Public Accountability Board

Meeting Date: 26th January 2021
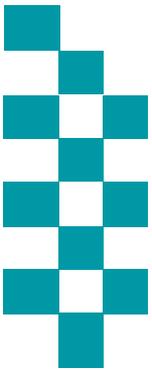
BE SAFE
FEEL SAFE

Mental Health

Occurrences with a mental health qualifier

Number of incidents by year-month
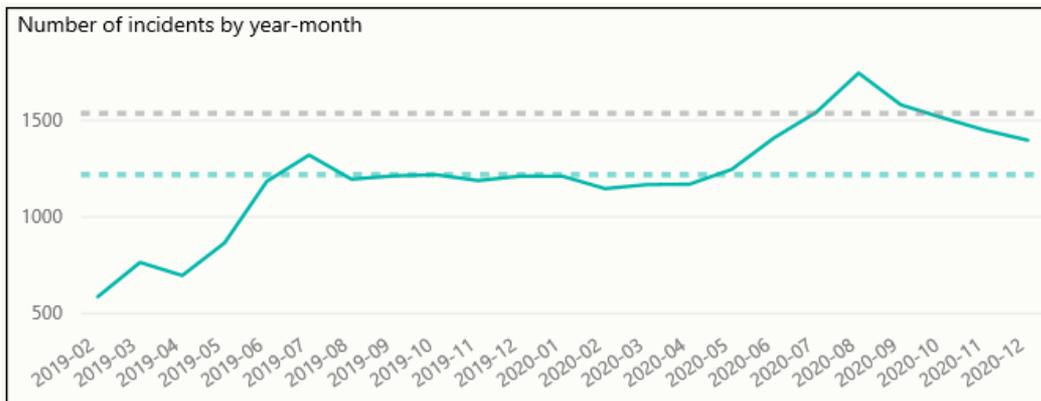
- There has been a dip in Mental Health related incidents this month. As a result of the extended use of the auto tag facility used by the FCR, this has increased the number of mental health qualifiers applied since May 2020.
- Incidents with a Mental Health tag have accounted for 17.33% of all incidents in the last 23 months and have accounted for 20.97% of all incidents in December 2020.

Incidents with highest number of Mental Health Tag (01st February '19 – 31st December '20)

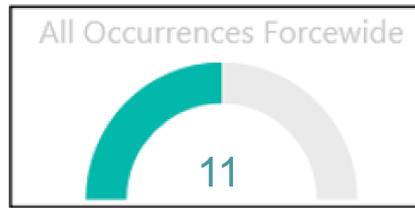| Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10992	39.21%
MISSING PERSON	1833	6.54%
DOMESTIC INCIDENT	2902	10.35%
VIOLENCE	3939	14.05%
ASB NUISANCE	1553	5.54%

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)	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Under 18	0	0	0	0	0	0	0	0	0	0
Aged 18 or Over	1	0	0	0	0	0	0	0	0	0
Total	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Presented whilst in Custody and taken to HBPoS	*3*	*8*	*6*	*2*	*4*	*2*	*2*	*2*	*2*	*4*

s136 – December 2020

Avg Officers per Occ

4.82

All Occurrences Forcewide

11

Avg mins per Occ

756.88

By Occurrence Type

Type of Occ	Total
Crime Related	2
Personal Safety/Welfare	7
Police Generated Activity	1
Road Related	1
Total	**11**

- December 2020 is significantly lower in volume than the average incident volume levels previously seen.
- 0 detainees required to be taken out of the county this month
- 5 incidents required Police transportation:
      2 following Risk assessment
- 27.27% of detentions resulted in Admission

Gender/Age Breakdown and Repeat Nominals

Breakdown by Age Groupings and Gender

● Individuals ● All Occs
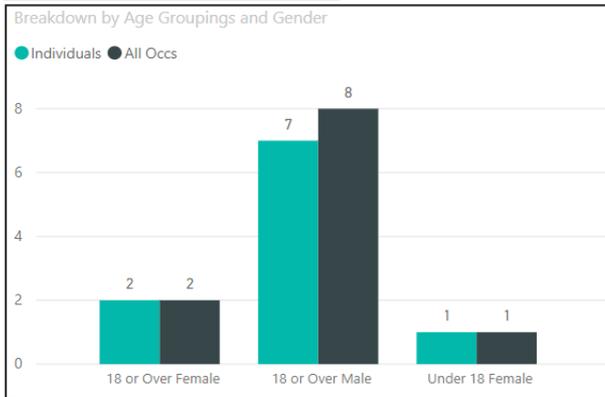
Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	8	72.73%
Admitted	3	27.27%
Total	**11**	**100.00%**

HBPoS Usage

s136 suite used

Mode of Transport

Method of Transport to HBPoS
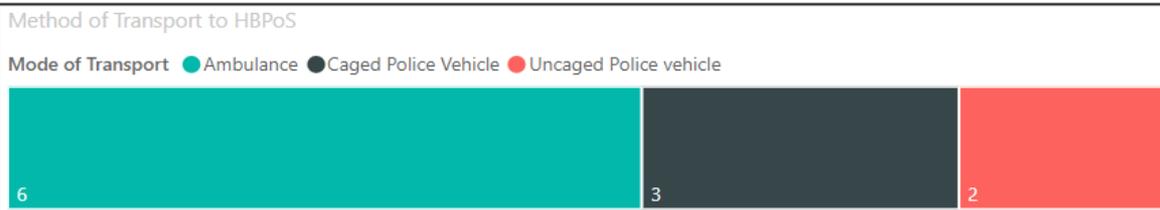
Mode of Transport ● Ambulance ● Caged Police Vehicle ● Uncaged Police vehicle

Force Levels (Incidents and Crimes Committed December 2020)

Count of all Incidents and type

Count of Incidents
6668

Total Crimes Committed
3118

Incident Volumes by Date

STORM incidents

Average Officers and Time Spent

Average resources per incident

2.42

Average minutes per incident

147.30

Incident Volumes by Day and Time Group

Incidents by day split by time

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

Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday

Volume by Crime type

Crime	2020-12	Total
Violence Against The Person	1063	1063
Theft	517	517
Arson & Criminal Damage	419	419
Fraud	356	356
Public Order Offences	228	228
Burglary	195	195
Drug Offences	126	126
Vehicle Offences	98	98
Sexual Offences	48	48
Misc Crimes Against Society	41	41
Possession Of Weapons	18	18
Robbery	9	9
Total	**3118**	**3118**

Highest Wards by volume of Crime

Guildhall Inner (NY... 151	Heworth 89	Clifton 79
Castle 144	Westfield 83	Low Har... 77

Eastfield	Skelton, ...	Selby ...
Woodlands	Fishergate	Starbeck
Selby South	Micklega...	Northa...

