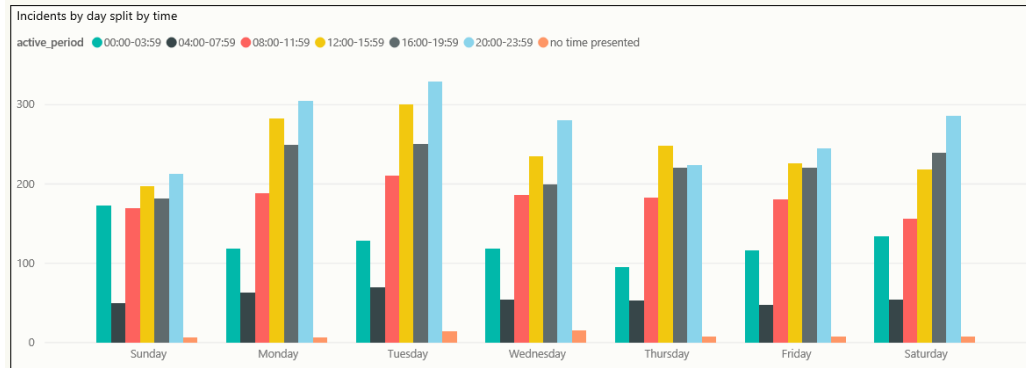
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Guildhal...	Selby ...
120	75	67
Westfield	Clifton	Heworth
100	75	67

Volume by Crime type

Crime	Total
Arson & Criminal Damage	326
Burglary	186
Drug Offences	137
Fraud	324
Misc Crimes Against Society	44
Possession Of Weapons	28
Public Order Offences	270
Robbery	15
Sexual Offences	52
Theft	491
Vehicle Offences	119
Violence Against The Person	1031
Total	3023

City Command (Incidents and Crimes Committed June 2020 – York and Selby)

Count of all Incidents and type

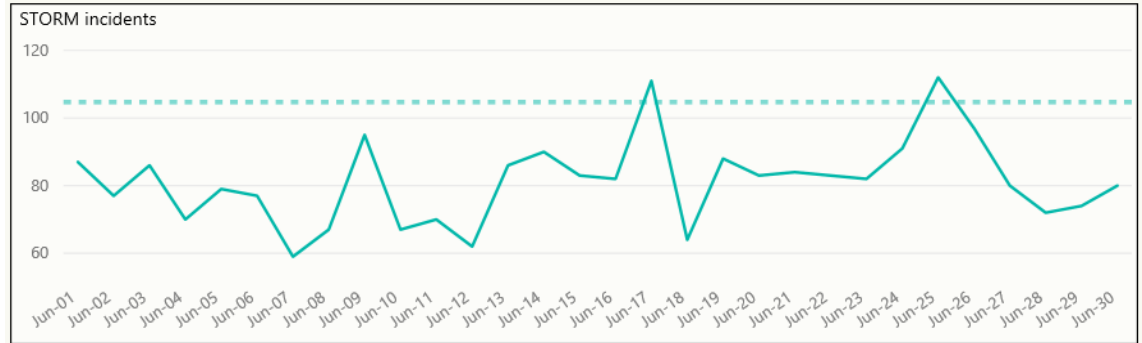
Count of Incidents

2,438

Total Crimes Committed

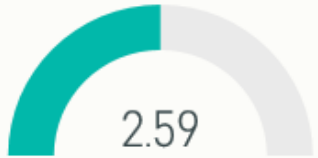
1196

Incident Volumes by Date

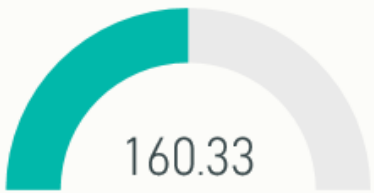


Average Officers and Time Spent

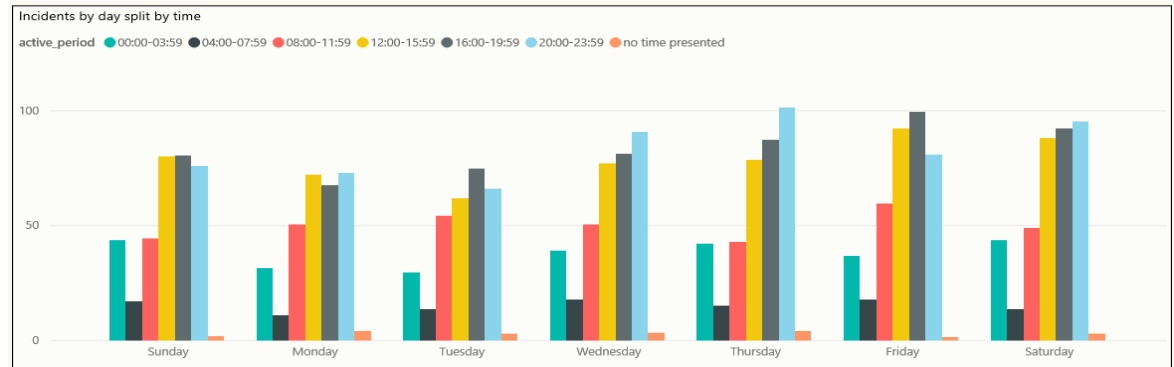
Average resources per incident



Average minutes per incident



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Westfield	Guildhall Inner (NYP)	Selby South	Micklegate Outer (...)	Holgate
	75	67	61	52
100	Clifton	Heworth	Hull Road (NYP)	Fishergate
	75	67	54	52

