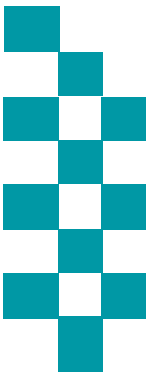


Public Accountability Meeting



Meeting Date: 27 October 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

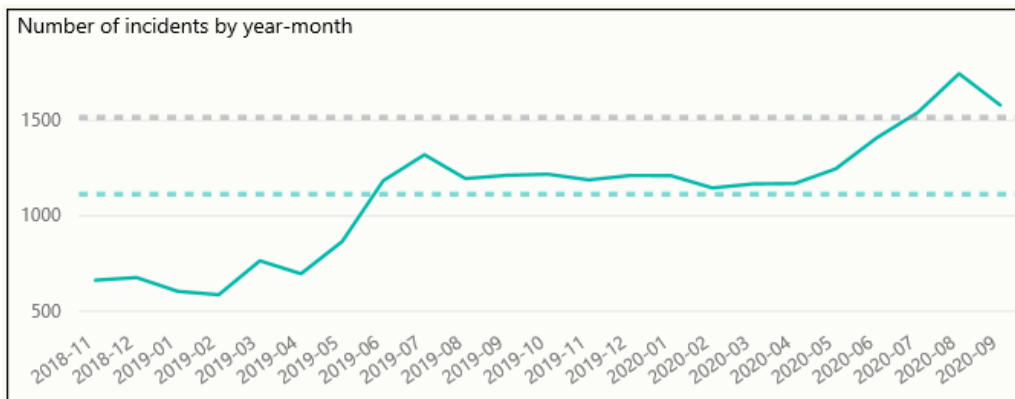
999

101

Local Priorities

Mental Health

Occurrences with a mental health qualifier



- There has been a dip in Mental Health related incidents this month. As a result of the extended use of the auto tag facility used by the FCR, this has increased the number of mental health qualifiers applied since May 2020.
- Incidents with a Mental Health tag have accounted for 15.68% of all incidents in the last 22 months and have accounted for 22.99% of all incidents in September 2020.

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

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10750	41.96%
MISSING PERSON	1645	6.42%
DOMESTIC INCIDENT	2570	10.03%
VIOLENCE	3401	13.28%
ASB NUISANCE	1418	5.54%

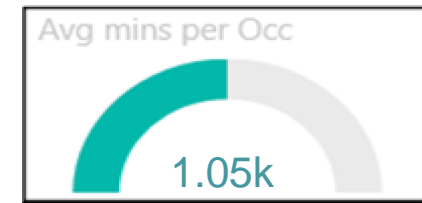
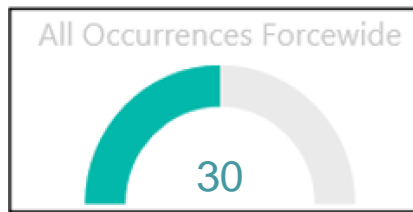
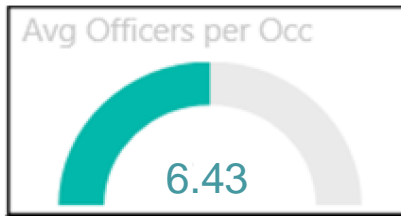
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

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

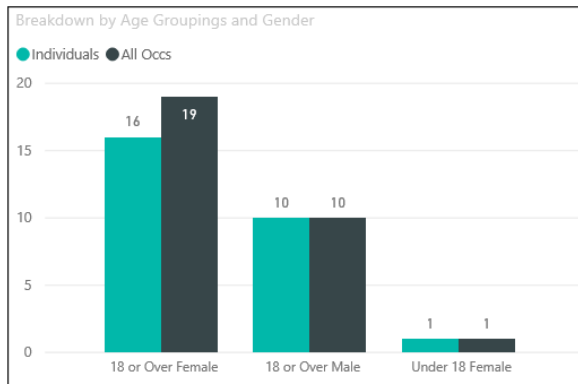


By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	25
Police Generated Activity	3
Crime Related	2
Total	30

- September 2020 is slightly higher in volume than the average incident volume levels previously seen.
- 2 detainees required to be taken out of the county this month
- 11 incidents required Police transportation:
 - 3 following Risk assessment
- 60.00% of detentions resulted in Admission

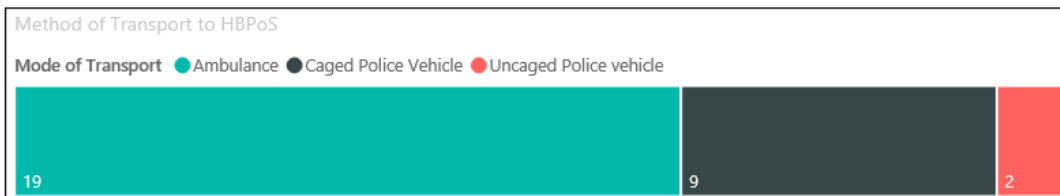
Gender/Age Breakdown and Repeat Nominals



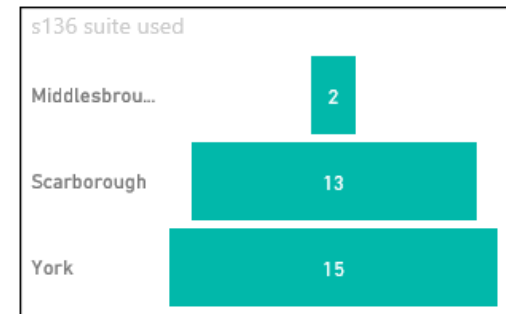
Outcomes

Outcome Group	Occurrences	% of Total
Admitted	18	60.00%
Returned to the Community	12	40.00%
Total	30	100.00%

Mode of Transport



HBPos Usage



Force Levels (Incidents and Crimes Committed September 2020)