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

Count of all Incidents and type

Count of Incidents
2517

Total Crimes Committed
1237

Average Officers and Time Spent

Average resources per incident
2.51

Average minutes per incident
157.55
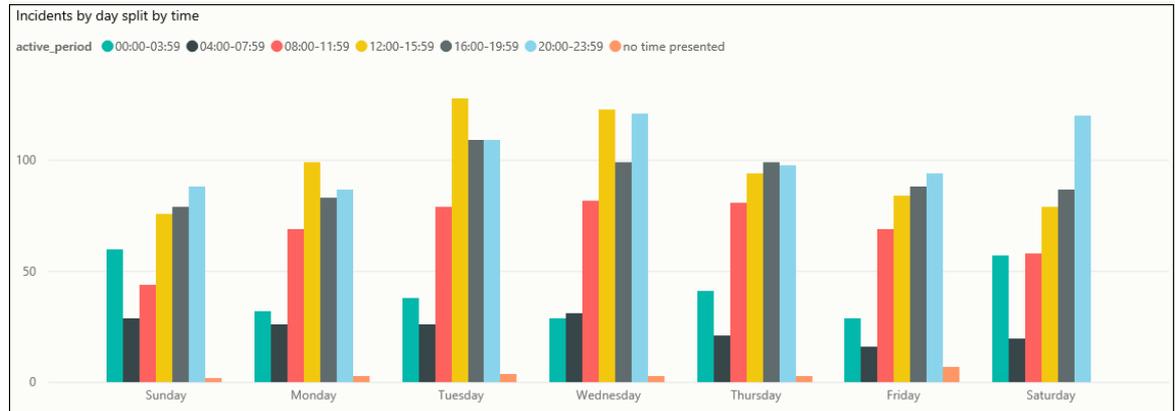
Highest Wards by Crime Volume

Guildhall Inner (NYP)	Heworth	Westfield
151	89	83

Clifton 79	Skelton, Rawcliffe ... 52	Micklegate Out... 44	Huntington ... 44	Holgate 36
Selby South 64	Fishergate 56	Selby North 50	Dringhouse... 38	Hull Roa... 33

Incident Volumes by Date

STORM incidents

Incident Volumes by Day and Time Group

Incidents by day split by time

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

Volume by Crime type

Crime	2020-12	Total
Violence Against The Person	391	391
Theft	274	274
Arson & Criminal Damage	154	154
Fraud	124	124
Public Order Offences	88	88
Burglary	73	73
Drug Offences	47	47
Vehicle Offences	36	36
Sexual Offences	24	24
Misc Crimes Against Society	16	16
Possession Of Weapons	5	5
Robbery	5	5
Total	**1237**	**1237**

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

Count of all Incidents and type

Count of Incidents
1616

Total Crimes Committed
796

Average Officers and Time Spent

Average resources per incident
2.45

Average minutes per incident
133.54

Incident Volumes by Date

STORM incidents

Incident Volumes by Day and Time Group

Incidents by day split by time

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

Volume by Crime type

Crime	2020-12	Total
Violence Against The Person	335	335
Arson & Criminal Damage	103	103
Theft	94	94
Fraud	86	86
Public Order Offences	66	66
Drug Offences	40	40
Burglary	30	30
Vehicle Offences	16	16
Sexual Offences	12	12
Misc Crimes Against Society	8	8
Possession Of Weapons	5	5
Robbery	1	1
Total	**796**	**796**

Highest Wards by Crime Volume

Castle	Eastfield	Woodlands	Falsgrave Park	North Bay	Newby
144	71	66	43	41	25

Northstead 42

Central

Malton 25

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

Count of all Incidents and type

Count of Incidents
2511

Total Crimes Committed
1082

Incident Volumes by Date

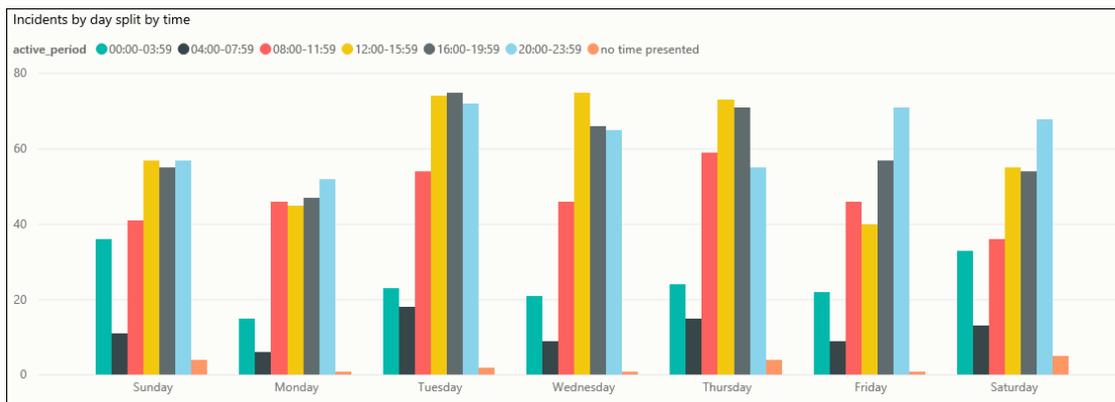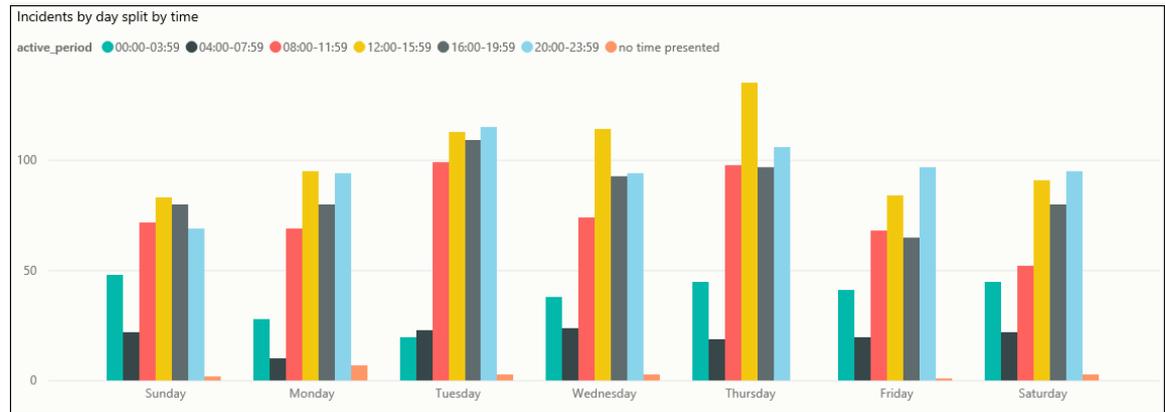## Average Officers and Time Spent