Volume by Crime type

Crime	2020-06	Total
Arson & Criminal Damage	109	109
Burglary	58	58
Drug Offences	60	60
Fraud	120	120
Misc Crimes Against Society	14	14
Possession Of Weapons	10	10
Public Order Offences	100	100
Robbery	6	6
Sexual Offences	14	14
Theft	226	226
Vehicle Offences	51	51
Violence Against The Person	428	428
Total	1196	1196

Coastal Command (Incidents and Crimes Committed June 2020 – Scarborough and Ryedale)

Count of all Incidents and type

Count of Incidents

1,615

Total Crimes Committed

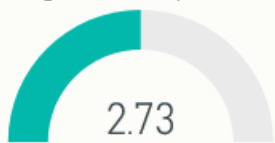
749

Incident Volumes by Date

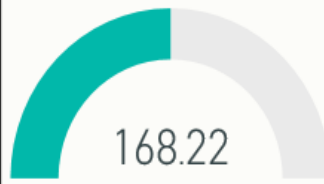


Average Officers and Time Spent

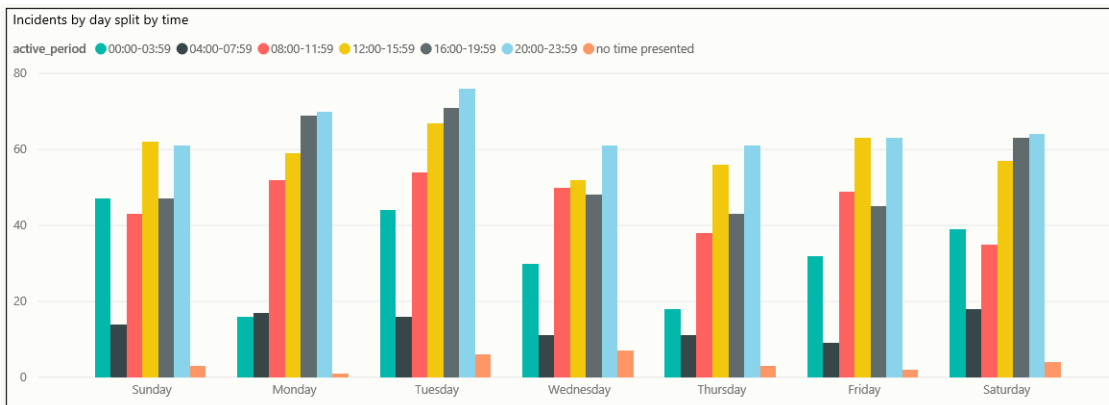
Average resources per incident



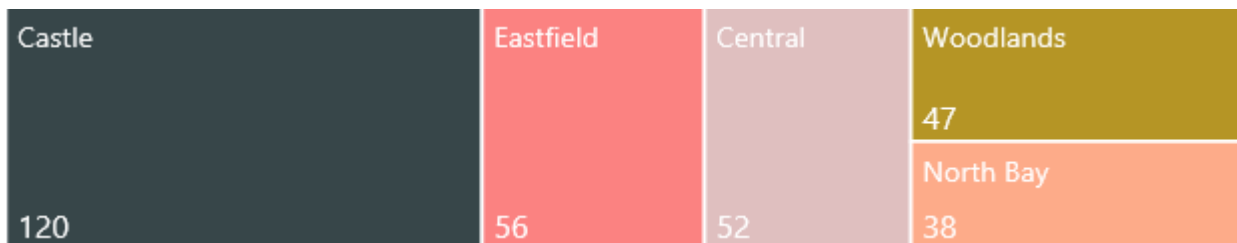
Average minutes per incident



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume



Volume by Crime type

Crime	2020-06	Total
Arson & Criminal Damage	92	92
Burglary	39	39
Drug Offences	35	35
Fraud	68	68
Misc Crimes Against Society	11	11
Possession Of Weapons	12	12
Public Order Offences	69	69
Robbery	7	7
Sexual Offences	17	17
Theft	114	114
Vehicle Offences	20	20
Violence Against The Person	265	265
Total	749	749

County Command (Incidents and Crimes Committed June 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type

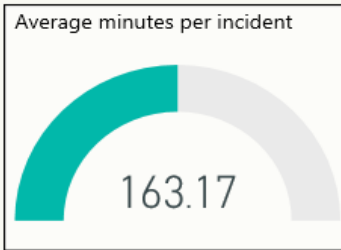
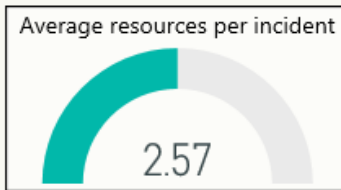
Count of Incidents
2,565