Count of all Incidents and type

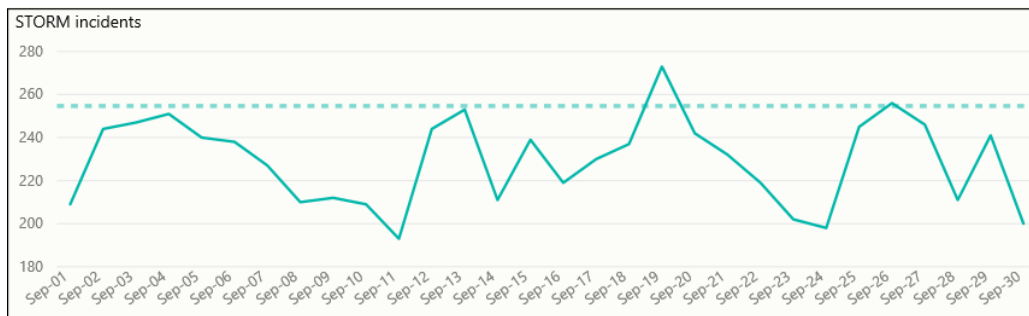
Count of Incidents

6878

Total Crimes Committed

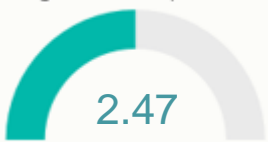
3628

Incident Volumes by Date

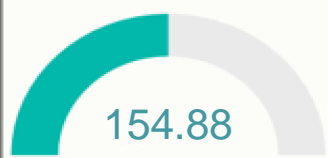


Average Officers and Time Spent

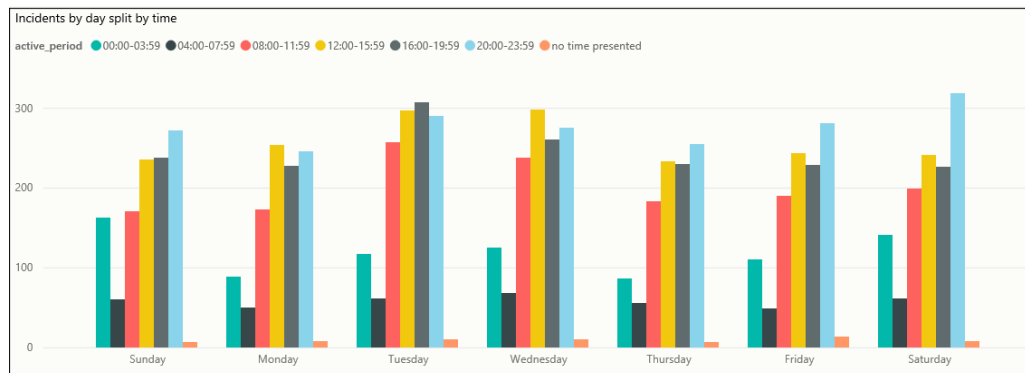
Average resources per incident



Average minutes per incident



Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Westfield	Selby South	Granby	Fisherg...
157	98	Huntington...	Clifton	Central
Guildhall Inner (...)	Heworth	Low Harrog...	Mickleg...	Holgate
149	88			

Volume by Crime type

Crime	2020-09	Total
Violence Against The Person	1103	1103
Theft	651	651
Arson & Criminal Damage	500	500
Fraud	420	420
Public Order Offences	312	312
Burglary	226	226
Vehicle Offences	155	155
Drug Offences	126	126
Sexual Offences	52	52
Misc Crimes Against Society	34	34
Possession Of Weapons	29	29
Robbery	20	20
Total	3628	3628

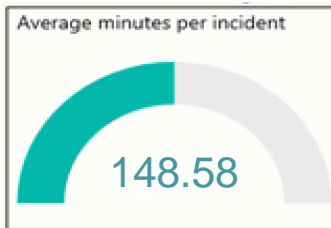
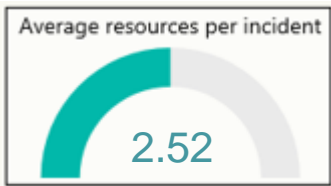
City Command (Incidents and Crimes Committed September 2020 – York and Selby)

Count of all Incidents and type

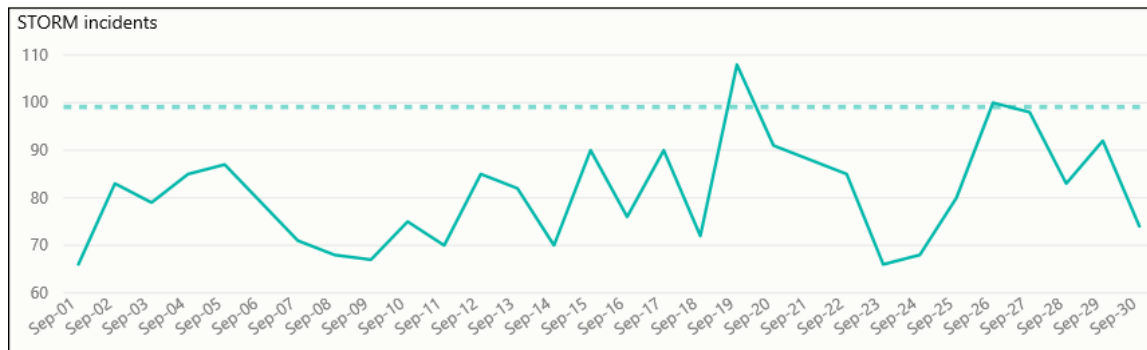
Count of Incidents
2428

Total Crimes Committed
1385

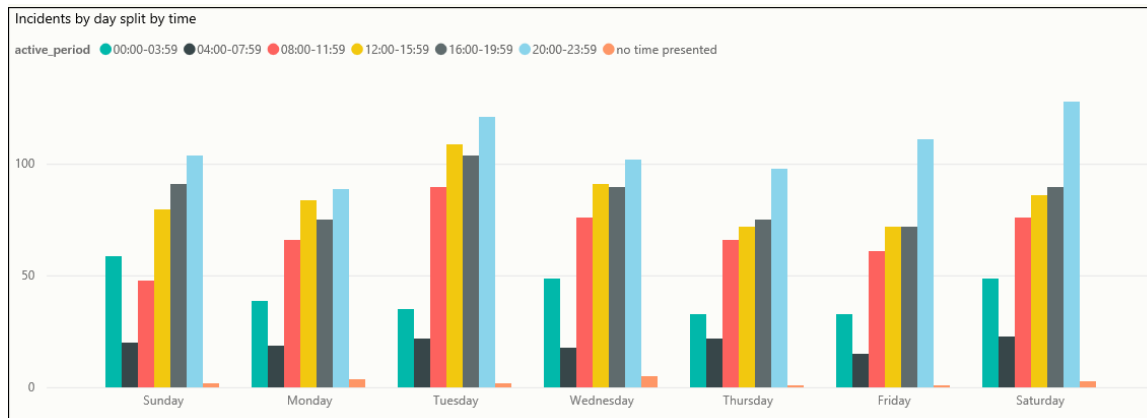
Average Officers and Time Spent



Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Guildhall Inner (NYP)	Westfield	Heworth	Huntington and Ne...	Micklegate Outer...	Holgate
149	98	88	77	61	55
		Selby South	Clifton	Fishergate	Selby North
		83	63	61	50

Volume by Crime type

Crime	2020-09	Total
Violence Against The Person	428	428
Theft	286	286
Arson & Criminal Damage	177	177
Fraud	140	140
Public Order Offences	120	120
Burglary	77	77
Vehicle Offences	63	63
Drug Offences	43	43
Sexual Offences	15	15
Possession Of Weapons	13	13
Misc Crimes Against Society	12	12
Robbery	11	11
Total	1385	1385