Average resources per incident
2.31

Average minutes per incident
145.16

Incident Volumes by Day and Time Group

Highest Wards by Crime Volume

Volume by Crime type

| Crime	2020-12	Total
Violence Against The Person	337	337
Arson & Criminal Damage	161	161
Theft	148	148
Fraud	146	146
Burglary	92	92
Public Order Offences	74	74
Vehicle Offences	46	46
Drug Offences	39	39
Misc Crimes Against Society	17	17
Sexual Offences	12	12
Possession Of Weapons	7	7
Robbery	3	3
Total	**1082**	**1082**

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	4688	4327	3802	-12.13%
Burglary	3006	2869	1759	-38.69%
Drug Offences	1220	1272	1335	4.95%
Misc Crimes Against Society	573	728	512	-29.67%
Possession Of Weapons	228	267	293	9.74%
Public Order Offences	1768	2381	2532	6.34%
Robbery	173	174	151	-13.22%
Sexual Offences	995	1077	623	-42.15%
Theft: All Other Theft	3664	3373	2179	-35.40%
Theft: Bicycle Theft	1000	848	629	-25.83%
Theft: Shoplifting	3358	3417	1950	-42.93%
Theft: Theft From Person	395	381	103	-72.97%
Vehicle Offences	1831	1752	1195	-31.79%
Violence Against The Person	10793	12742	10609	-16.74%
Grand Total	**33692**	**35608**	**27672**	**-22.29%**

% Split of Crime Types
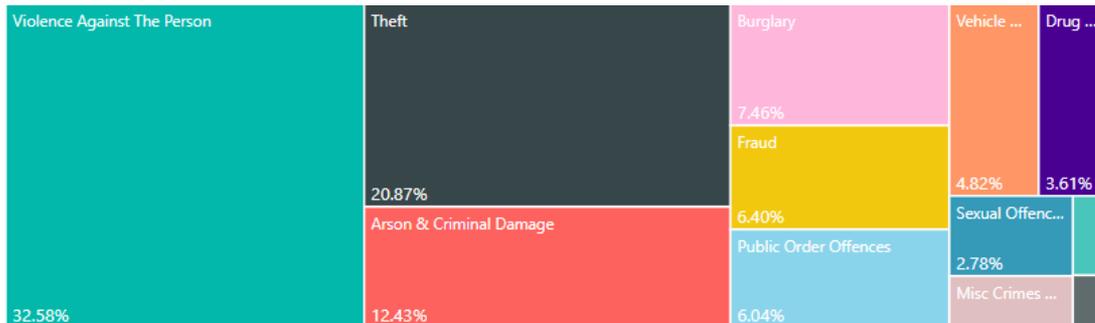
% split of all crimes by Command
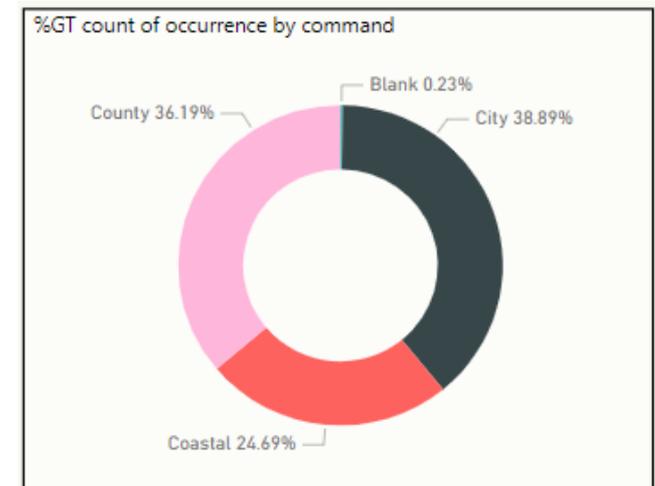
CRIME FOCUS – Financial Year To Date

HAM & RICH

CRIME	2020/2021	% diff Same Period '19
CRIME	4124	-15.14%
Burglary	231	-32.65%
Theft: Other	332	-30.08%
Theft: Shoplifting	236	-28.48%
Criminal Damage	546	-7.61%
Drug Offences	132	-3.65%
Violence Offences	1369	-16.58%

SCAR & RYE

CRIME	2020/2021	% diff Same Period '19
CRIME	7933	-17.75%
Burglary	341	-34.92%
Theft: Other	574	-25.36%
Theft: Shoplifting	359	-52.26%
Criminal Damage	1031	-11.58%
Drug Offences	387	17.99%
Violence Offences	2954	-18.89%