Total Crimes Committed
1033

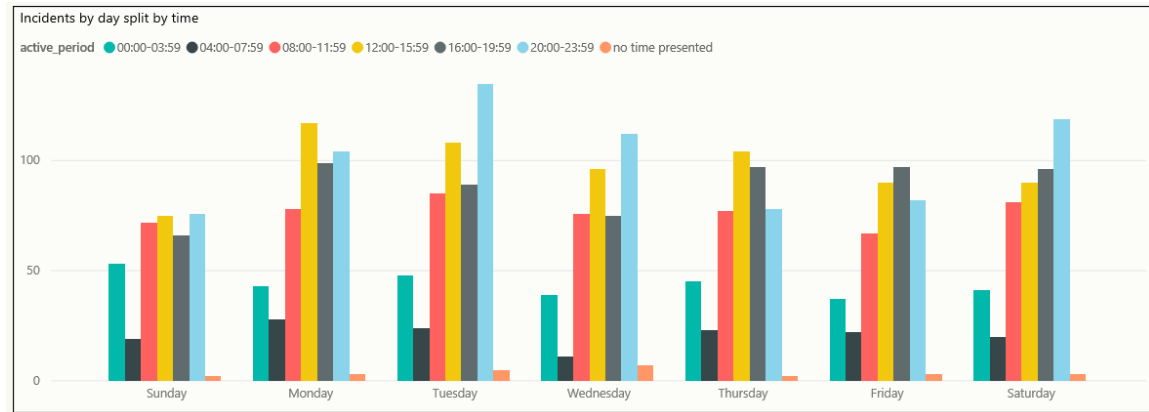
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Granby 39	Thirsk 32	Northall... 26	Richmo... 25	Salter... 24
Starbeck 37	Low Harro... 29	Colburn 26	Skipton... 24	Woodf... 22

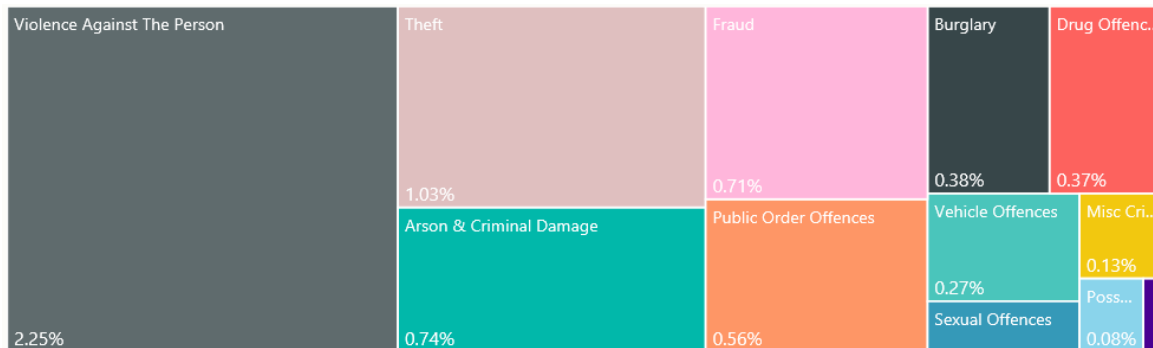
Volume by Crime type

Crime	2020-06	Total
Arson & Criminal Damage	122	122
Burglary	88	88
Drug Offences	39	39
Fraud	134	134
Misc Crimes Against Society	17	17
Possession Of Weapons	6	6
Public Order Offences	92	92
Robbery	2	2
Sexual Offences	20	20
Theft	150	150
Vehicle Offences	47	47
Violence Against The Person	316	316
Total	1033	1033

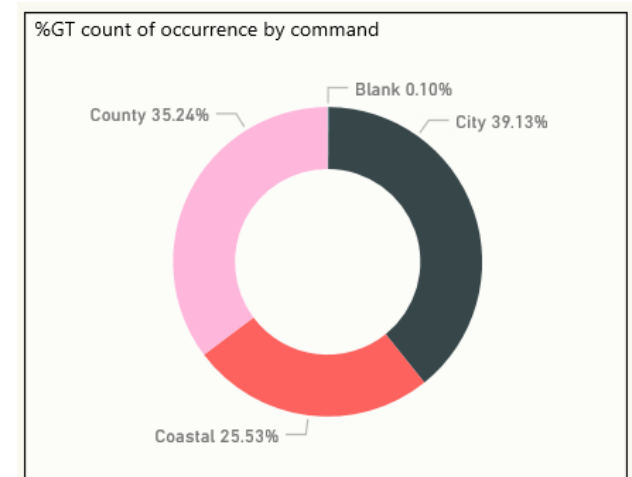
CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	1556	1484	983	-33.76%
Burglary	894	947	505	-46.67%
Drug Offences	485	451	497	10.20%
Misc Crimes Against Society	203	238	169	-28.99%
Possession Of Weapons	74	95	104	9.47%
Public Order Offences	639	805	760	-5.59%
Robbery	63	54	41	-24.07%
Sexual Offences	358	379	170	-55.15%
Theft: All Other Theft	1229	1172	647	-44.80%
Theft: Bicycle Theft	265	259	214	-17.37%
Theft: Shoplifting	1152	1205	486	-59.67%
Theft: Theft From Person	117	138	20	-85.51%
Vehicle Offences	635	551	362	-34.30%
Violence Against The Person	3470	4114	3018	-26.64%
Grand Total	11140	11892	7976	-32.93%

% 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

CRIME	1135	-29.15%
Burglary	77	-28.04%
Theft: Other	108	-35.71%
Theft: Shoplifting	36	-59.55%
Criminal Damage	138	-29.95%
Drug Offences	50	-1.96%
Violence Offences	364	-36.14%

SCAR & RYE SNC		
	2020/2021	% diff Same Period '19

CRIME	2312	-29.19%
Burglary	100	-43.50%
Theft: Other	173	-35.69%
Theft: Shoplifting	108	-62.11%
Criminal Damage	288	-30.60%
Drug Offences	140	1.45%
Violence Offences	838	-28.13%

CRAVEN SNC		
	2020/2021	% diff Same Period '19

CRIME	465	-29.12%
Burglary	42	-37.84%
Theft: Other	35	-33.96%
Theft: Shoplifting	26	-31.58%
Criminal Damage	46	-37.84%
Drug Offences	32	68.42%
Violence Offences	145	-27.50%