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

Count of all Incidents and type

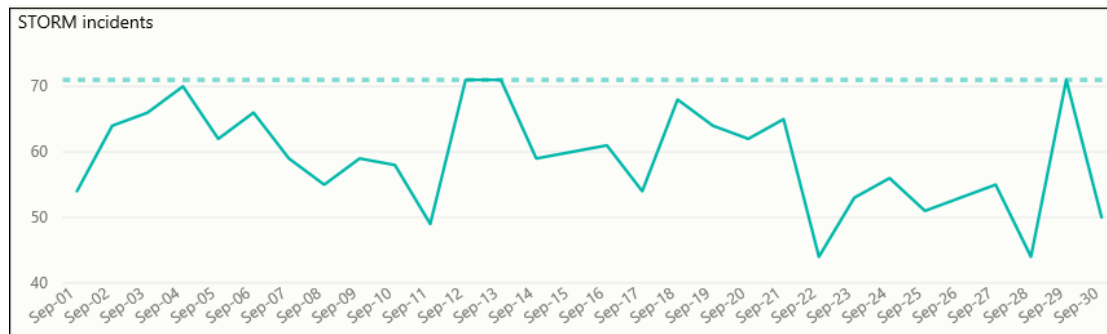
Count of Incidents

1774

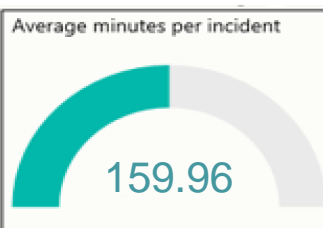
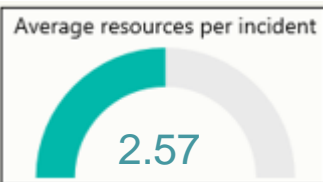
Total Crimes Committed

858

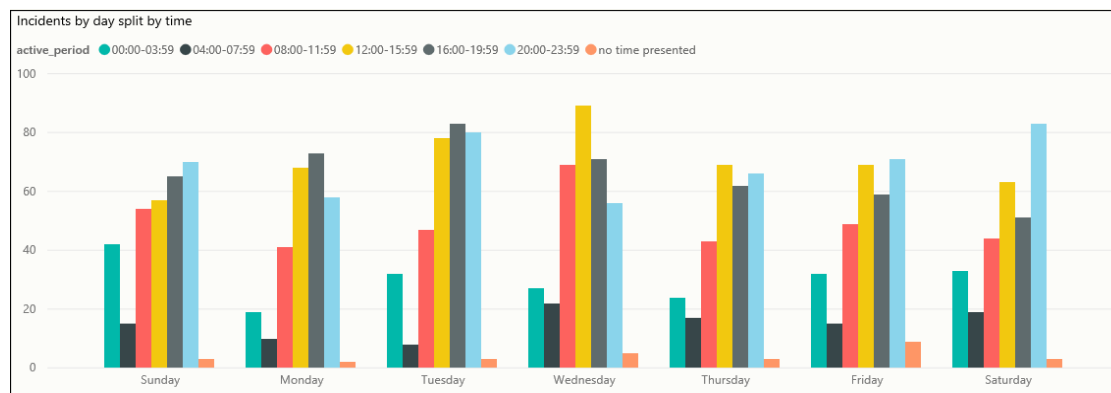
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Castle	Central	Eastfield	North Bay	Ramshill
157	61	51	37	30
		Woodlands	Northstead	Falsgrave Pa...
		45	35	28

Volume by Crime type

Crime	2020-09	Total
Violence Against The Person	278	278
Theft	139	139
Arson & Criminal Damage	118	118
Fraud	101	101
Public Order Offences	93	93
Burglary	43	43
Drug Offences	27	27
Vehicle Offences	22	22
Sexual Offences	18	18
Misc Crimes Against Society	8	8
Possession Of Weapons	7	7
Robbery	4	4
Total	858	858

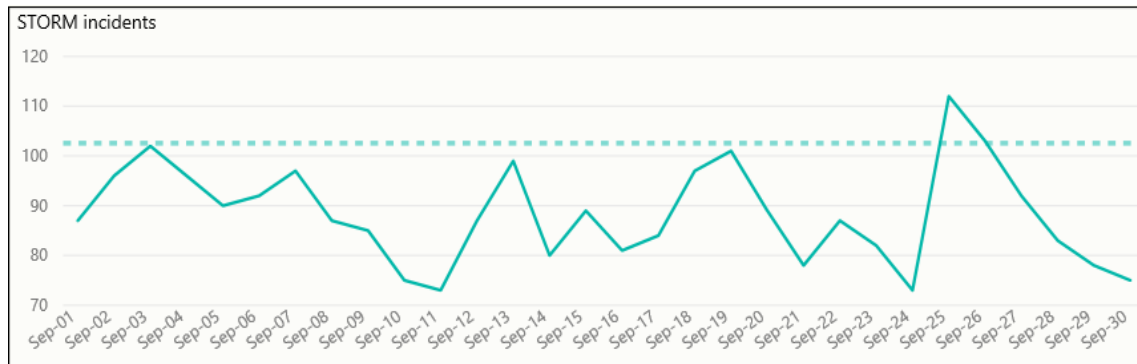
County Command (Incidents and Crimes Committed September 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type

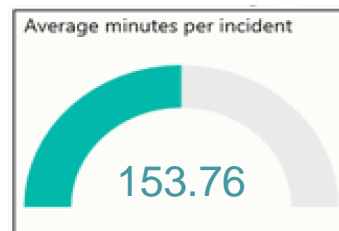
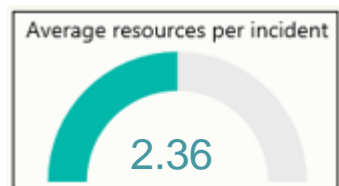
Count of Incidents
2650

Total Crimes Committed
1378

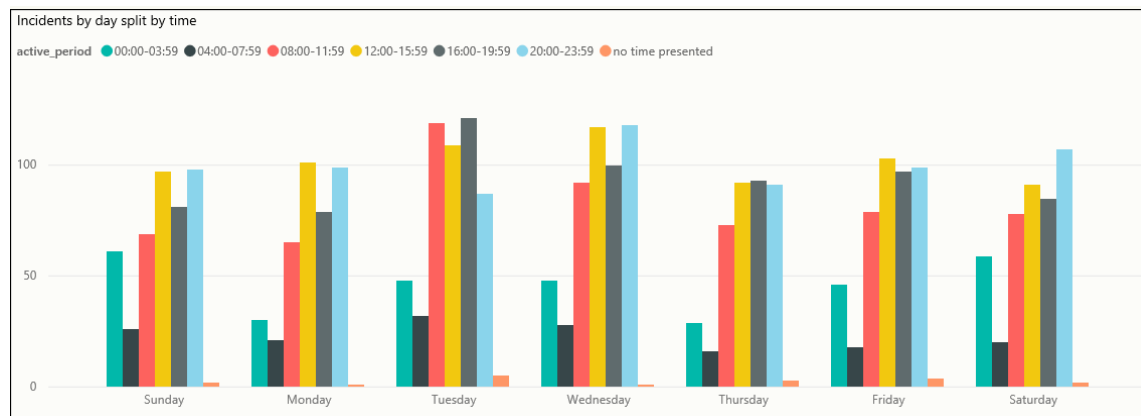
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Low Harrogate	Northallerto...	High Har...	Northa...	Ribston
76	51	42	32	Ripon Spa
Granby	Ripon Minster	Hookstone	Richm...	Bedale
64	47	34	31	