CRAVEN

CRIME	2020/2021	% diff Same Period '19
CRIME	1597	-17.55%
Burglary	182	-27.78%
Theft: Other	126	-29.61%
Theft: Shoplifting	55	-63.09%
Criminal Damage	166	-12.17%
Drug Offences	86	45.76%
Violence Offences	473	-16.28%

YORK

CRIME	2020/2021	% diff Same Period '19
CRIME	8552	-22.66%
Burglary	384	-42.17%
Theft: Other	543	-43.79%
Theft: Shoplifting	761	-43.38%
Criminal Damage	953	-13.76%
Drug Offences	341	-11.20%
Violence Offences	2851	-17.60%

HARROGATE

CRIME	2020/2021	% diff Same Period '19
CRIME	5734	-19.87%
Burglary	405	-38.54%
Theft: Other	403	-40.74%
Theft: Shoplifting	377	-37.17%
Criminal Damage	728	-16.99%
Drug Offences	242	1.63%
Violence Offences	1805	-15.73%

SELBY

CRIME	2020/2021	% diff Same Period '19
CRIME	3229	-13.43%
Burglary	216	-48.69%
Theft: Other	197	-33.22%
Theft: Shoplifting	162	-31.36%
Criminal Damage	375	-5.06%
Drug Offences	142	23.48%
Violence Offences	1152	-8.93%

Count of crimes by year-month

Count of crimes by district

District	Count
York	5713
Scarborough	4968
Harrogate	3455
Hambleton	1787
Ryed...	1128
Selby	2433
Richmo...	1058
Craven	1022
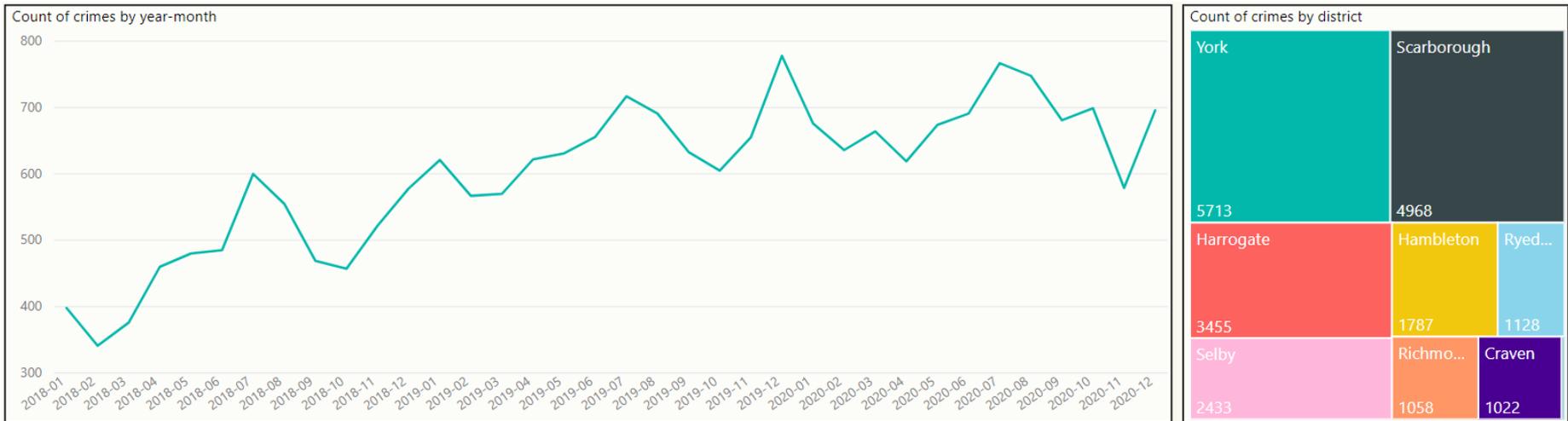
- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 21.03% increase in the volume of Domestic Abuse recorded crimes between 2018/19 and 2019/20, from 6,351 to 8,043.

- 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	3353	79.30%
Cov-19 Related Tag	3128	
PSW	9250	-3.75%
Missing Person	181	-16.20%
Concern Safety	1911	-4.31%
Domestic Inc	529	-3.99%
KSI	372	-23.77%

SCAR & RYE	2020-2021	% diff Same Period '19/20
ASB	6792	50.63%
Cov-19 Related Tag	6399	
PSW	14357	-7.90%
Missing Person	379	-35.87%
Concern Safety	3534	-8.06%
Domestic Inc	1121	9.37%
KSI	474	-7.06%

CRAVEN	2020-2021	% diff Same Period '19/20
ASB	1493	126.90%
Cov-19 Related Tag	1432	
PSW	4010	17.05%
Missing Person	45	-40.79%
Concern Safety	752	-4.33%
Domestic Inc	145	-3.33%
KSI	172	-11.79%

HARROGATE	2020-2021	% diff Same Period '19/20
ASB	4016	29.01%
Cov-19 Related Tag	3818	
PSW	11500	-4.95%
Missing Person	283	-32.30%
Concern Safety	2223	-14.43%
Domestic Inc	656	1.23%
KSI	424	-22.49%

YORK	2020-2021	% diff Same Period '19/20
ASB	7187	43.63%
Cov-19 Related Tag	6524	
PSW	14827	-15.34%
Missing Person	449	-9.29%
Concern Safety	3468	-13.52%
Domestic Inc	1062	8.37%
KSI	468	-31.98%

SELBY	2020-2021	% diff Same Period '19/20
ASB	2572	60.55%
Cov-19 Related Tag	2446	
PSW	5806	-6.70%
Missing Person	106	-32.05%
Concern Safety	1235	-8.45%
Domestic Inc	468	-3.31%
KSI	245	1.24%