YORK SNC		
	2020/2021	% diff Same Period '19

CRIME	2508	-31.38%
Burglary	129	-40.28%
Theft: Other	171	-51.00%
Theft: Shoplifting	174	-65.20%
Criminal Damage	226	-41.30%
Drug Offences	137	15.13%
Violence Offences	839	-21.59%

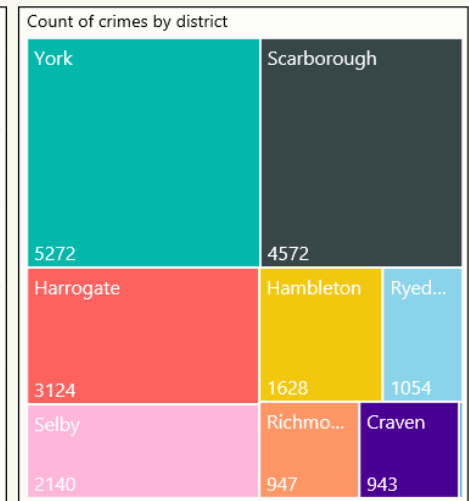
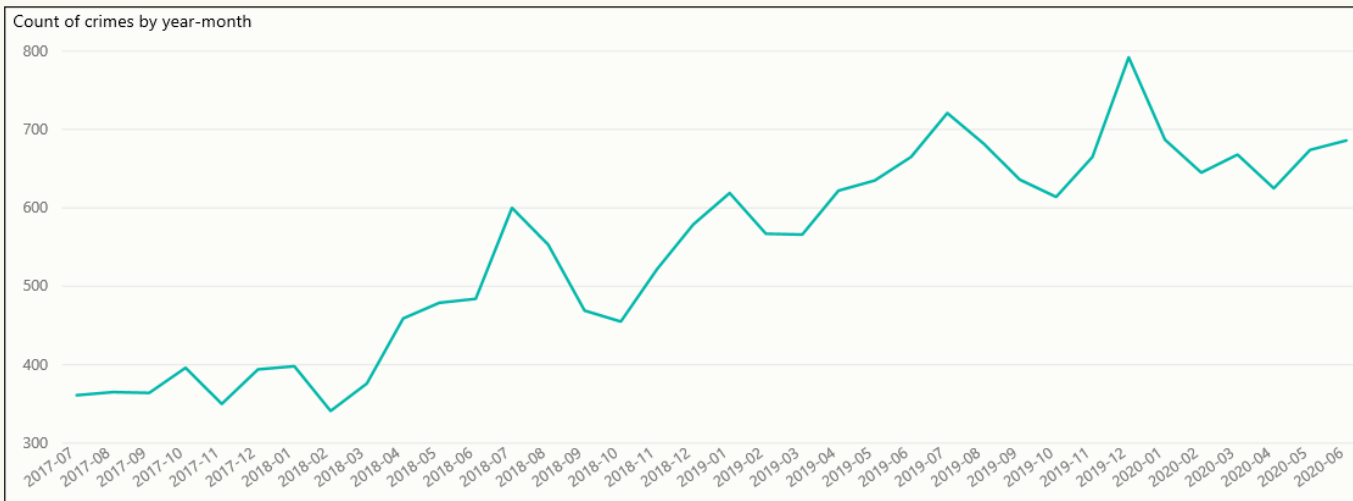
HARROGATE		
	2020/2021	% diff Same Period '19

CRIME	1611	-31.68%
Burglary	103	-52.97%
Theft: Other	99	-58.92%
Theft: Shoplifting	109	-48.58%
Criminal Damage	179	-31.68%
Drug Offences	78	-2.50%
Violence Offences	519	-26.28%

SELBY SNC		
	2020/2021	% diff Same Period '19

CRIME	888	-26.79%
Burglary	54	-60.58%
Theft: Other	60	-32.58%
Theft: Shoplifting	33	-57.69%
Criminal Damage	106	-28.86%
Drug Offences	58	34.88%
Violence Offences	312	-21.80%

CRIME FOCUS – Domestic Abuse (Last 3 years)



District	Total
Blank	34
Craven	943
Hambleton	1628
Harrogate	3124
Richmondshire	947
Ryedale	1054
Scarborough	4572
Selby	2140
York	5272
Total	19714

- 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 '19/20
ASB	1423	115.61%
PSW	2681	-4.93%
Missing Person	39	-40.00%
Concern Safety	559	-8.96%
Domestic Inc	140	-5.41%
KSI	28	-68.54%

SCAR & RYE SNC	2020-2021	% diff Same Period '19/20
ASB	2813	82.78%
PSW	4275	-19.45%
Missing Person	85	-58.13%
Concern Safety	1069	-15.16%
Domestic Inc	283	-15.77%
KSI	48	-47.83%

CRAVEN SNC	2020-2021	% diff Same Period '19/20
ASB	717	231.94%
PSW	1211	1.68%
Missing Person	15	-55.88%
Concern Safety	236	-10.61%
Domestic Inc	49	-10.91%
KSI	29	-25.64%

HARROGATE	2020-2021	% diff Same Period '19/20
ASB	1688	52.21%
PSW	3332	-17.46%
Missing Person	97	-41.21%
Concern Safety	691	-18.51%
Domestic Inc	206	-0.96%
KSI	50	-46.24%

YORK SNC	2020-2021	% diff Same Period '19/20
ASB	2677	50.06%
PSW	4294	-23.97%
Missing Person	122	-30.68%
Concern Safety	1043	-24.09%
Domestic Inc	278	-4.79%
KSI	35	-71.54%