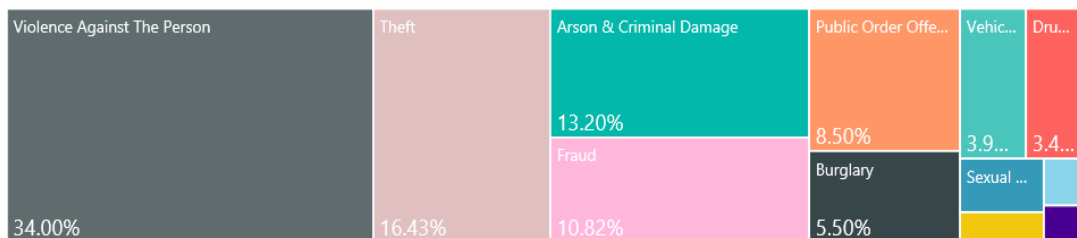
Volume by Crime type

Crime	2020-09	Total
Violence Against The Person	397	397
Theft	225	225
Arson & Criminal Damage	204	204
Fraud	178	178
Burglary	104	104
Public Order Offences	99	99
Vehicle Offences	70	70
Drug Offences	55	55
Sexual Offences	19	19
Misc Crimes Against Society	13	13
Possession Of Weapons	9	9
Robbery	5	5
Total	1378	1378

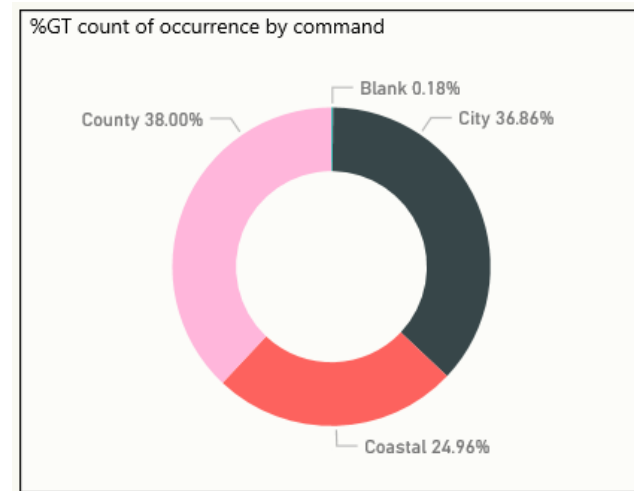
CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	3145	2961	2473	-16.48%
Burglary	1902	1951	1136	-41.77%
Drug Offences	880	848	883	4.13%
Misc Crimes Against Society	369	501	313	-37.52%
Possession Of Weapons	155	174	194	11.49%
Public Order Offences	1218	1667	1726	3.54%
Robbery	117	109	104	-4.59%
Sexual Offences	659	744	390	-47.58%
Theft: All Other Theft	2532	2370	1493	-37.00%
Theft: Bicycle Theft	675	591	443	-25.04%
Theft: Shoplifting	2275	2329	1210	-48.05%
Theft: Theft From Person	253	278	77	-72.30%
Vehicle Offences	1243	1151	808	-29.80%
Violence Against The Person	7143	8387	7056	-15.87%
Grand Total	22566	24061	18306	-23.92%

% Split of Crime Types



% split of all crimes by Command



CRIME FOCUS – Financial Year To Date

HAM & RICH

	2020/2021	% diff Same Period '19
CRIME	2697	-16.81%
Burglary	139	-37.10%
Theft: Other	244	-29.28%
Theft: Shoplifting	125	-34.90%
Criminal Damage	375	-4.82%
Drug Offences	87	-13.00%
Violence Offences	930	-16.67%

SCAR & RYE

	2020/2021	% diff Same Period '19
CRIME	5276	-20.96%
Burglary	232	-36.61%
Theft: Other	399	-28.88%
Theft: Shoplifting	243	-54.92%
Criminal Damage	701	-16.05%
Drug Offences	256	9.87%
Violence Offences	1946	-19.69%

CRAVEN

	2020/2021	% diff Same Period '19
CRIME	1089	-18.06%
Burglary	122	-32.97%
Theft: Other	90	-25.00%
Theft: Shoplifting	41	-56.84%
Criminal Damage	118	-12.59%
Drug Offences	56	64.71%
Violence Offences	331	-14.47%

YORK

	2020/2021	% diff Same Period '19
CRIME	5539	-24.62%
Burglary	253	-42.76%
Theft: Other	354	-47.40%
Theft: Shoplifting	445	-51.42%
Criminal Damage	590	-21.33%
Drug Offences	230	-3.36%
Violence Offences	1880	-14.74%

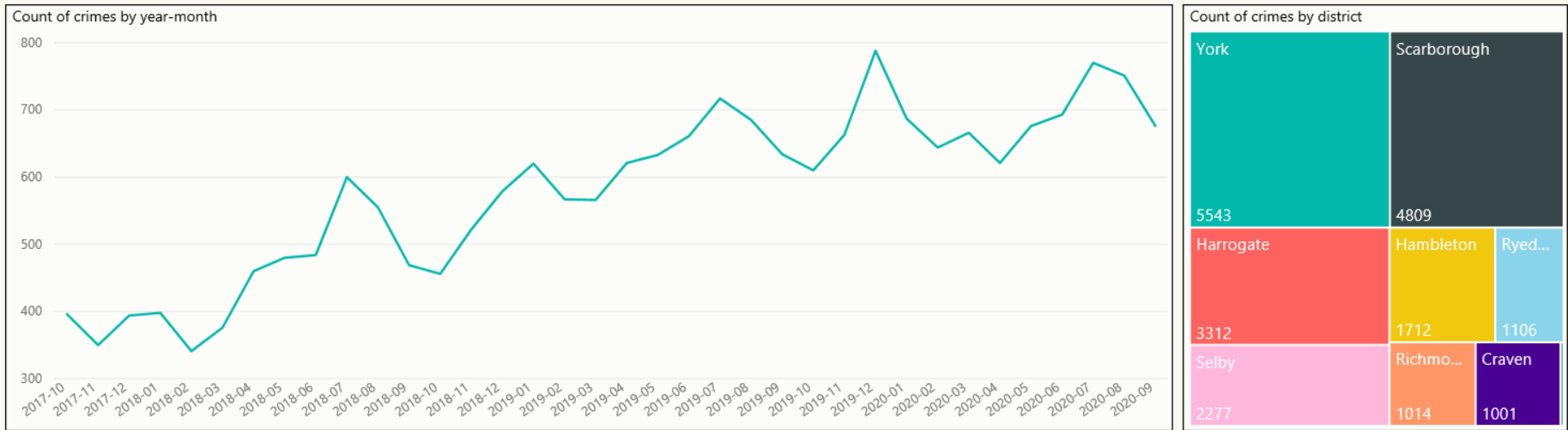
HARROGATE

	2020/2021	% diff Same Period '19
CRIME	3773	-20.48%
Burglary	252	-41.94%
Theft: Other	273	-42.04%
Theft: Shoplifting	260	-38.10%
Criminal Damage	454	-18.05%
Drug Offences	154	-3.14%
Violence Offences	1201	-14.88%