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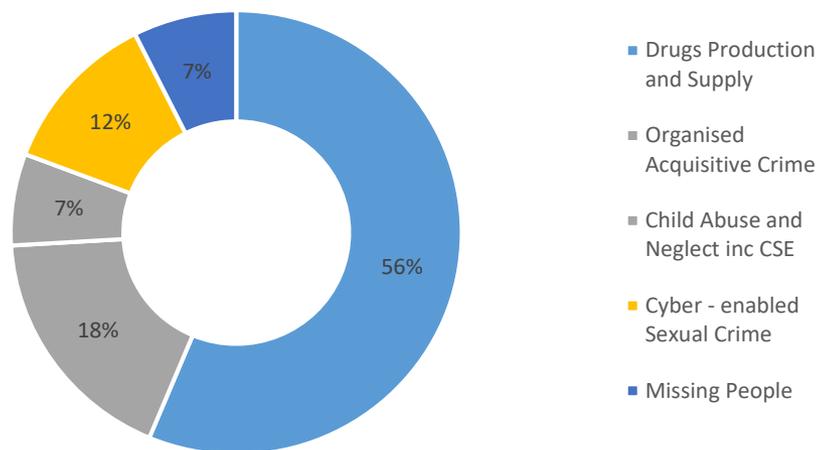> ➤ PSW type incidents have significantly decreased across all areas which may be attributed to the current pandemic.
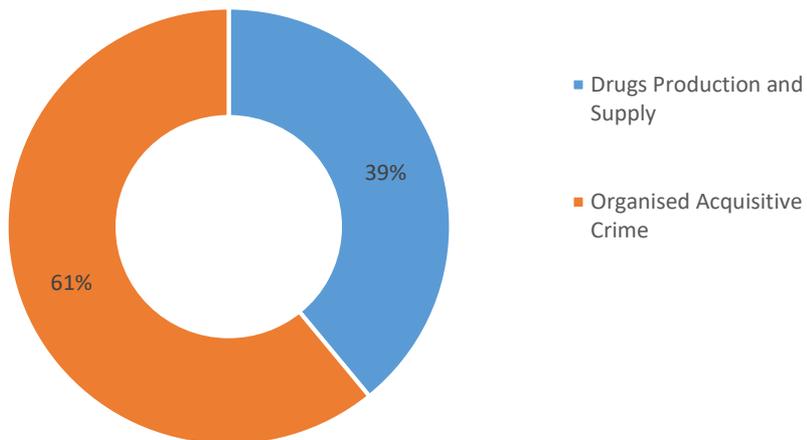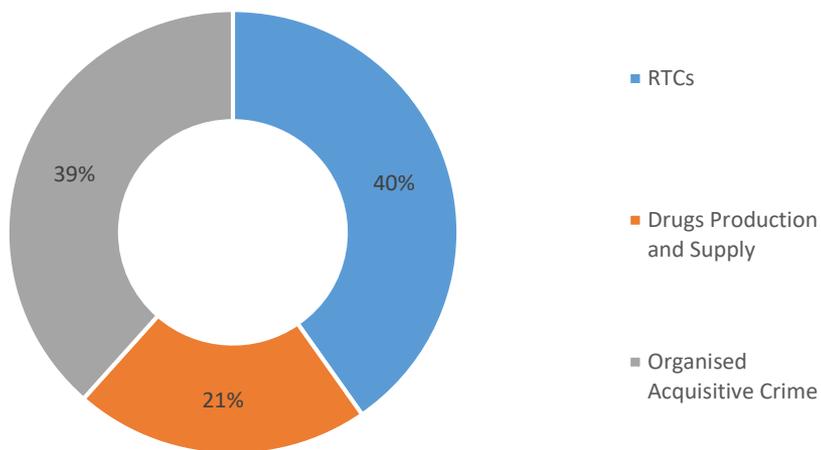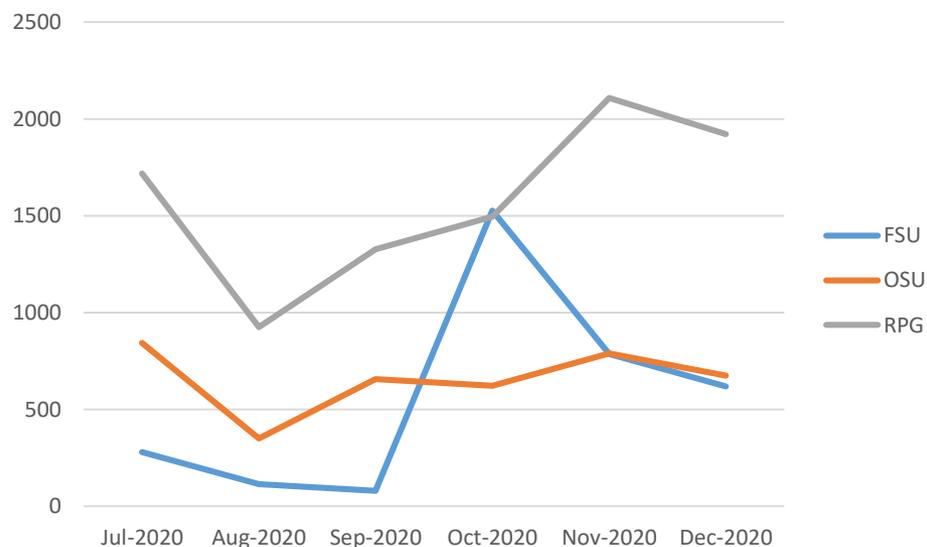
Rural Task Force

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.

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.

We are working through a series of mini masterclasses designed so the whole Proactive Policing department can help deliver the Domestic Abuse strand of the Control Strategy.

Property Marking events are regularly held to provide reassurance and a deterrent against theft and we are purchasing another machine to increase capacity.

Ambitious Collaboration (Previously Reported)

We are currently in the planning phase for our regular activities in 2021 such as Operation Checkpoint.

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

We have had a very successful Op Galaxy working cross-border with Humberside to target cross border criminality.

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

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.

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.

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 near Whitby.

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 April.

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 we have just expanded in to the Eggborough and Kellington areas.

Reinforcing Local Policing (New)

We are working with local teams in the Helmsley and Stokesley areas along with rural watches and Cleveland police to target cross-border rural crime.

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.

