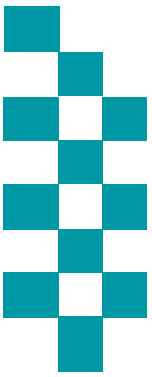


# Public Accountability Board



Meeting Date: 23<sup>rd</sup> March 2021



**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

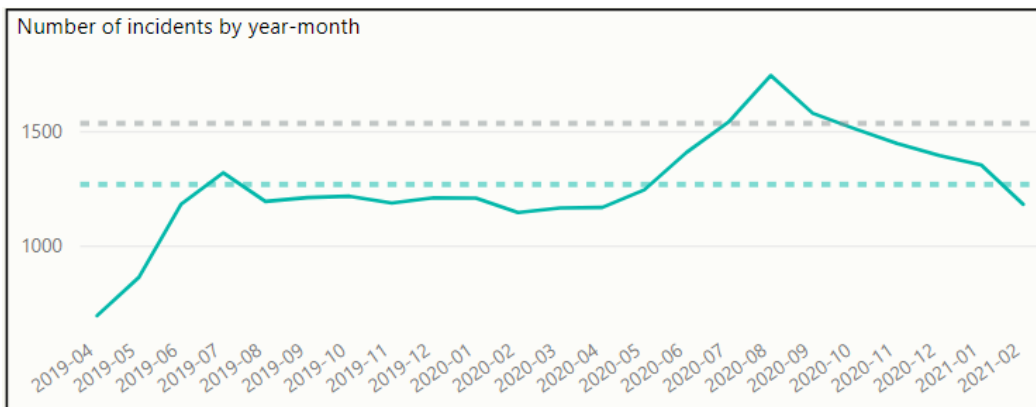
999

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 18.43% of all incidents in the last 23 months and have accounted for 21.45% of all incidents in February 2021.

## Incidents with highest number of Mental Health Tag (01<sup>st</sup> April '19 – 28<sup>th</sup> February '21)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	11036	37.77%
MISSING PERSON	1906	6.52%
DOMESTIC INCIDENT	3078	10.53%
VIOLENCE	4233	14.49%
ASB NUISANCE	1603	5.49%

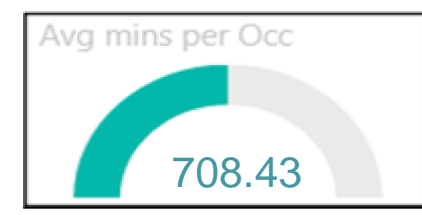
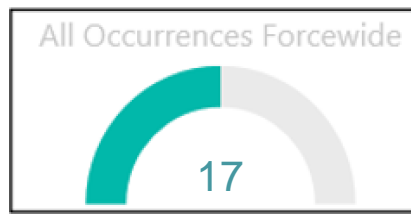
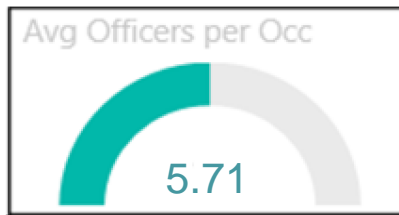
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

## 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)	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Under 18	0	0	0	0	0	0	0	0	1	0
Aged 18 or Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<i>Presented whilst in Custody and taken to HBPOS</i>	6	2	4	2	2	2	2	4	2	1

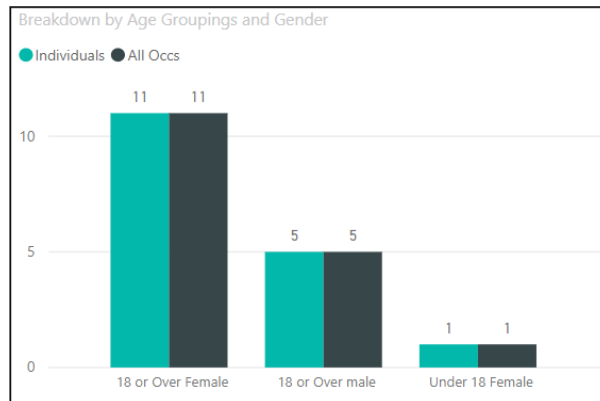


## By Occurrence Type

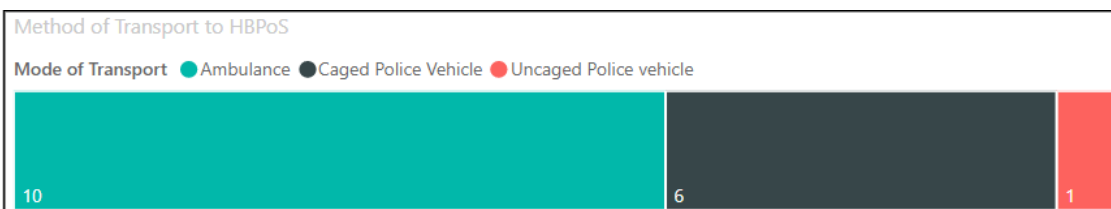
Type of Occ	Total
Crime Related	1
Personal Safety/Welfare	15
Road Related	1
<b>Total</b>	<b>17</b>

- February 2021 is slightly lower in volume than the average incident volume levels previously seen.
- 1 detainee required to be taken out of the county this month
- 7 incidents required Police transportation:  
2 following Risk assessment
- 47.06% of detentions resulted in Admission

## Gender/Age Breakdown and Repeat Nominals



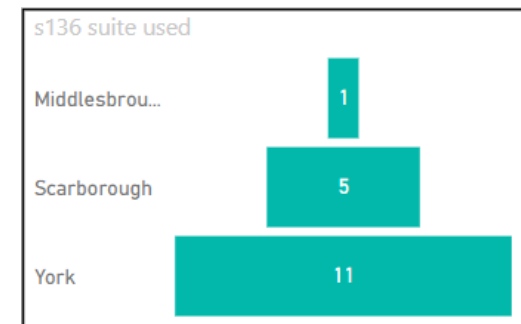
## Mode of Transport



## Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	9	52.94%
Admitted	8	47.06%
<b>Total</b>	<b>17</b>	<b>100.00%</b>