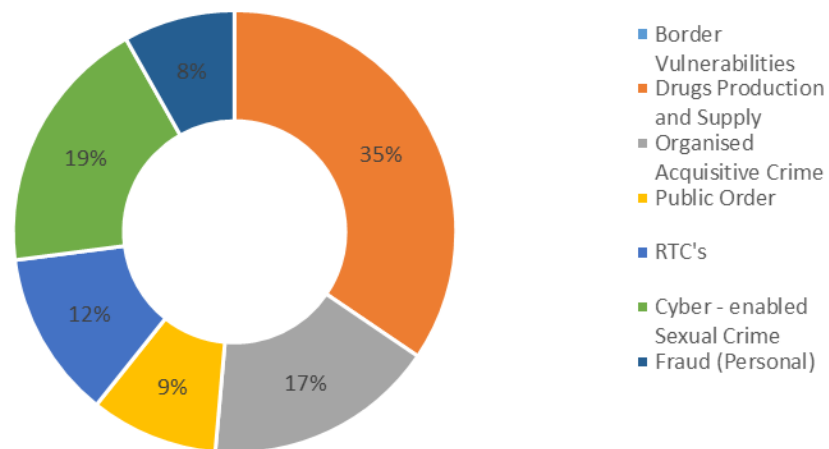
SELBY SNC	2020-2021	% diff Same Period '19/20
ASB	1024	82.21%
PSW	1746	-11.19%
Missing Person	16	-66.67%
Concern Safety	437	-2.24%
Domestic Inc	149	12.03%
KSI	20	-33.33%

- 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.

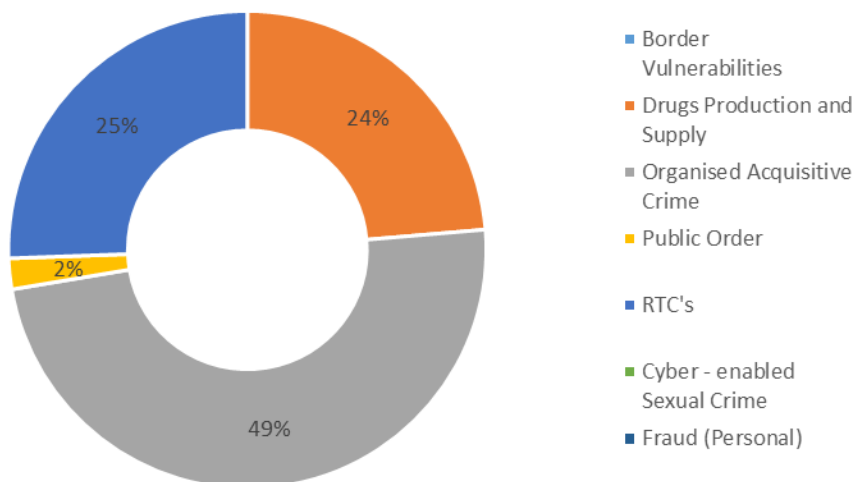
Proactivity: How has proactive policing contributed to control strategies? (June 2020)

FSU Data currently being reviewed

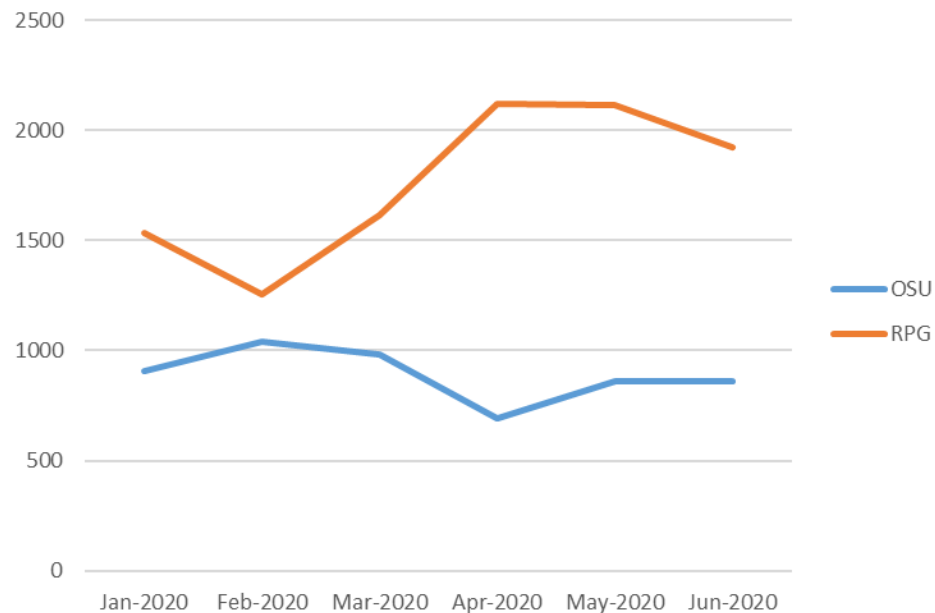
Split of 858 hours appointed to OSU



Split of 1924 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

We have developed a new problem solving plan for poaching which is being rolled out involving community protection warnings and notices.

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. A National virtual Op Owl day was held this year due to restrictions.

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 continues to work 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. 4 offenders have been charged with 39 offences and are awaiting trial.

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, the principal offender is back in court on 30th July.

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 initially in the Whitley Ward.