SELBY

	2020/2021	% diff Same Period '19
CRIME	2105	-17.61%
Burglary	136	-55.41%
Theft: Other	130	-34.01%
Theft: Shoplifting	96	-40.37%
Criminal Damage	234	-19.86%
Drug Offences	97	18.29%
Violence Offences	762	-8.08%

CRIME FOCUS – Domestic Abuse (Last 3 years)



- 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		2020-2021	% diff Same Period '19/20
ASB	2287		75.92%
Cov-19 Related Tag	2171		
PSW	5864		-3.82%
Missing Person	107		-21.90%
Concern Safety	1213		-9.61%
Domestic Inc	277		-10.36%
KSI	107		-41.21%

SCAR & RYE		2020-2021	% diff Same Period '19/20
ASB	4736		44.70%
Cov-19 Related Tag	4490		
PSW	9355		-15.09%
Missing Person	222		-50.67%
Concern Safety	2323		-13.55%
Domestic Inc	616		-10.47%
KSI	145		-30.29%

CRAVEN		2020-2021	% diff Same Period '19/20
ASB	1130		145.12%
Cov-19 Related Tag	1098		
PSW	2862		21.43%
Missing Person	27		-50.00%
Concern Safety	525		-0.57%
Domestic Inc	97		-1.02%
KSI	54		-32.50%

YORK		2020-2021	% diff Same Period '19/20
ASB	4805		37.84%
Cov-19 Related Tag	4495		
PSW	9477		-22.10%
Missing Person	248		-28.74%
Concern Safety	2300		-18.99%
Domestic Inc	570		-3.23%
KSI	118		-49.79%

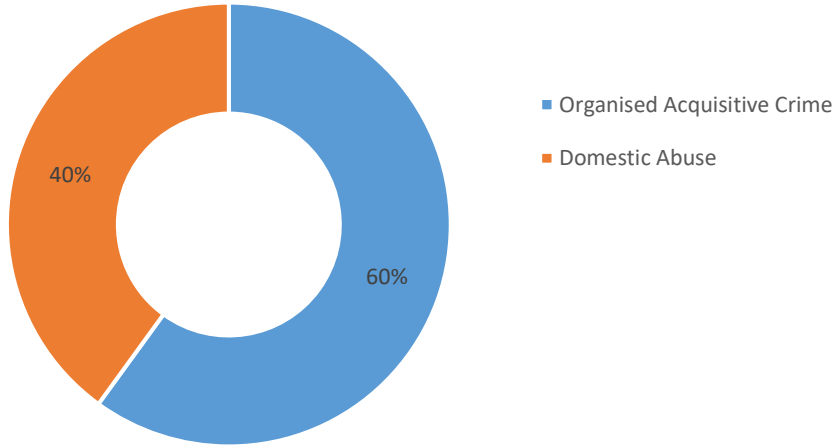
HARROGATE		2020-2021	% diff Same Period '19/20
ASB	2871		29.03%
Cov-19 Related Tag	2788		
PSW	7584		-7.09%
Missing Person	201		-32.55%
Concern Safety	1514		-10.78%
Domestic Inc	407		-2.86%
KSI	126		-34.03%

SELBY		2020-2021	% diff Same Period '19/20
ASB	1775		52.62%
Cov-19 Related Tag	1704		
PSW	3716		-10.80%
Missing Person	47		-56.07%
Concern Safety	828		-13.03%
Domestic Inc	286		8.33%
KSI	75		-16.67%

- ASB incidents have seen a significant increase in all areas. Cov19 related Incidents have all been recorded as ASB which may explain the increase.
- PSW type incidents have significantly decreased across all areas which can be attributed to the current pandemic.

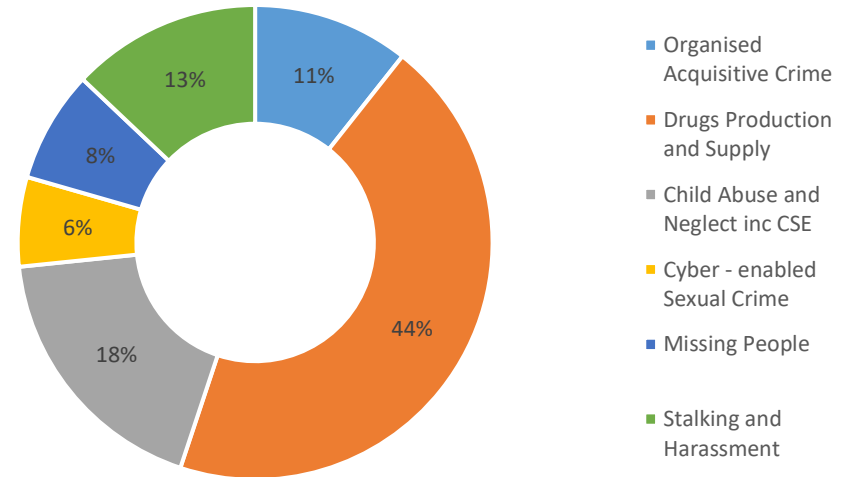
Proactivity: How has proactive policing contributed to control strategies? (September 2020)

Split of 80 hours appointed to FSU

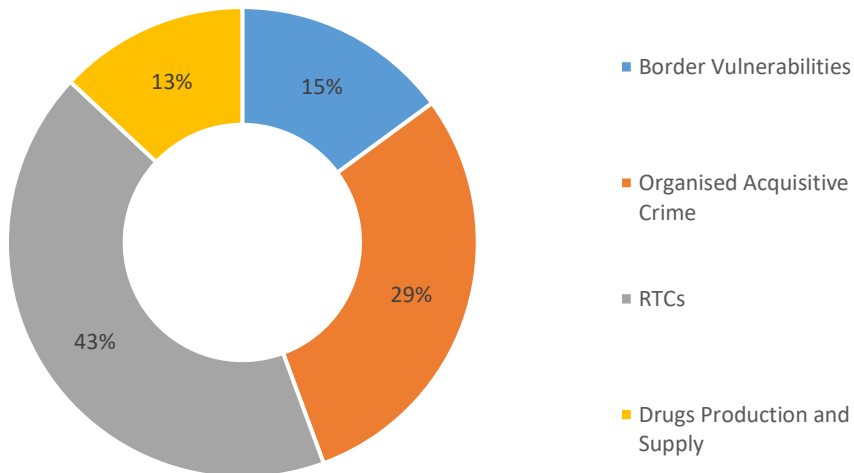


Data Issue Identified Proactive Policing Management Team exploring Data Recording anomalies