## HBPOs Usage



# Force Levels (Incidents and Crimes Committed February 2021)

## Count of all Incidents and type

Count of Incidents

**5515**

Total Crimes Committed

**2360**

## Average Officers and Time Spent

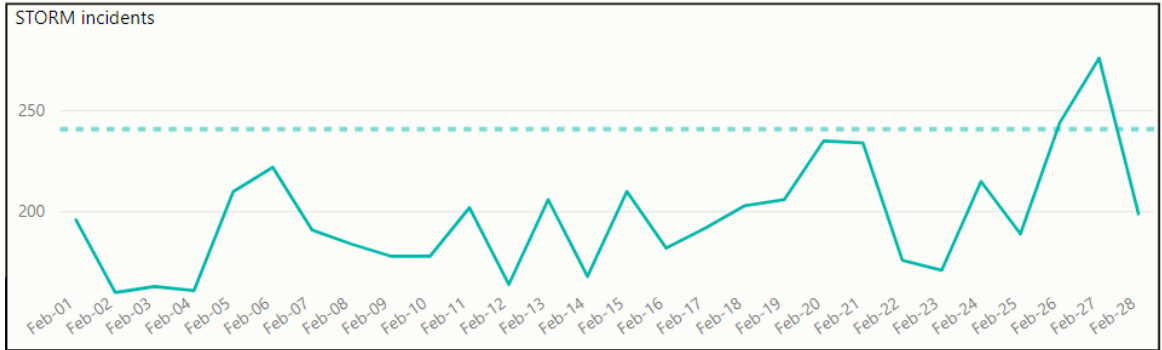
Average resources per incident

**2.48**

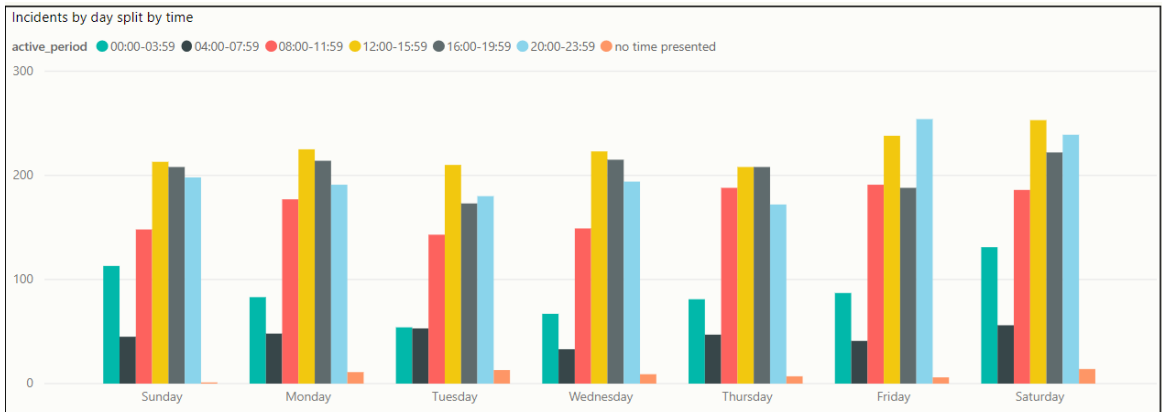
Average minutes per incident

**141.65**

## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Highest Wards by volume of Crime

Castle	Heworth	Clifton	Low Har...	Central	Guildh...
79	54				
Westfield	Mickle...	Skelton, R...	Northall...	Starbeck	Eastfie...
71	52	Selby North	Dringho...	Holgate	Fisher...

## Volume by Crime type

Crime	2021-02	Total
Arson & Criminal Damage	238	238
Burglary	105	105
Drug Offences	111	111
Fraud	476	476
Misc Crimes Against Society	36	36
Possession Of Weapons	11	11
Public Order Offences	164	164
Robbery	10	10
Sexual Offences	36	36
Theft	360	360
Vehicle Offences	80	80
Violence Against The Person	733	733
<b>Total</b>	<b>2360</b>	<b>2360</b>

# City Command (Incidents and Crimes Committed February 2021 – York and Selby)

## Count of all Incidents and type

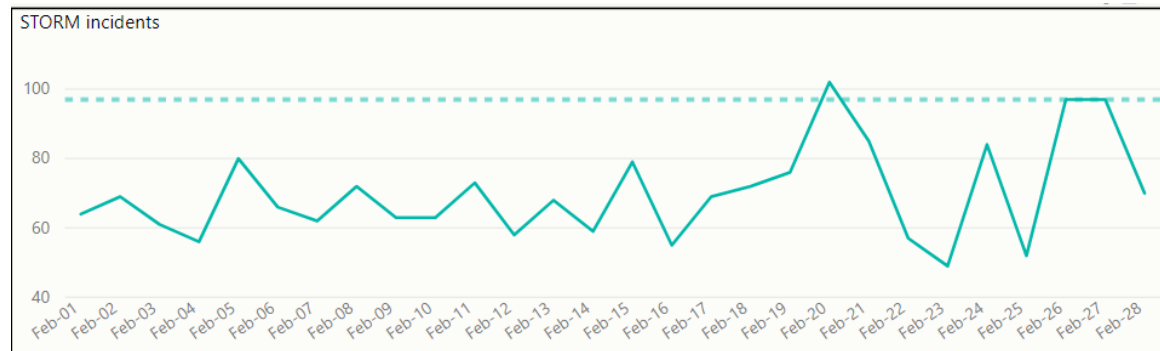
Count of Incidents

**1958**

Total Crimes Committed

**874**

## Incident Volumes by Date



## Average Officers and Time Spent

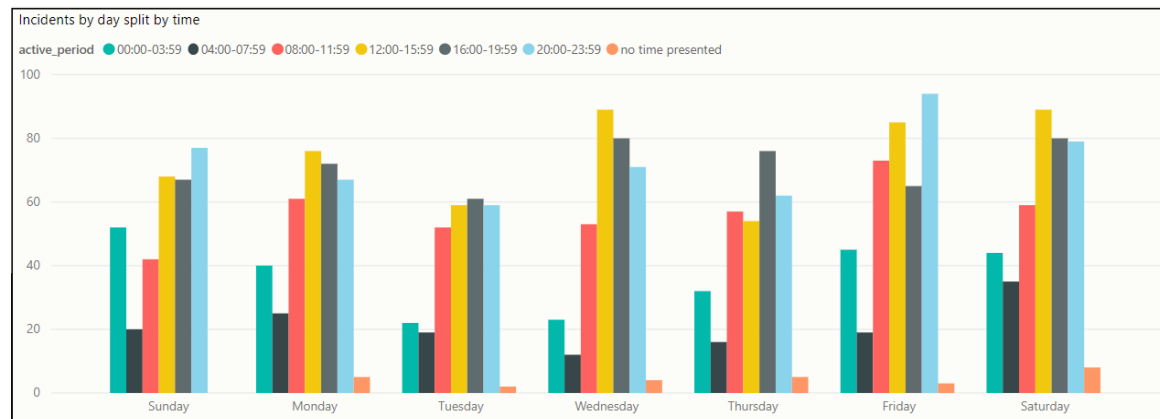
Average resources per incident

**2.64**

Average minutes per incident

**159.22**

## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Westfield	Heworth	Clifton	Selby North	Holgate	Fishergate	Huntington...
	54	50	45	36	31	29
	Micklegate Outer (NYP)	Skelton, Rawcliffe and ...	Dringhouses and ...	Guildhall Inner (...)	The Groves (...)	Hull Road (...)
71	52	48	38	36	30	28

## Volume by Crime type

Crime	2021-02	Total
Arson & Criminal Damage	91	91
Burglary	59	59
Drug Offences	40	40
Fraud	134	134
Misc Crimes Against Society	17	17
Possession Of Weapons	5	5
Public Order Offences	58	58
Robbery	4	4
Sexual Offences	16	16
Theft	152	152
Vehicle Offences	35	35
Violence Against The Person	263	263
<b>Total</b>	<b>874</b>	<b>874</b>