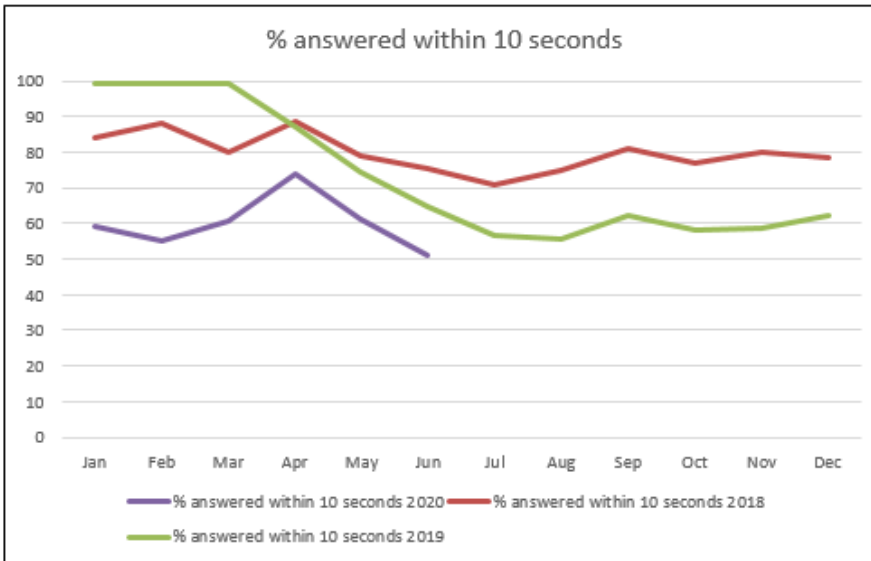
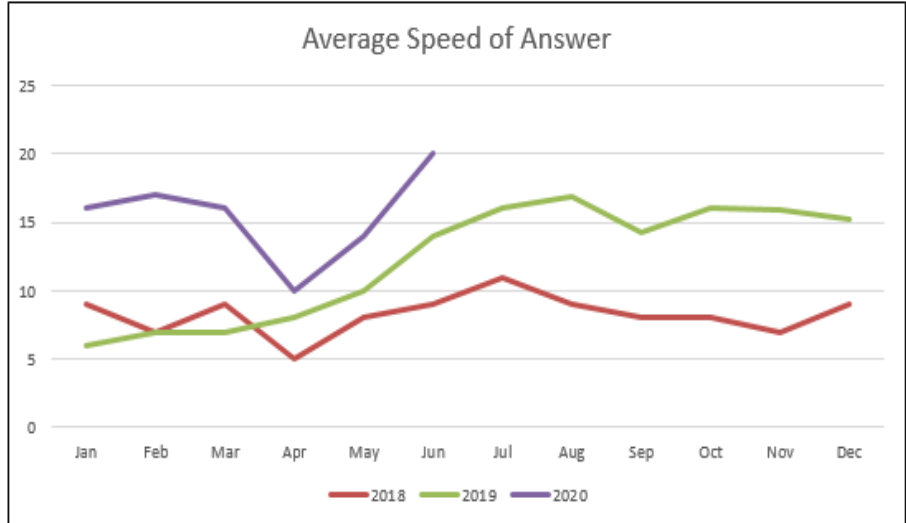
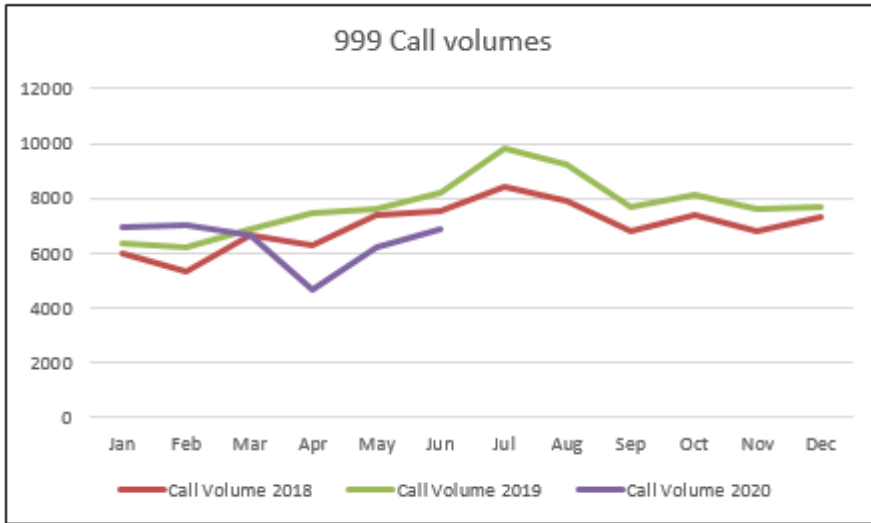
Enhancing Customer Experience

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.