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 and the recovery of a quad bike in Ryedale. Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.
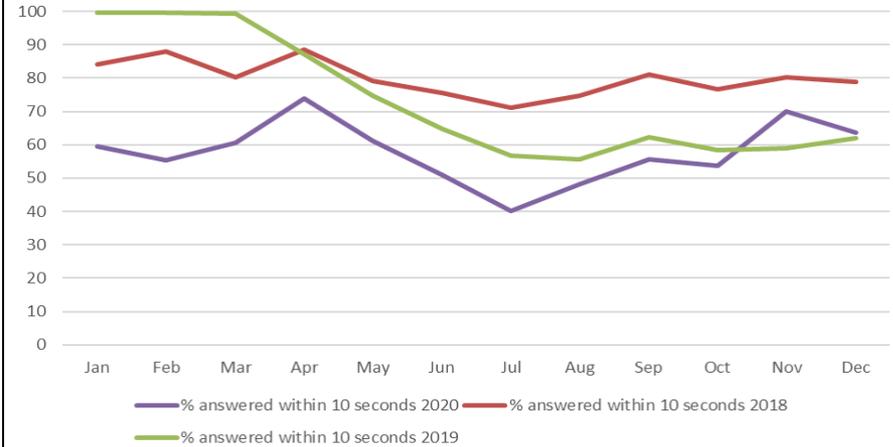
Enhancing Customer Experience (New)

We have been working with the control room to try to provide an appropriate response at the time an incident of rural crime is reported.
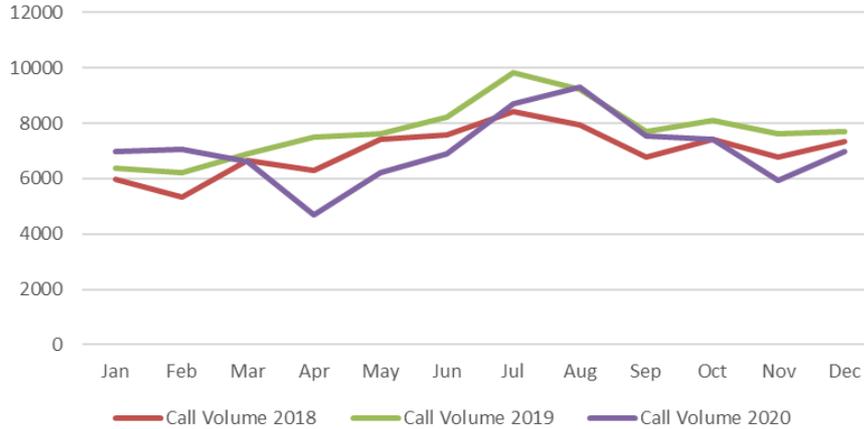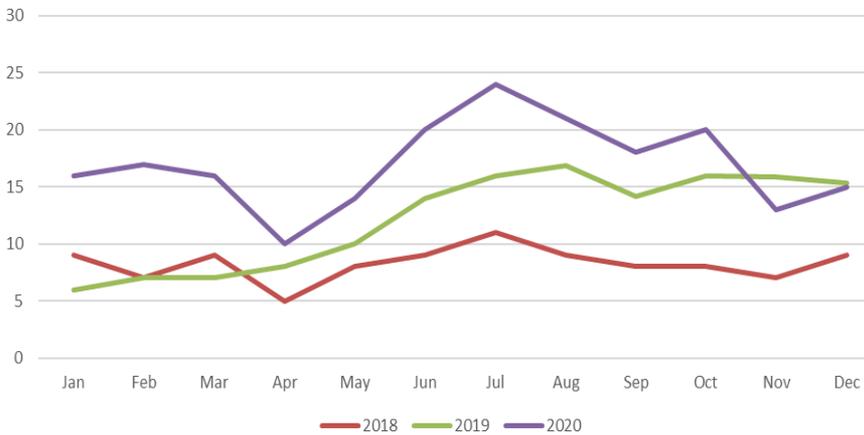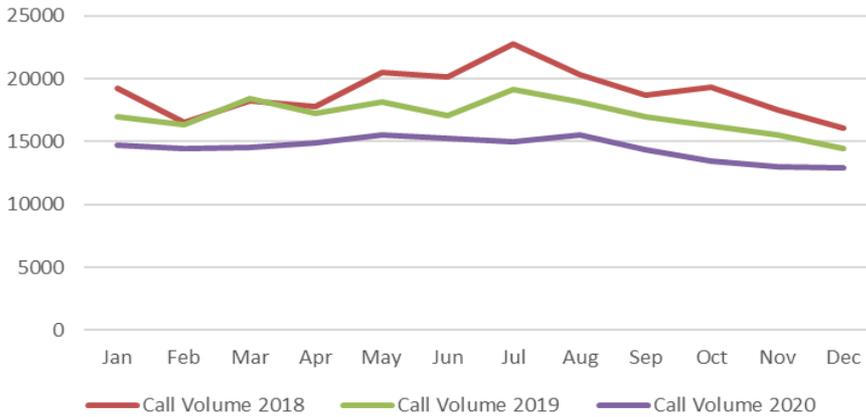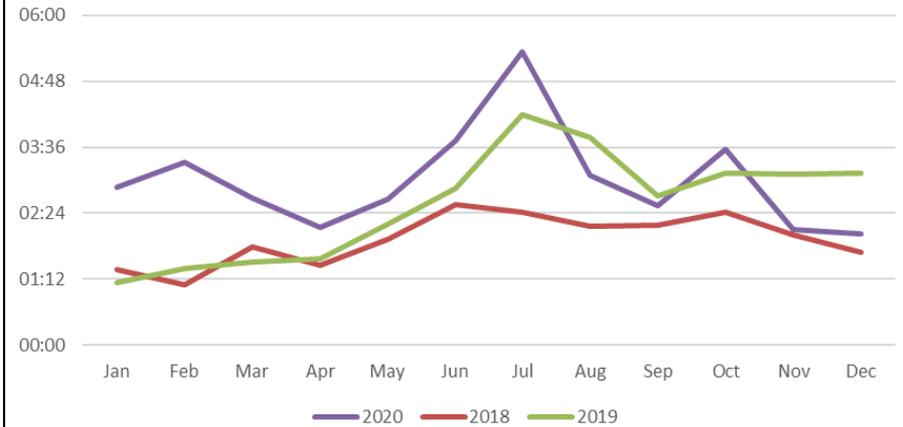
999 Call volumes