# Coastal Command (Incidents and Crimes Committed February 2021 – Scarborough and Ryedale)

## Count of all Incidents and type

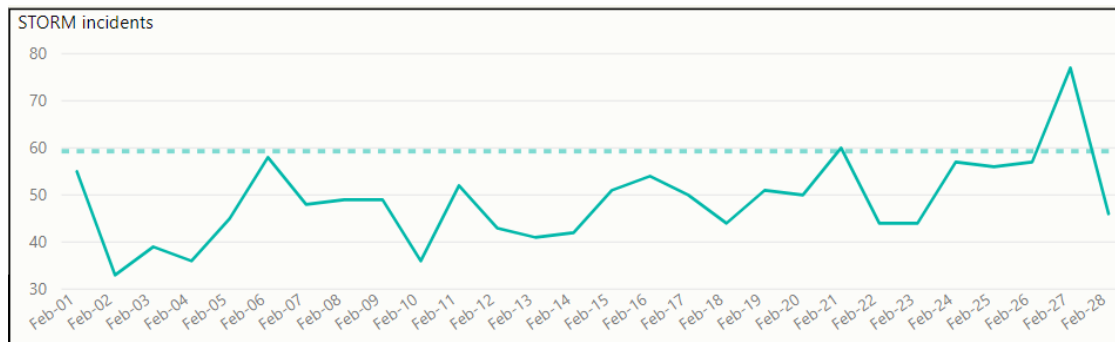
Count of Incidents

**1367**

Total Crimes Committed

**587**

## Incident Volumes by Date



## Average Officers and Time Spent

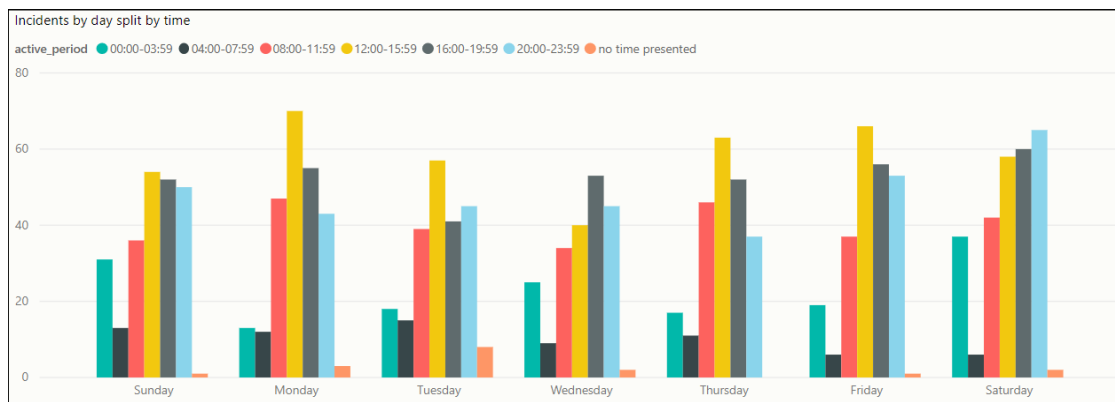
Average resources per incident

2.58

Average minutes per incident

134.23

## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Castle	Central	North Bay	Woodlands	Ramshill	Stepney
	38	30	26	23	20
	Eastfield	Filey	Falsgrave Park	Norton East	Streonshalh
79	34	28	25	22	19

## Volume by Crime type

Crime	2021-02	Total
Arson & Criminal Damage	61	61
Burglary	11	11
Drug Offences	23	23
Fraud	126	126
Misc Crimes Against Society	4	4
Possession Of Weapons	1	1
Public Order Offences	55	55
Robbery	3	3
Sexual Offences	10	10
Theft	70	70
Vehicle Offences	16	16
Violence Against The Person	207	207
<b>Total</b>	<b>587</b>	<b>587</b>

# County Command (Incidents and Crimes Committed February 2021 – Hamb, Rich, H'gate and Craven)

## Count of all Incidents and type

Count of Incidents

**2173**

Total Crimes Committed

**895**

## Average Officers and Time Spent

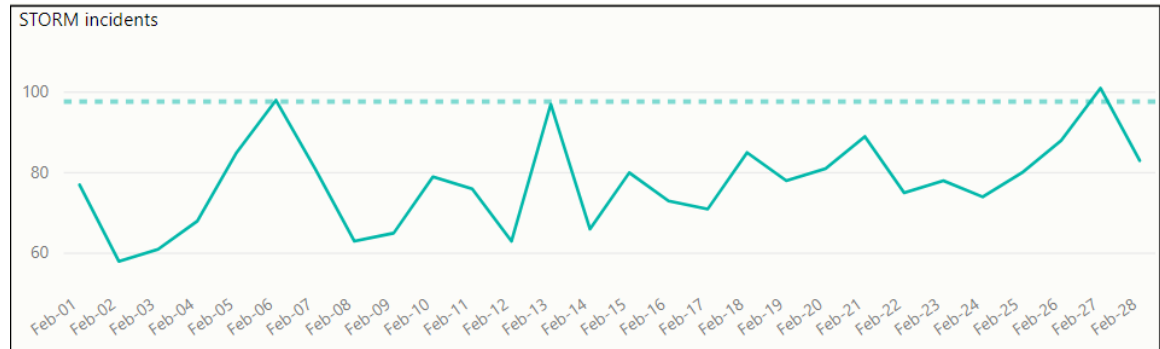
Average resources per incident

**2.27**

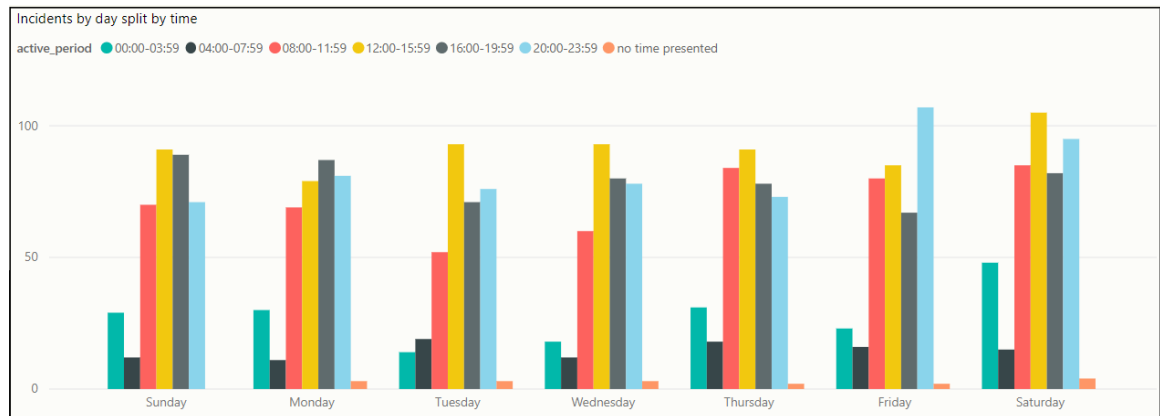
Average minutes per incident

**130.74**

## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Volume by Crime type

Crime	2021-02	Total
Arson & Criminal Damage	86	86
Burglary	35	35
Drug Offences	48	48
Fraud	215	215
Misc Crimes Against Society	15	15
Possession Of Weapons	5	5
Public Order Offences	51	51
Robbery	3	3
Sexual Offences	10	10
Theft	137	137
Vehicle Offences	28	28
Violence Against The Person	262	262
<b>Total</b>	<b>895</b>	<b>895</b>