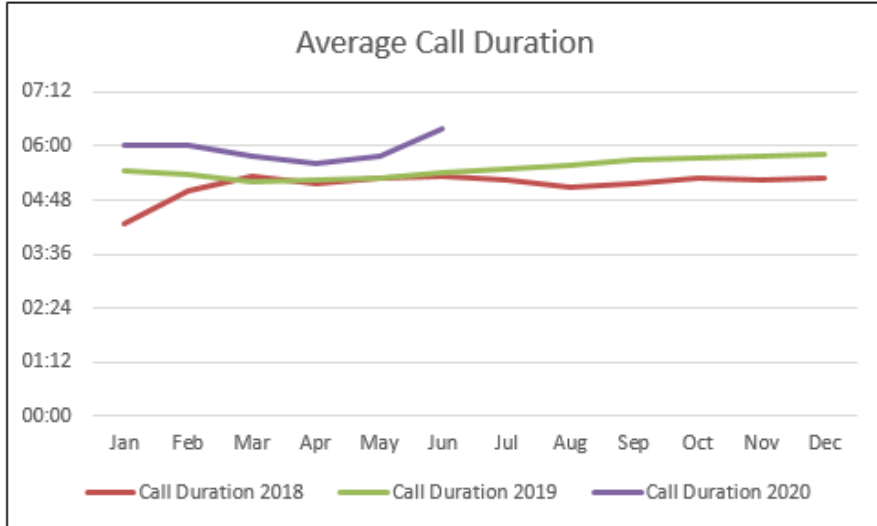
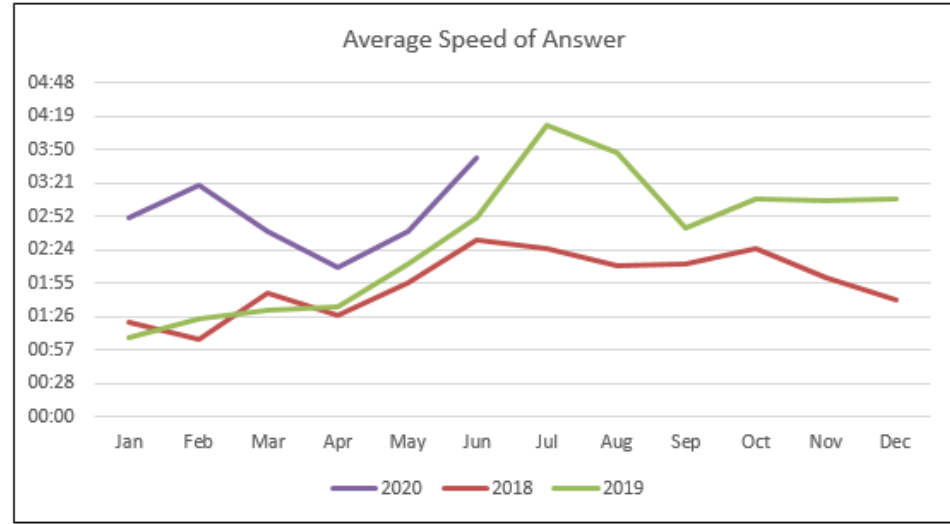
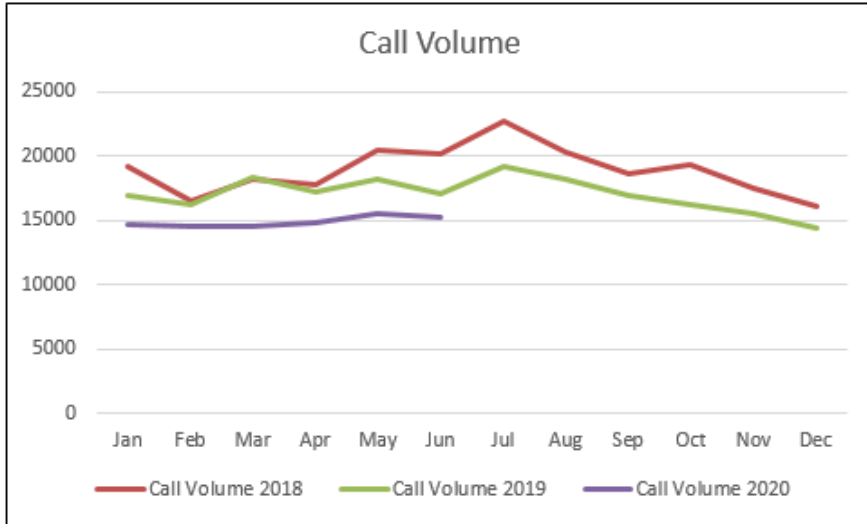
Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

Initial Contact – 999



- 8.90% decrease in calls compared to June 2018
- 16.16% decrease in calls compared to June 2019

Initial Contact - 101



- 24.46% decrease in call volume compared to June 2018
- 10.94% decrease in call volume compared to June 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	67	54	-19.40%
Road	1235	662	-46.40%
Mental Health	358	567	58.38%

Scarborough	2019/2020	2020/2021	Diff
Burglary	136	85	-37.50%
Drug Offences	122	118	-3.28%
ASB	1290	2267	75.74%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	20	12	-40.00%
Burglary	40	23	-42.50%
ASB	233	547	134.76%

Ryedale	2019/2020	2020/2021	Diff
Burglary	41	15	-63.41%
Drug Offences	16	22	37.50%
ASB	249	545	118.88%
Road	884	416	-52.94%

Harrogate	2019/2020	2020/2021	Diff
Burglary	219	103	-52.97%
ASB	1109	1688	52.21%
Road	1882	1063	-43.52%
Cyber	92	212	130.43%

York	2019/2020	2020/2021	Diff
Violence	1070	839	-21.59%
Burglary	216	129	-40.28%
ASB	1784	2677	50.06%
Cyber	117	258	120.51%

Craven	2019/2020	2020/2021	Diff
Burglary	91	42	-53.85%
Road	669	483	-27.80%
Crime	712	541	-24.02%

Selby	2019/2020	2020/2021	Diff
Drug Offences	43	58	34.88%
Burglary	137	54	-60.58%
ASB	562	1024	82.21%
Cyber	44	119	170.45%

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 individual's 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
- MHA = Mental Health Act
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaSubstances 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.