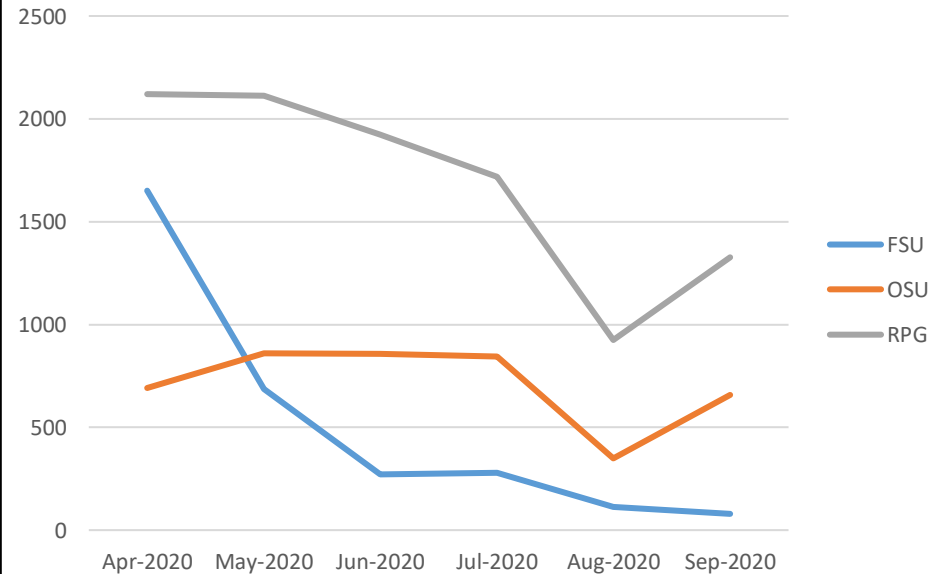
Split of 657 hours appointed to OSU



Split of 1327 hours appointed to RPG



Last 6 months Proactive Hours undertaken



Rural Task Force

This report is made with the caveat that we have tried to maintain as normal a service as possible but like everyone in the country the Rural Taskforce and our partners have been affected to some degree by the Coronavirus restrictions.

Caring for the Vulnerable (Previously Reported)

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 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.

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 (Previously Reported)

We have developed a new problem solving plan for poaching, Operation Figaro, 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.

Operation Seabird is a collaboration between us, Humberside police, RSPCA, RNLI and others highlighting the issues caused by leisure craft disturbing seabird colonies on the east coast and disturbing mammals such as whales, dolphins and seals.

The team continues to work with the RSPB, Natural England and the laboratories at FERA in York and SASA in Edinburgh investigating raptor persecution.

Ambitious Collaboration (New)

Operation Eyeball in October has seen us work with the local council enforcement and the Environment Agency supporting the National Metal crime week of action

Reinforcing Local Policing (Previously Reported)

Identify and support local priorities including proactive patrol, in particular in response to recent issues of raptor persecution across the force and rural burglaries in the Hinderwell area.

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 in September.

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.

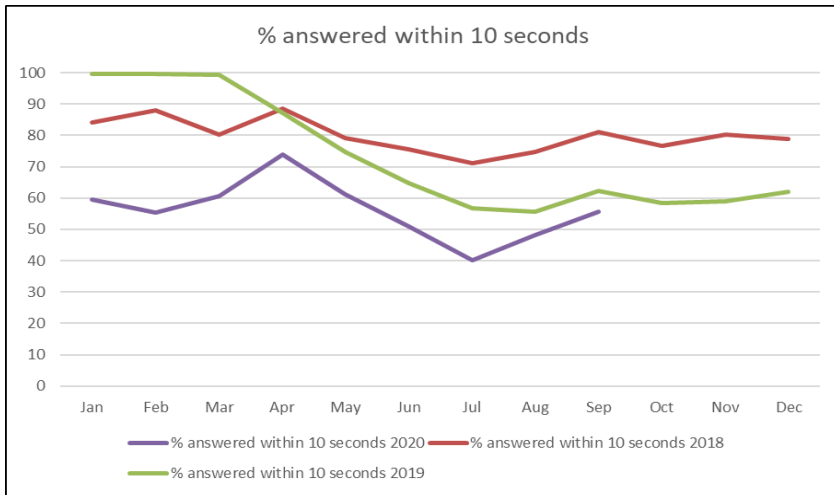
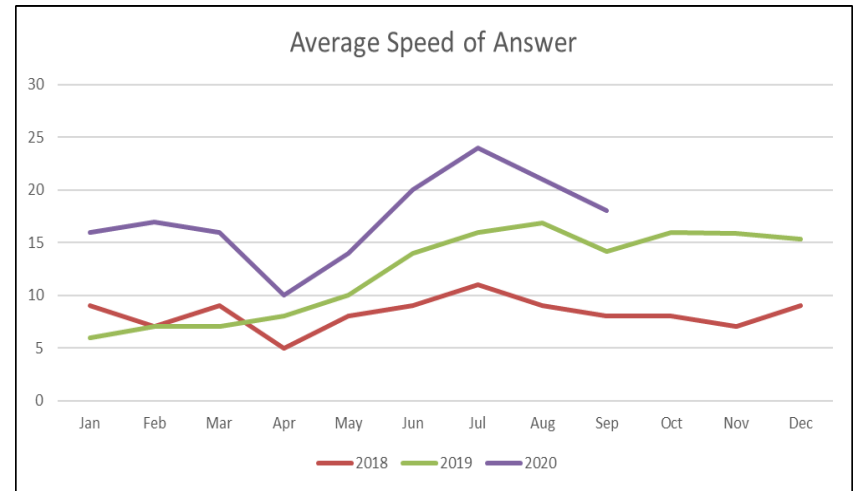
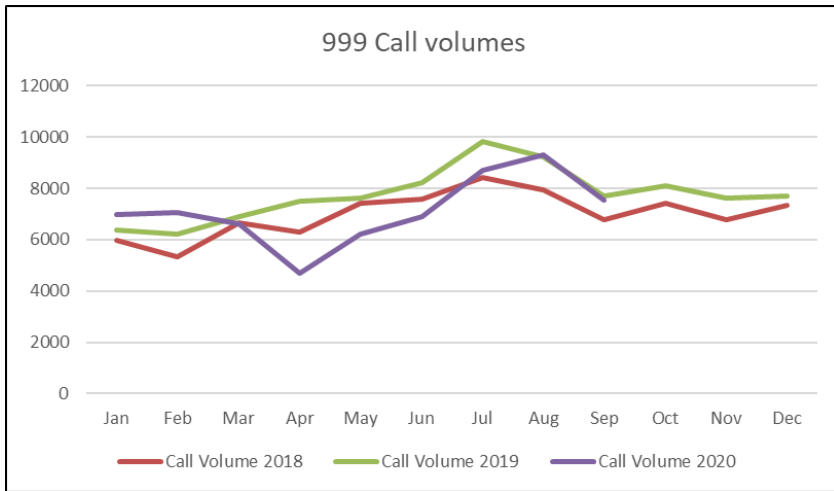
There has been a successful bid to the Safer Streets Fund to obtain over £500,000 for burglary prevention work initially in the Whitley Ward which is ongoing.

Enhancing Customer Experience (Previously Reported)

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.