## Highest Wards by Crime Volume

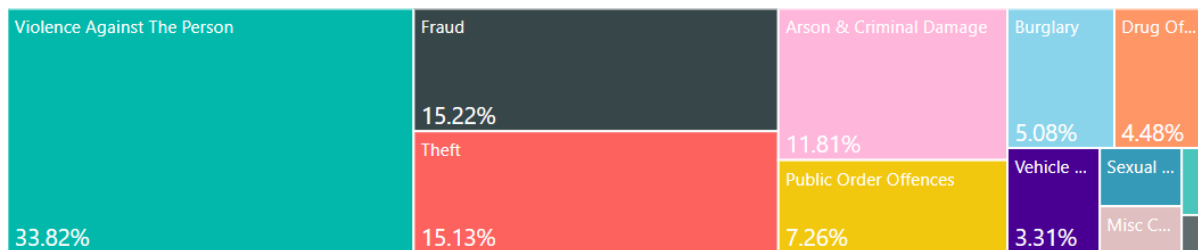
Low Harrogate	Starbeck	Granby	Pannal	Hookstone	Salterg...
42	36	27	25	25	21
Northallerton Cen...	Ripon Minster	Thirsk	New Park	High Har...	Northal...
40	29	25	25	25	21



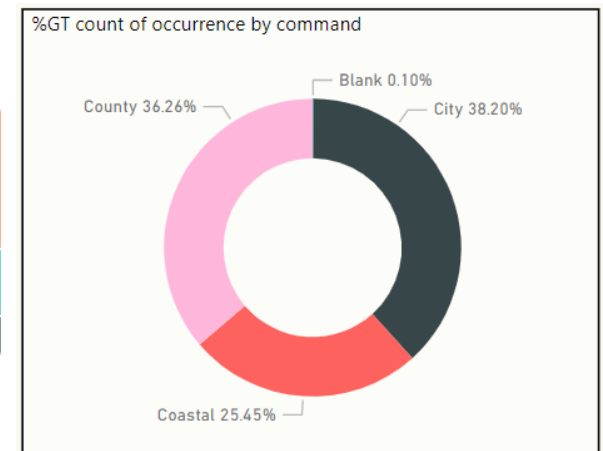
# CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	5669	5138	4386	-14.64%
Burglary	3654	3388	1999	-41.00%
Drug Offences	1453	1543	1609	4.28%
Misc Crimes Against Society	748	870	589	-32.30%
Possession Of Weapons	270	323	334	3.41%
Public Order Offences	2196	2808	2954	5.20%
Robbery	206	208	175	-15.87%
Sexual Offences	1286	1314	725	-44.82%
Theft: All Other Theft	4402	4010	2497	-37.73%
Theft: Bicycle Theft	1144	1025	708	-30.93%
Theft: Shoplifting	4122	4083	2304	-43.57%
Theft: Theft From Person	448	423	111	-73.76%
Vehicle Offences	2193	2188	1388	-36.56%
Violence Against The Person	13402	15487	12596	-18.67%
<b>Grand Total</b>	<b>41193</b>	<b>42808</b>	<b>32375</b>	<b>-24.37%</b>

% Split of Crime Types



% split of all crimes by Command



# CRIME FOCUS – Financial Year To Date

HAM & RICH	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>4862</b>	<b>-18.26%</b>
Burglary	252	-38.83%
Theft: Other	397	-31.20%
Theft: Shoplifting	273	-30.53%
Criminal Damage	620	-13.17%
Drug Offences	159	-2.45%
Violence Offences	1620	-19.28%

SCAR & RYE	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>9370</b>	<b>-18.56%</b>
Burglary	382	-38.29%
Theft: Other	642	-28.90%
Theft: Shoplifting	427	-50.98%
Criminal Damage	1198	-12.68%
Drug Offences	467	18.83%
Violence Offences	3510	-20.17%

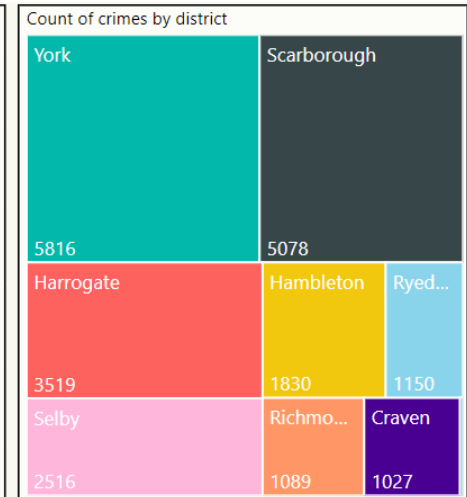
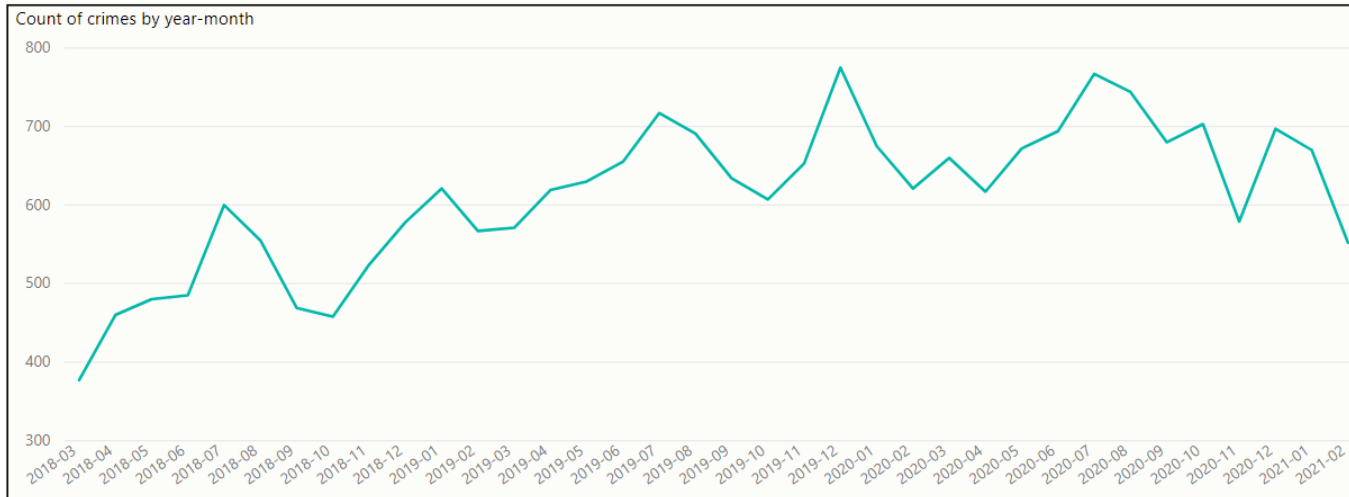
CRAVEN	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>1864</b>	<b>-21.78%</b>
Burglary	209	-32.36%
Theft: Other	146	-33.64%
Theft: Shoplifting	63	-66.49%
Criminal Damage	189	-11.68%
Drug Offences	108	27.06%
Violence Offences	546	-22.66%