% answered within 10 seconds

Average Speed of Answer

- 4.81% decrease in calls compared to December 2018
- 9.30% decrease in calls compared to December 2019

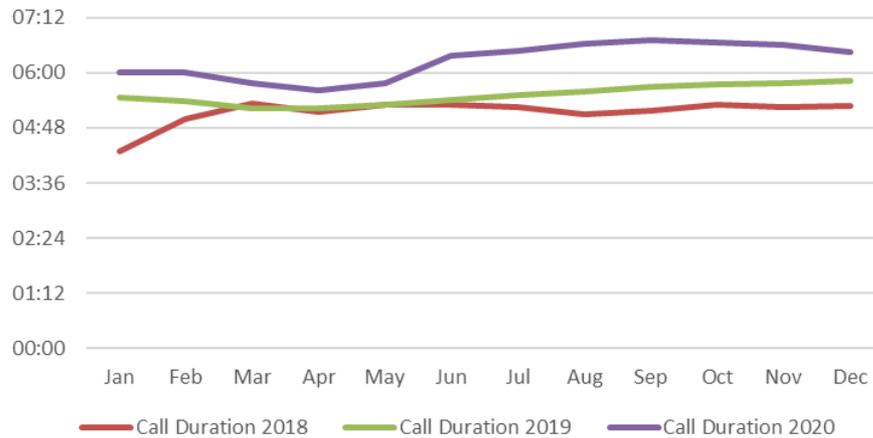**Call Volume**

Average Speed of Answer

Average Call Duration

- 9.54% decrease in call volume compared to December 2018
- 10.64% decrease in call volume compared to December 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	221	165	-25.34%
Road	3780	3000	-20.63%
Mental Health	1585	2200	38.80%

Scarborough	2019/2020	2020/2021	Diff
Burglary	420	272	-35.24%
Drug Offences	297	333	12.12%
ASB	3812	5574	46.22%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	44	37	-15.91%
Burglary	122	66	-45.90%
ASB	608	1186	95.07%

Ryedale	2019/2020	2020/2021	Diff
Burglary	104	69	-33.65%
Drug Offences	31	54	74.19%
ASB	697	1218	74.75%
Road	2493	1902	-23.71%

Harrogate	2019/2020	2020/2021	Diff
Burglary	659	405	-38.54%
ASB	3113	4016	29.01%
Road	5928	4718	-20.41%
Cyber	384	757	102.15%

York	2019/2020	2020/2021	Diff
Violence	3460	2851	-17.60%
Burglary	664	384	-42.17%
ASB	5004	7187	43.63%
Cyber	557	961	72.53%

Craven	2019/2020	2020/2021	Diff
Burglary	252	182	-27.78%
Road	1961	1931	-1.53%
Crime	2481	2335	-5.88%

Selby	2019/2020	2020/2021	Diff
Drug Offences	115	142	23.48%
Burglary	421	216	-48.69%
ASB	1602	2575	60.55%
Cyber	206	428	107.77%

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

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
- MHA = Mental Health Act
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New Psychoactive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- 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.
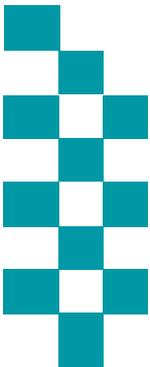
Public Accountability Board

Part b) People

Reporting Period: As at end of December 2020

NB: Statistics remain provisional and subject to change

BE SAFE
FEEL SAFE

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	1504.92	1505.34	1498.74	1492.35	1509.35	1502.55

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 6.60 FTE from the previous month. The number of leavers was less than projected; there were less retirees and less resignations than 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 6.60 FTE below the FTE Budget.

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	233.40	233.25	230.69	229.81	240.82	237.82	233.26

*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 0.88 FTE. There was 1 leaver this month, the same as projected.

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 6.31 FTE over the FTE budget.

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	17.61	18.61	17.61		
Project Staff (incl Agency)	5.00	3.00	3.00	3.00	2.00	1.00	1.41	1.41	1.00	1.00		
Commissioned Services	12.55	11.74	13.24	13.24	13.24	13.24	13.24	13.24	12.97	13.05		
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14	1049.62	1061.78	1060.87		
Total Staff against budget FTE	**1025.43**	**1040.32**	**1048.74**	**1049.62**	**1065.02**	**1068.68**	**1069.40**	**1081.88**	**1094.36**	**1092.53**		
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03	1033.03	1037.66	1034.83		
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31	43.31	42.31	39.84	38.84	48.24	46.24		
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53	10.00	8.46	11.46		
Total Staff FTE	**1025.43**	**1040.32**	**1048.74**	**1049.62**	**1065.02**	**1068.68**	**1069.40**	**1081.88**	**1094.36**	**1092.53**		

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 1.83 FTE from the previous month.

Two agency staff is on a supernumerary post. 9 x agency staff are backfill or interim postings against established posts (indudes part time agency staff).