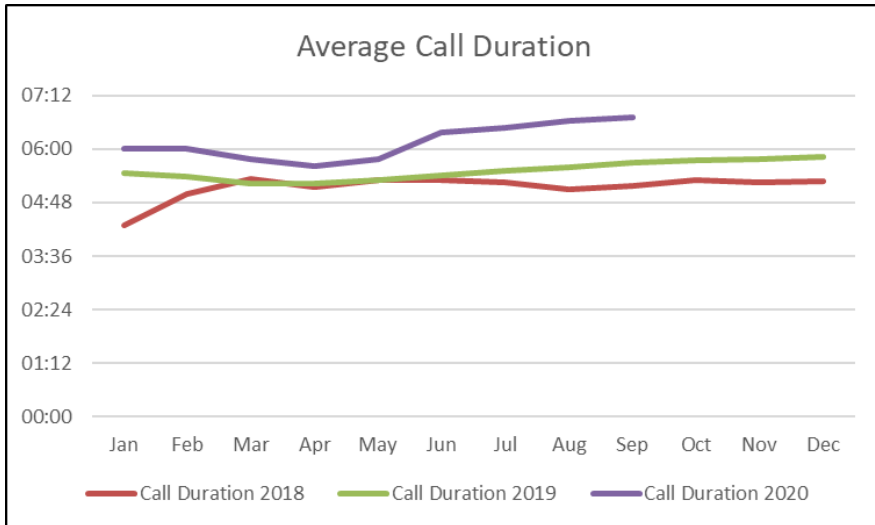
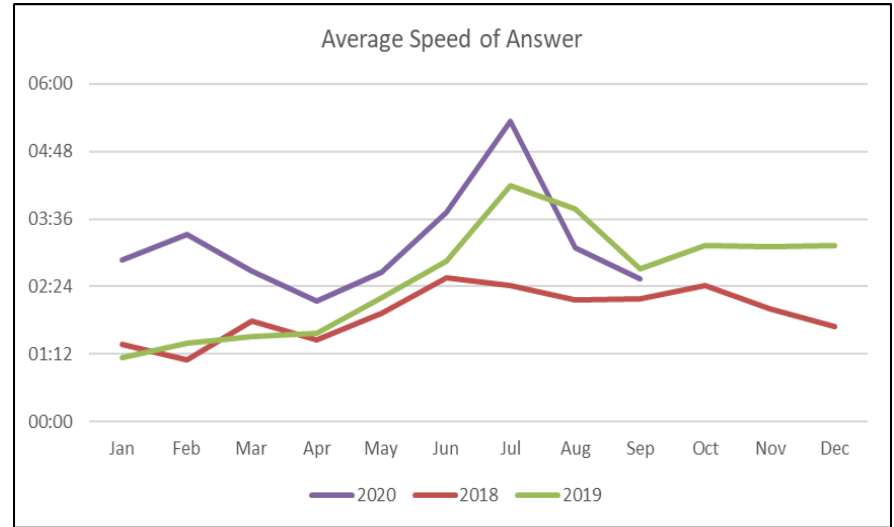
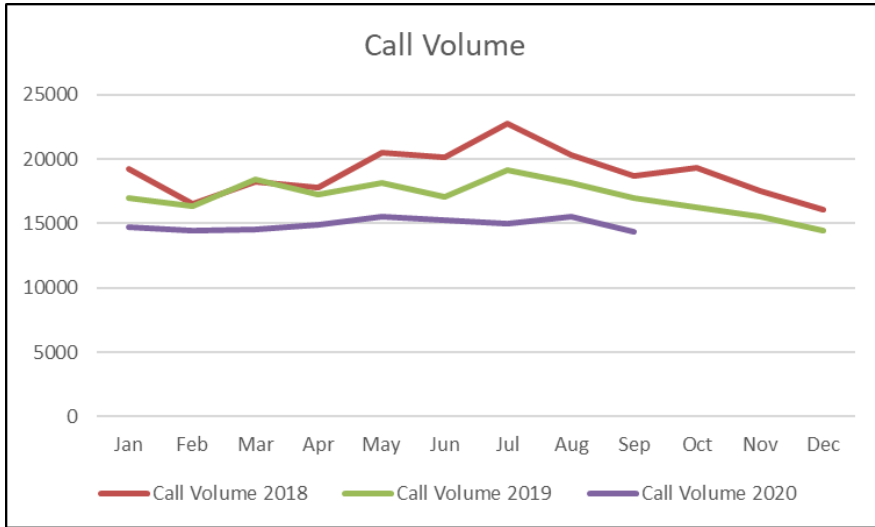
Recent successes when working with the MRW have included the discovery of a quad thief from Cleveland in the back of a van in Helmsley and the arrest of a gang of quad thieves from West Yorkshire in Wharfedale. Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

Initial Contact – 999



- 10.85% increase in calls compared to September 2018
- 2.08% decrease in calls compared to September 2019

Initial Contact - 101



- 23.04% decrease in call volume compared to August 2018
- 15.07% decrease in call volume compared to August 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	152	100	-34.21%
Road	2391	1673	-30.03%
Mental Health	884	1307	47.85%

Scarborough	2019/2020	2020/2021	Diff
Burglary	292	183	-37.33%
Drug Offences	211	215	1.90%
ASB	2765	3857	39.49%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	31	25	-19.35%
Burglary	69	39	-43.48%
ASB	437	817	86.96%

Ryedale	2019/2020	2020/2021	Diff
Burglary	74	49	-33.78%
Drug Offences	22	41	86.36%
ASB	508	880	73.23%
Road	1713	1070	-37.54%

Harrogate	2019/2020	2020/2021	Diff
Burglary	434	252	-41.94%
ASB	2225	2871	29.03%
Road	3715	2618	-29.53%
Cyber	200	463	131.50%

York	2019/2020	2020/2021	Diff
Violence	2205	1880	-14.74%
Burglary	442	253	-42.76%
ASB	3486	4805	37.84%
Cyber	280	578	106.43%

Craven	2019/2020	2020/2021	Diff
Burglary	182	122	-32.97%
Road	1279	1098	-14.15%
Crime	1329	1089	-18.06%

Selby	2019/2020	2020/2021	Diff
Drug Offences	82	97	18.29%
Burglary	305	136	-55.41%
ASB	1163	1775	52.62%
Cyber	99	262	164.65%

➤ ASB incidents have seen a significant increase in all areas. Please see Slide 12 for this breakdown.

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
- 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.

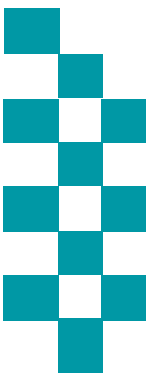
Public Accountability Board

Part b) People



Reporting Period: As at end of September 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	1505.96	1514.55	1515.43	1517.70	1516.67	1517.67	1509.67	1503.67	1520.67	1507.45

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 2.27 FTE from the previous month. In September 14 Student Officers joined North Yorkshire Police, these students are taking part in the Police Constable Degree Apprenticeship (PDCA). 1 transferee also joined NYP. The number of leavers was more than projected, 6 individuals retiring from the Force rather than the 1 which was projected.

The next intake of Student Officers is planned for February 2021, again students will take part in the Police Constable Degree Apprenticeship (PCDA). 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 9.70 FTE above the 1508 target.