YORK	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>10070</b>	<b>-24.67%</b>
Burglary	450	-43.96%
Theft: Other	616	-44.90%
Theft: Shoplifting	904	-43.46%
Criminal Damage	1106	-16.47%
Drug Offences	419	-9.50%
Violence Offences	3369	-19.73%

HARROGATE	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>6818</b>	<b>-20.63%</b>
Burglary	448	-42.12%
Theft: Other	458	-44.21%
Theft: Shoplifting	450	-38.61%
Criminal Damage	844	-19.70%
Drug Offences	286	-5.61%
Violence Offences	2157	-15.87%

SELBY	2020/2021	% diff Same Period '19
<b>CRIME</b>	<b>3837</b>	<b>-15.11%</b>
Burglary	258	-44.52%
Theft: Other	233	-36.51%
Theft: Shoplifting	187	-37.46%
Criminal Damage	428	-6.55%
Drug Offences	165	25.00%
Violence Offences	1386	-12.44%

## 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.
- 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 ROAD TRAFFIC COLLISIONS (ANY INJURY SEVERITY)

HAM & RICH	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>4329</b>	93.78%
Cov-19 Related Tag	3958	
<b>PSW</b>	<b>11153</b>	-3.72%
Missing Person	242	-8.33%
Concern Safety	2294	-3.17%
Domestic Inc	613	-7.26%
<b>Injury RTC</b>	<b>462</b>	-19.51%

SCAR & RYE	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>8602</b>	66.16%
Cov-19 Related Tag	7933	
<b>PSW</b>	<b>17198</b>	-6.36%
Missing Person	440	-34.23%
Concern Safety	4256	-5.86%
Domestic Inc	1371	10.83%
<b>Injury RTC</b>	<b>568</b>	-3.07%

CRAVEN	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>1903</b>	142.42%
Cov-19 Related Tag	1784	
<b>PSW</b>	<b>4628</b>	11.90%
Missing Person	54	-40.00%
Concern Safety	878	-7.19%
Domestic Inc	173	-8.47%
<b>Injury RTC</b>	<b>202</b>	-20.78%

HARROGATE	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>5132</b>	42.00%
Cov-19 Related Tag	4826	
<b>PSW</b>	<b>13555</b>	-6.85%
Missing Person	330	-36.66%
Concern Safety	2627	-14.15%
Domestic Inc	806	2.54%
<b>Injury RTC</b>	<b>518</b>	-19.69%

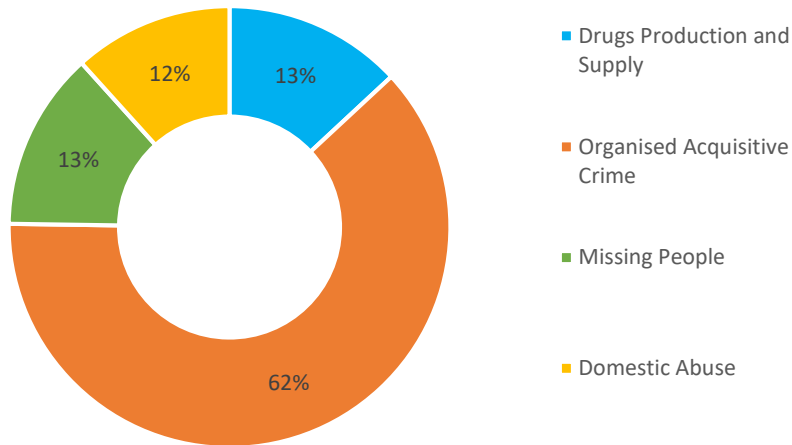
YORK	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>8748</b>	48.50%
Cov-19 Related Tag	7848	
<b>PSW</b>	<b>17680</b>	-15.52%
Missing Person	555	-4.31%
Concern Safety	4121	-12.56%
Domestic Inc	1246	4.88%
<b>Injury RTC</b>	<b>577</b>	-28.94%

SELBY	2020-2021	% diff Same Period '19/20
<b>ASB</b>	<b>3120</b>	69.11%
Cov-19 Related Tag	2911	
<b>PSW</b>	<b>6955</b>	-7.01%
Missing Person	142	-20.22%
Concern Safety	1453	-9.36%
Domestic Inc	562	-5.07%
<b>Injury RTC</b>	<b>288</b>	-2.37%

- 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.

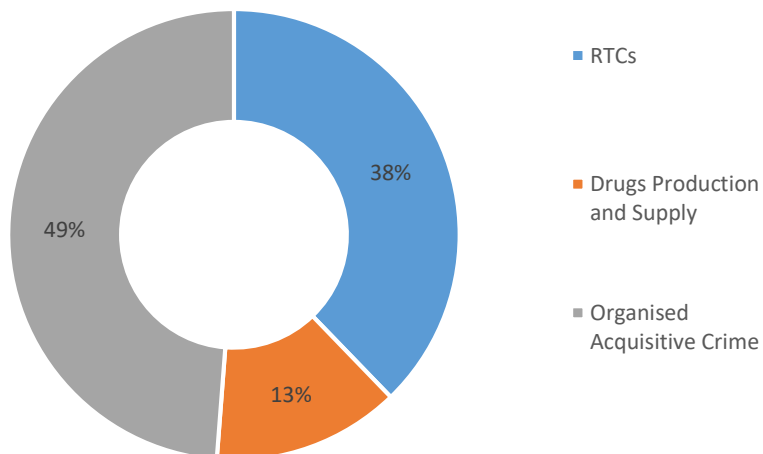
# Proactivity: How has proactive policing contributed to control strategies? (February 2021)