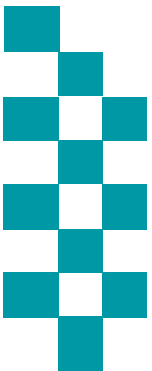
Public Accountability Board

Part b) People



Reporting Period: As at end of June 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 increased by 23.41 FTE from the previous month. In June, 31 Student Officers commenced their Police Constable Degree Apprenticeship (PDCA) and 1 transferee joined NYP. The number of leavers was more than projected, 4 leavers no retirements, as there was a higher number of officers retiring, 8 retirements in total and 1 resignation.

The next intake of Student Officers is planned for July 2020 – these students will take part in the Police Now programme. 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. Regular reviews will continue to take place throughout the year with affordability being one of the factors for consideration. The figures are currently 2.04 FTE below the 1508 target. The projections to March 2021 have decreased from last month by 4.6FTE to 1527.95.

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 9.8 FTE; 13 new PCSOs started their employment with NYP in June 2020. The number of leavers is the same as those projected, 4 resignations, with 1 PCSO becoming a student officer on the PCDA intake in June.

The next intake of PCSOs is scheduled for January 2021. 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 is 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. The figures are currently 14.05 FTE over the 223.5 target. The projections to March 2021 have decreased from last month by 0.19 FTE to 243.56.

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	17.60									
Project Staff (incl Agency)	5.00	3.00	3.00									
Commissioned Services	12.55	11.74	13.24									
Chief Constable	992.27	1009.97	1014.90									
Total Staff against budget FTE	1025.43	1040.32	1048.74									
Permanent Staff FTE	973.50	986.20	995.62									
Temporary Staff FTE (not including agency)	37.40	37.59	36.59									
Agency Staff FTE	14.53	16.53	16.53									
Total Staff against budget FTE	1025.43	1040.32	1048.74									

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. 14.53 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
Total Budget of all Officers, PCSO and Staff												
Total Actual Number of all Officers, PCSO and Staff	2733.15	2742.54	2742.50									

Citizens in Policing

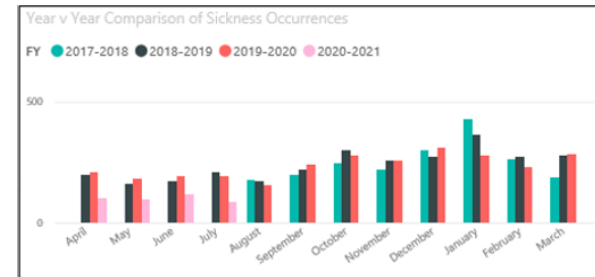
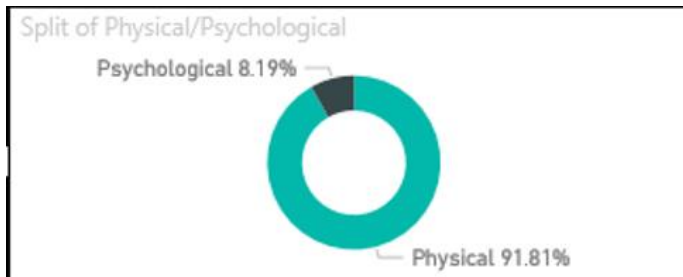
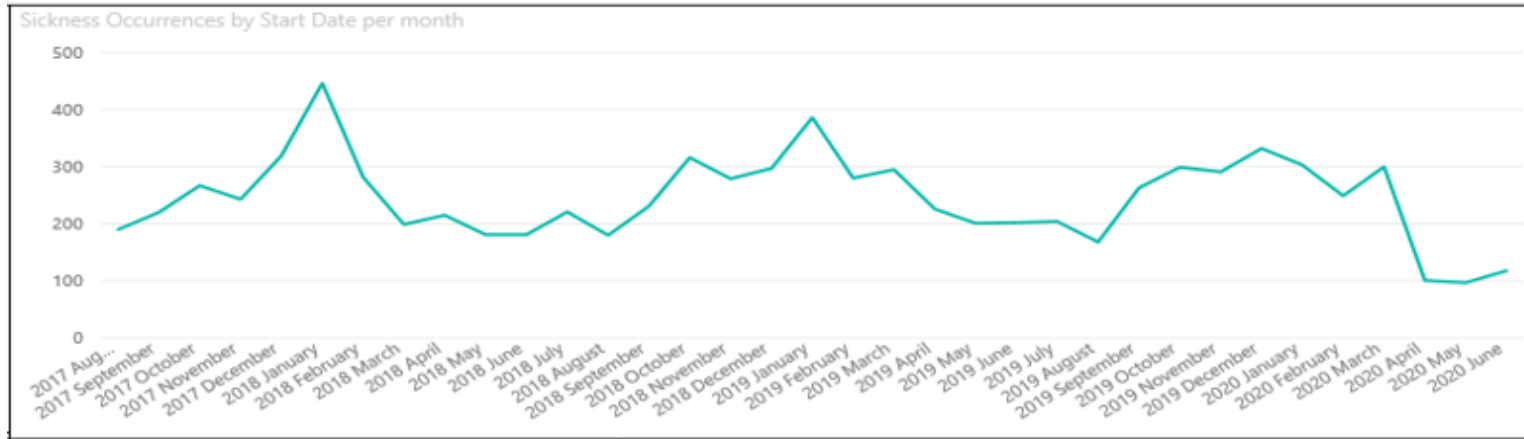
Citizens in Policing	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Specials long-term FTE Target												
Actual Specials FTE	99.00	99.00	113.00									
Actual Volunteers (including Police Cadets)	300.00	300.00	301.00									

The actual number of Special Constables has decreased by 14; 4 of these individuals resigned to join NYP as Student Officers on the new PDCA. 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