HR OVERVIEW

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	238.56	236.70	237.72	234.32	229.32	226.32	225.32	250.32	247.32	234.11

*The PCSO Long term Target & budget includes the FTE for a pilot with NYFRS for two Public 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 decreased by 3.92 FTE. The number of leavers

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 10.82 FTE over the 223.5 target

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	16.61	16.61	15.61	16.61					
Project Staff (incl Agency)	5.00	3.00	3.00	3.00	2.00	1.00	1.41					
Commissioned Services	12.55	11.74	13.24	13.24	13.24	13.24	13.24					
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14					
Total Staff against budget FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40					
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03					
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31	43.31	42.31	39.84					
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53					
Total Staff FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40					

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

OPFCC figures do not include the PCC/DPCC. The total number of actual Staff has increased by 0.72 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

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	99.00	98.00	111.00	110.00					
Actual Volunteers (including Police Cadets)	300.00	300.00	301.00	301.00	301.00	299.00	277.00					

The actual number of Special Constables has decreased by 13, an intake took place in August

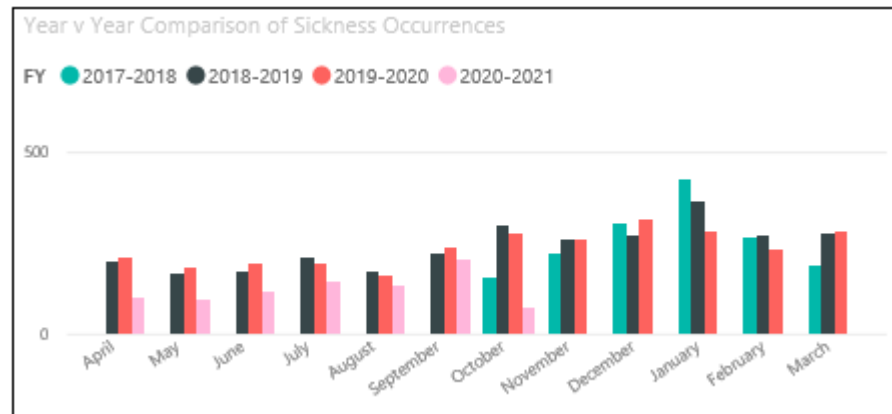
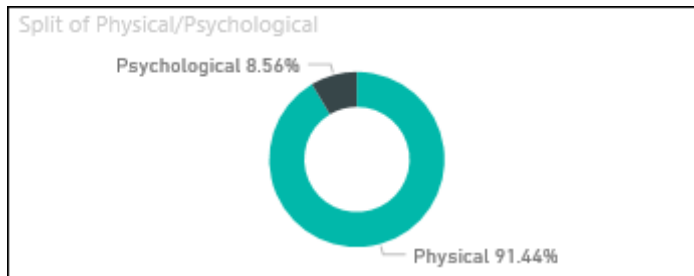
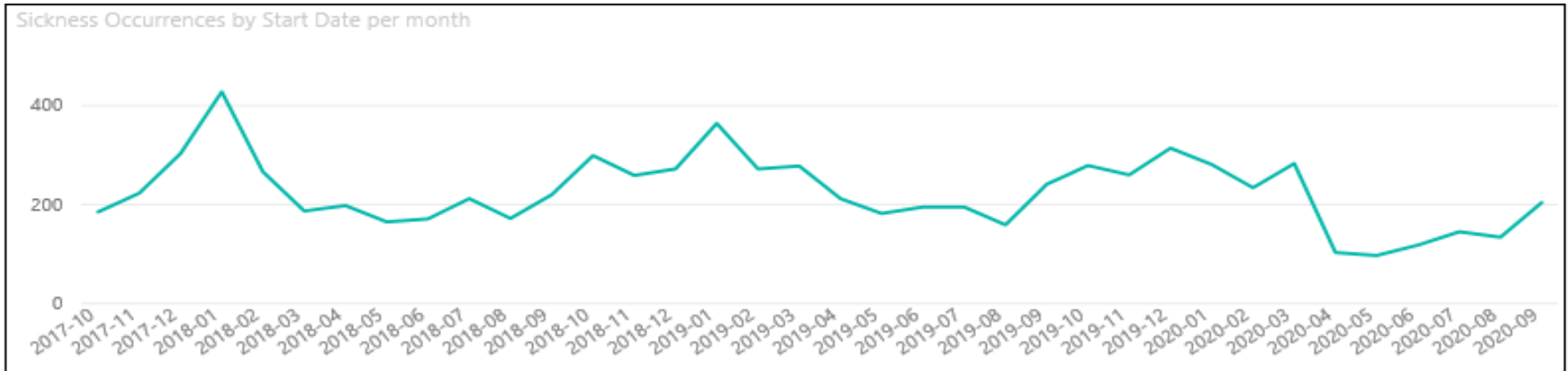
We currently have 277 volunteers in the following roles;

- 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

Whilst the leaver figure is high this month for volunteers, it has been identified that a number of volunteers are no longer active and therefore have been processed as leavers at this time.

HR OVERVIEW

Sickness Data



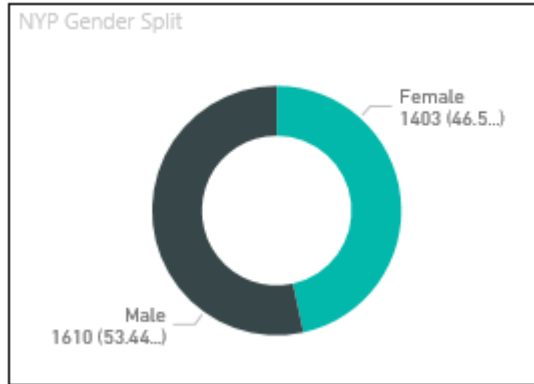
Current initiatives

- 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

WORKFORCE DIVERSITY DATA

Data in the graphs below refer to all Police Officers, Specials, PCSO & Police Staff.

Gender Data



Rank	Male	Female
Constable	61.20%	38.80%
Sergeant	72.84%	27.16%
Inspector	74.71%	25.29%
Chief Inspector	57.14%	42.86%
Superintendent	62.50%	37.50%
Specials	65.45%	34.55%
PCSO	48.33%	51.67%
Police Staff	40.04%	59.96%

SDE Data

NYP Ethnicity Split

SDE	% of Total
White	95.65%
BAME	3.55%
Not Stated	0.80%
Total	100.00%

Rank	White	BAME	Not Stated
Constable	95.20%	4.01%	0.78%
Sergeant	96.55%	3.02%	0.43%
Inspector	96.51%	3.49%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.75%	6.25%	0.00%
Specials	89.09%	6.36%	4.55%
PCSO	97.50%	2.50%	0.00%
Police Staff	96.28%	3.01%	0.71%

Data below provides a breakdown on Police Officer SDE (Constable – Superintendent)

NYP Ethnicity Split

SDE	% of Total
White	95.37%
BAME	3.91%
Not Stated	0.72%
Total	100.00%

Table below shows the North Yorkshire 2011 Census Population Data

Census Population Data				
District	Female	Male	White population	Other Ethnicities
North Yorks	50.80%	49.20%	96.60%	3.40%