## Split of 428 hours appointed to FSU

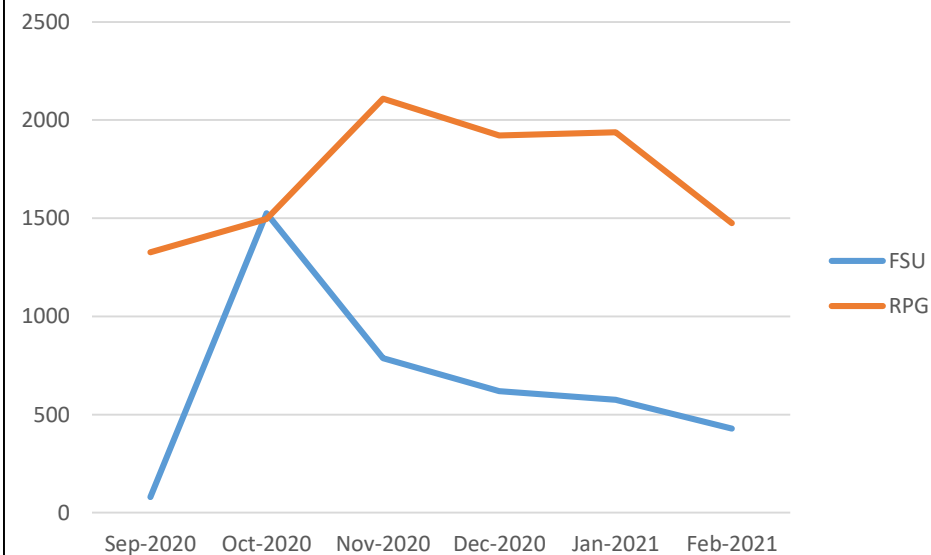


The system that OSU record their proactivity hours is currently in development

## Split of 1475 hours appointed to RPG



## Last 6 months Proactive Hours undertaken



FSU = Firearms Support Unit

OSU = Operational Support Unit

RPG = Roads Policing Group

# 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**

The team have developed a new problem solving plan around poaching. Operation Figaro is being developed as a new way of targeting poachers who are targeting farms in rural locations often leaving the community feeling vulnerable. Part of the development of this is online NCALT packages developed for local officers to allow them to deal with poachers more robustly. Furthermore the Rural task force have contacted local commands and offered officers on attachment to better understand the needs of rural communities and ways of dealing with such issues. To date two officers have been upskilled by coming on attachment in the month of January 2021.

## **Ambitious Collaboration**

The team have continued to build new relationships with partner agencies and neighbouring forces.

Humberside police have now set up their own Rural Task force based on a similar model to the NYP one. This was as a result of cross border work and this relationship is still developing.

The team have continued to work with West Yorkshire rural officers on cross border op days. This has resulted in better information sharing and intelligence development which is assisting the team in ongoing investigations on cross border criminality.

The team have taken part in training days supplied by the Metal crime enforcement group and Historic England; as such enhancing the teams knowledge in these areas.

The team have had recent contact with the regional officer from BASC and they have offered training for the team around Deer poaching and also been given advice by the team around their members during COVID.

## **Reinforcing Local Policing**

Identify and support local priorities including proactive patrols in response to emerging rural trends such as theft of quad bikes and a spike in Land rover Defender thefts.

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. An additional successful bid for funding has allowed the purchase of 2 further off road police motorcycles. These will be functional within the next month and add to the tactical options in preventing and detecting crime across the Force area.

## **Enhancing Customer Experience**

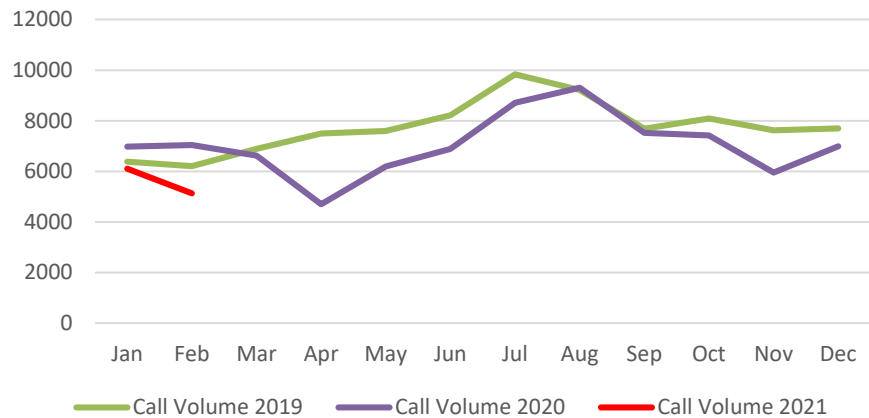
The team are offering attachments and have had two officers in January come work with the team. This allows a better understanding across the organisation of the needs of rural communities.

The Op Orbit (off road bike) team launch has resulted in ASB issues in the Selby district being addressed after a number of complaints. This has complemented the work the team do with op Byway on the Yorkshire moors with anti-social behaviour and the OP Orbit team have been able to support the RTF in this. This will be further enhanced when the additional motorcycle assets arrive.

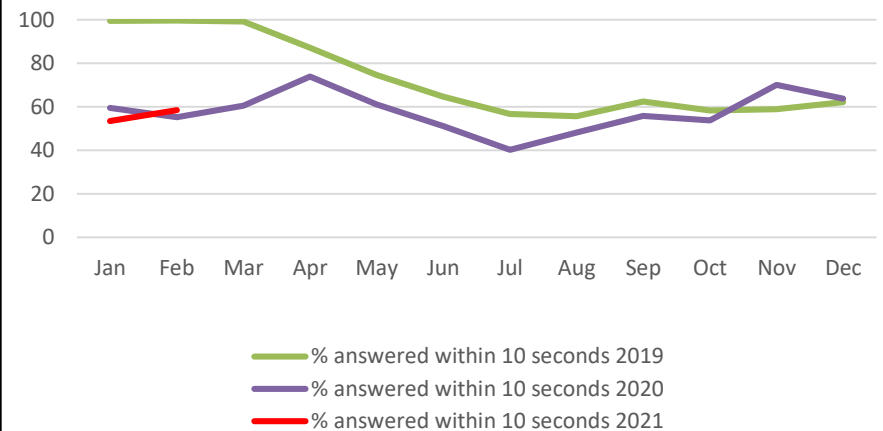
A new Pickering Mobile watch group and Co-ordinator is being setup and a meeting this week with the new watch co-ordinator has been conducted and is hoping to be up and running in the next month.