Citizens in Policing

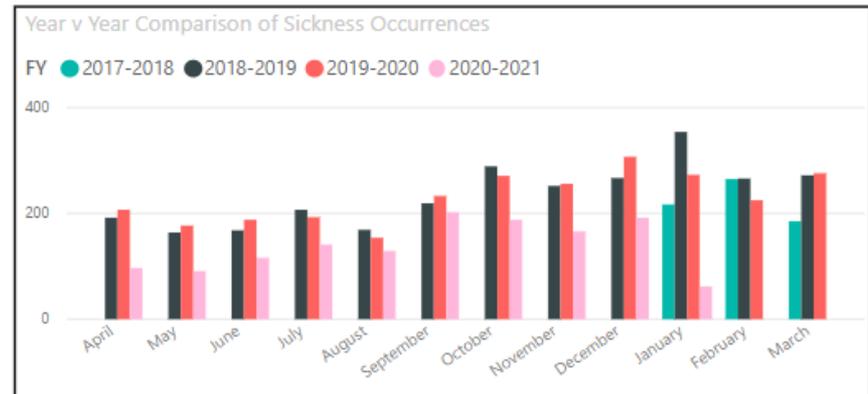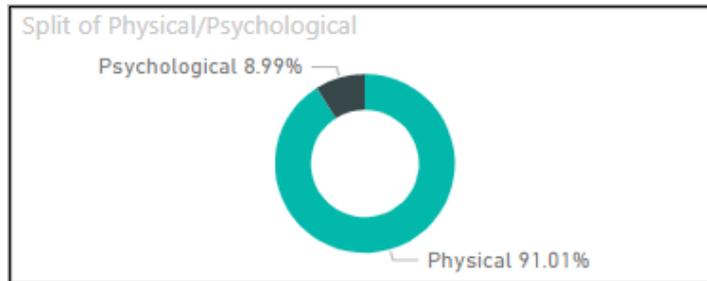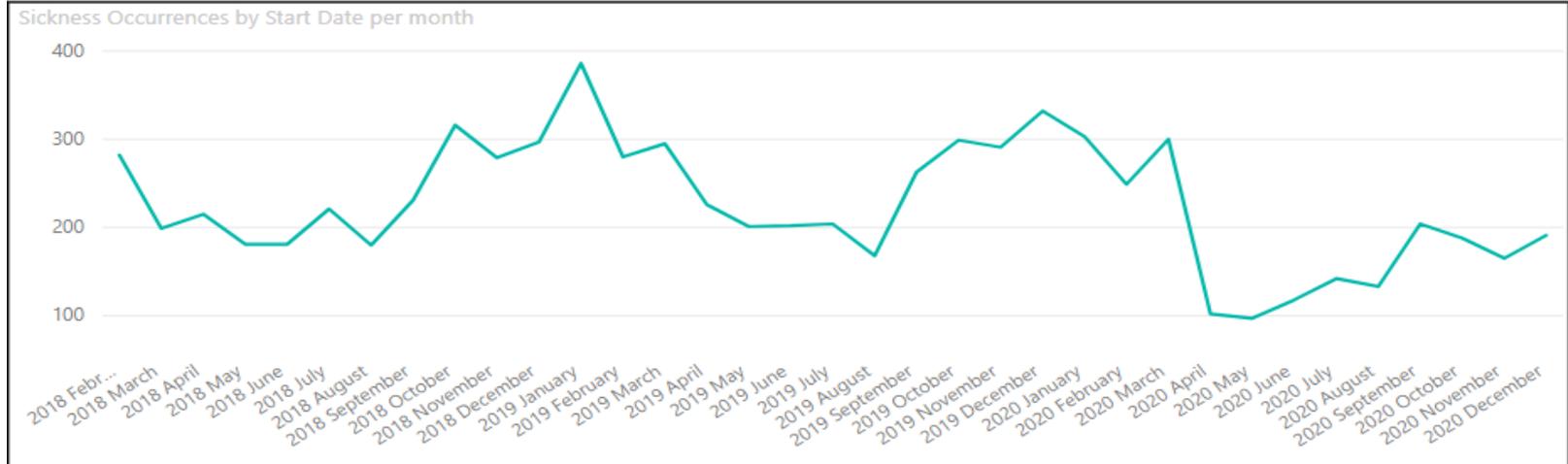| Citizens in Policing	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Specials long-term FTE Target												
Actual Specials FTE	99.00	99.00	113.00	99.00	98.00	111.00	110.00	108.00	102.00	101.00		
Actual Volunteers (including Police Cadets)	**300.00**	**300.00**	**301.00**	**301.00**	**301.00**	**299.00**	**277.00**	**271.00**	**274.00**	**268.00**		

The actual number of Special Constables has decreased by 1 from last month, an intake took place in August

We currently have 268 volunteers in the following roles;
Volunteer Advisors
Front Counter Support
Safer Neighbourhood Support
Rural Watch Patrol
Tape and information Facilitator
Police Cadets
Police Cadet Leaders
PSV Driver
Neighbourhood Support Volunteer
Vehicle Checker

Sickness Data

Sickness Occurrences by Start Date per month

Split of Physical/Psychological

Psychological 8.99%

Physical 91.01%

Year v Year Comparison of Sickness Occurrences

FY ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021

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
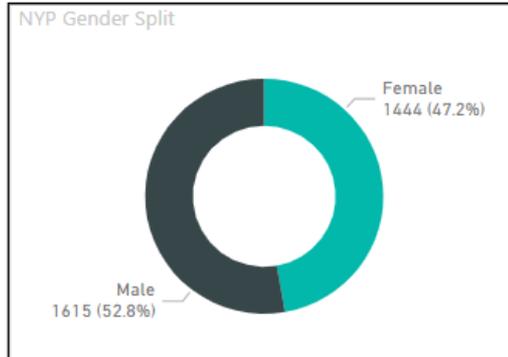
Rank	Male	Female
Constable	61.59%	38.41%
Sergeant	72.46%	27.54%
Inspector	74.71%	25.29%
Chief Inspector	55.00%	45.00%
Superintendent	56.25%	43.75%
Specials	68.32%	31.68%
PCSO	48.40%	51.60%
Police Staff	39.41%	60.59%

Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.74%
BAME	3.54%
Not Stated	0.72%
Total	100.00%

Rank	White	BAME	Not Stated
Constable	95.38%	3.80%	0.82%
Sergeant	96.19%	3.39%	0.42%
Inspector	96.55%	3.45%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.75%	6.25%	0.00%
Specials	90.10%	6.93%	2.97%
PCSO	97.20%	2.80%	0.00%
Police Staff	96.29%	3.04%	0.68%

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

SDE	% of Total
White	95.46%
BAME	3.82%
Not Stated	0.72%
Total	100.00%

Table below shows the North Yorkshire 2011 Census Population Data

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