# Initial Contact – 999

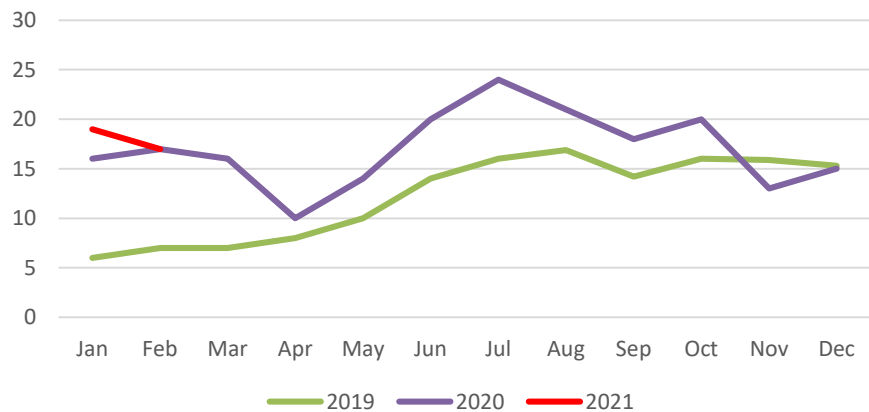
## 999 Call volumes



## % answered within 10 seconds



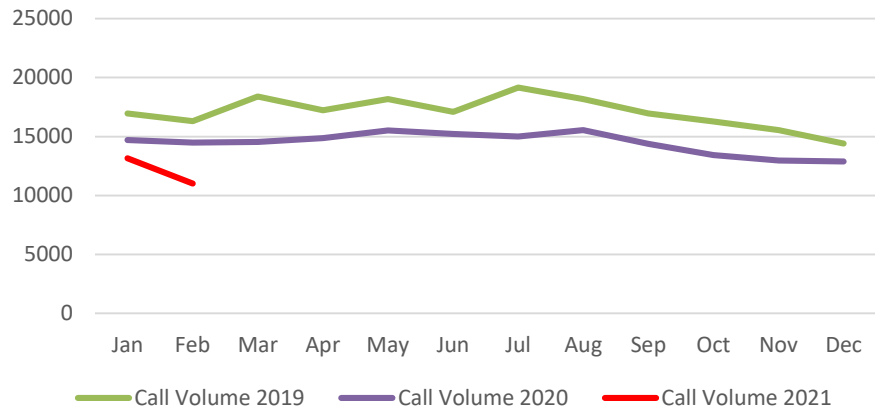
## Average Speed of Answer



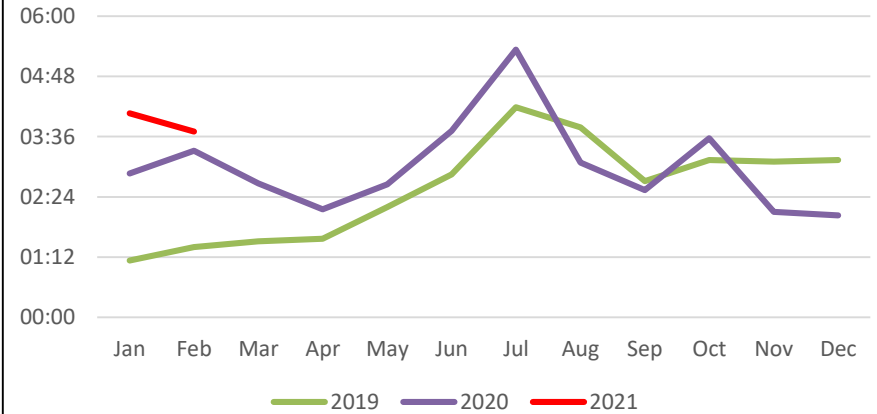
- 17.28% decrease in calls compared to February 2019
- 27.09% decrease in calls compared to February 2020

# Initial Contact - 101

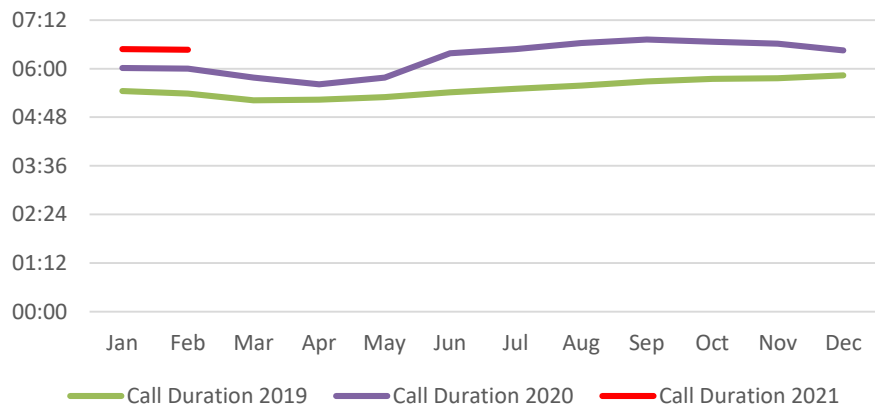
## Call Volume



## Average Speed of Answer



## Average Call Duration



- 32.53% decrease in call volume compared to February 2019
- 18.89% decrease in call volume compared to February 2020



# Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	275	176	-36.00%
Road	4542	3951	-13.01%
Mental Health	1969	2642	34.18%

Scarborough	2019/2020	2020/2021	Diff
Burglary	485	306	-36.91%
Drug Offences	353	400	13.31%
ASB	4360	7004	60.64%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	54	47	-12.96%
Burglary	137	76	-44.53%
ASB	719	1578	119.47%

Ryedale	2019/2020	2020/2021	Diff
Burglary	134	76	-43.28%
Drug Offences	40	67	67.50%
ASB	817	1598	95.59%
Road	2922	2437	-16.60%

Harrogate	2019/2020	2020/2021	Diff
Burglary	774	448	-42.12%
ASB	3614	5132	42.00%
Road	7193	5959	-17.16%
Cyber	520	966	85.77%

York	2019/2020	2020/2021	Diff
Violence	4197	3369	-19.73%
Burglary	803	450	-43.96%
ASB	5891	8748	48.50%
Cyber	766	1210	57.96%

Craven	2019/2020	2020/2021	Diff
Burglary	309	209	-32.36%
Road	2362	2474	4.74%
Crime	3084	2797	-9.31%

Selby	2019/2020	2020/2021	Diff
Drug Offences	132	165	25.00%
Burglary	465	258	-44.52%
ASB	1845	3120	69.11%
Cyber	294	550	87.07%

➤ 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 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.

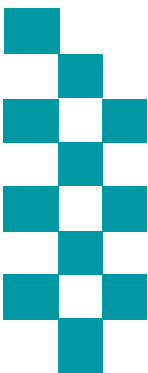
# Public Accountability Board

Part b) People



Reporting Period: As at end of February 2021

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	Apr-21
Officer Long-term FTE Target	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1563
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	1510.08	1503.28	1502.55	1500.69

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 6.80 FTE from the previous month. The number of leavers was more than projected; there were more retirees than projected.

The intake of Student Officers is scheduled to take place in April 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 2.06 FTE below the FTE Budget. As we move forward into the new financial year, there will be a new FTE target which includes additional resources as part of Op Uplift. These figures have been added to the table to show those numbers and the projected officer numbers as at 01<sup>st</sup> April 2021

# 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	233.40	233.25	230.69	229.81	241.81	240.81	233.43

\*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 1 FTE. There was 1 leaver this month, less than projected.

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's becoming Police Officers has increased markedly over the last 3 years. The figures are currently 17.31 FTE over the FTE budget.

# 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	17.61	18.61	17.61	17.61	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	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	14.05	14.05
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14	1049.62	1061.78	1060.87	1067.51	1068.65
Total Staff against budget FTE	<b>1025.43</b>	<b>1040.32</b>	<b>1048.74</b>	<b>1049.62</b>	<b>1065.02</b>	<b>1068.68</b>	<b>1069.40</b>	<b>1081.88</b>	<b>1094.36</b>	<b>1092.53</b>	<b>1100.17</b>	<b>1101.31</b>
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03	1033.03	1037.66	1034.83	1033.07	1033.28
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	53.64	53.14
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53	10.00	8.46	11.46	13.46	14.90
Total Staff FTE	<b>1025.43</b>	<b>1040.32</b>	<b>1048.74</b>	<b>1049.62</b>	<b>1065.02</b>	<b>1068.68</b>	<b>1069.40</b>	<b>1081.88</b>	<b>1094.36</b>	<b>1092.53</b>	<b>1100.17</b>	<b>1101.31</b>

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 1.14 FTE from the previous month.

Two agency staff are in a supernumerary post. Thirteen 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
<b>Specials long-term FTE Target</b>												
<b>Actual Specials FTE</b>	99.00	99.00	113.00	99.00	98.00	111.00	110.00	108.00	102.00	101.00	101.00	104.00
<b>Actual Volunteers (including Police Cadets)</b>	<b>300.00</b>	<b>300.00</b>	<b>301.00</b>	<b>301.00</b>	<b>301.00</b>	<b>299.00</b>	<b>277.00</b>	<b>271.00</b>	<b>274.00</b>	<b>268.00</b>	<b>268.00</b>	<b>200.00</b>

The actual number of Special Constables has increased by 3 from last month.

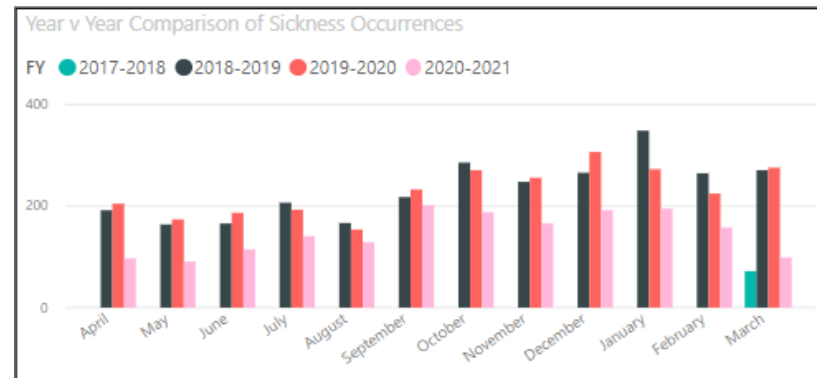
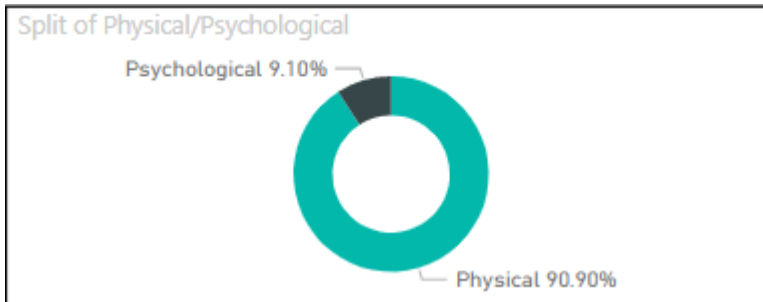
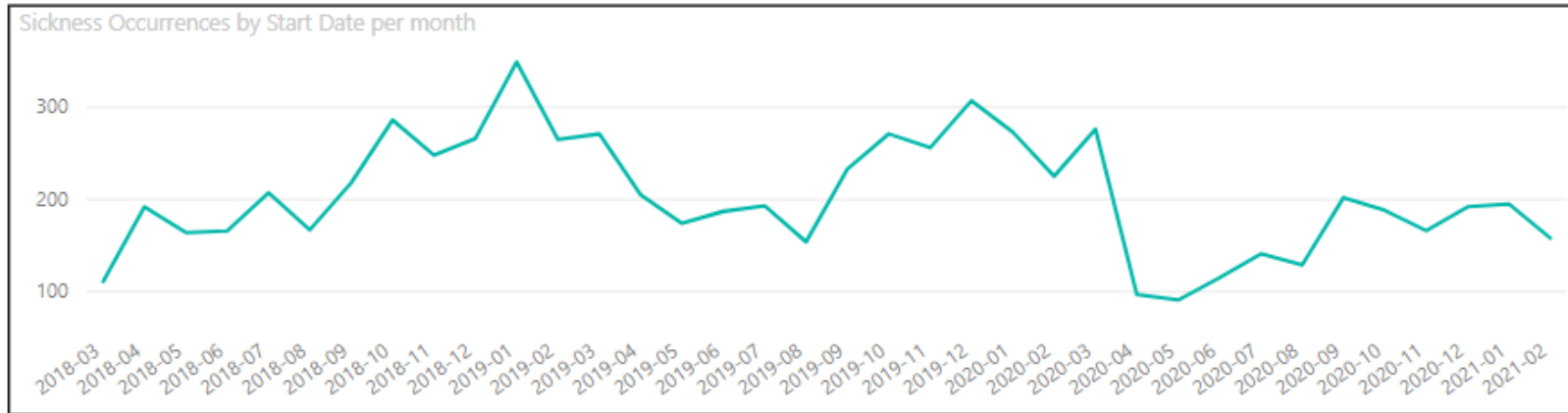
We currently have 200 volunteers in the following roles;

- 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 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

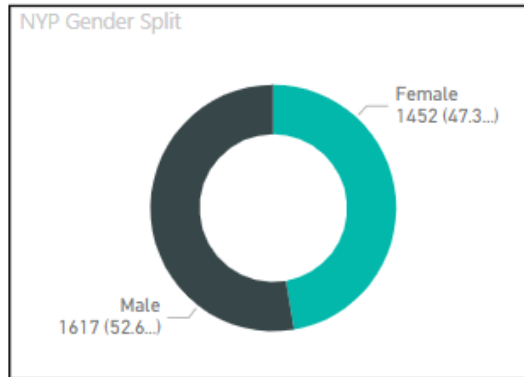
- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and 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	61.40%	38.60%
Sergeant	70.90%	29.10%
Inspector	75.29%	24.71%
Chief Inspector	52.63%	47.37%
Superintendent	60.00%	40.00%
Specials	70.19%	29.81%
PCSO	48.99%	51.01%
Police Staff	39.40%	60.60%

## Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.76%
BAME	3.52%
Not Stated	0.72%

Rank	White	BAME	Not Stated
Constable	95.28%	3.91%	0.81%
Sergeant	97.12%	2.47%	0.41%
Inspector	96.47%	3.53%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.33%	6.67%	0.00%
Specials	89.42%	7.69%	2.89%
PCSO	97.17%	2.83%	0.00%
Police Staff	96.31%	3.02%	0.67%

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

SDE	% of Total
White	95.54%
BAME	3.74%
Not Stated	0.72%

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%