

# Public accountability meeting



**27 November 2018**

# Public accountability meeting



**Questions**

# Supporting Victims in North Yorkshire



**Key learning from delivering services to  
help victims cope and recover**

# Introduction

## Aim

To help the people of North Yorkshire cope and recover after crime by being compassionate in our approach and communicating clearly

## Our Journey

- **Stage 1:** Understanding Victim Needs
- **Stage 2:** New Locally Commissioned Services
- **Stage 3:** Our Vision for the Future

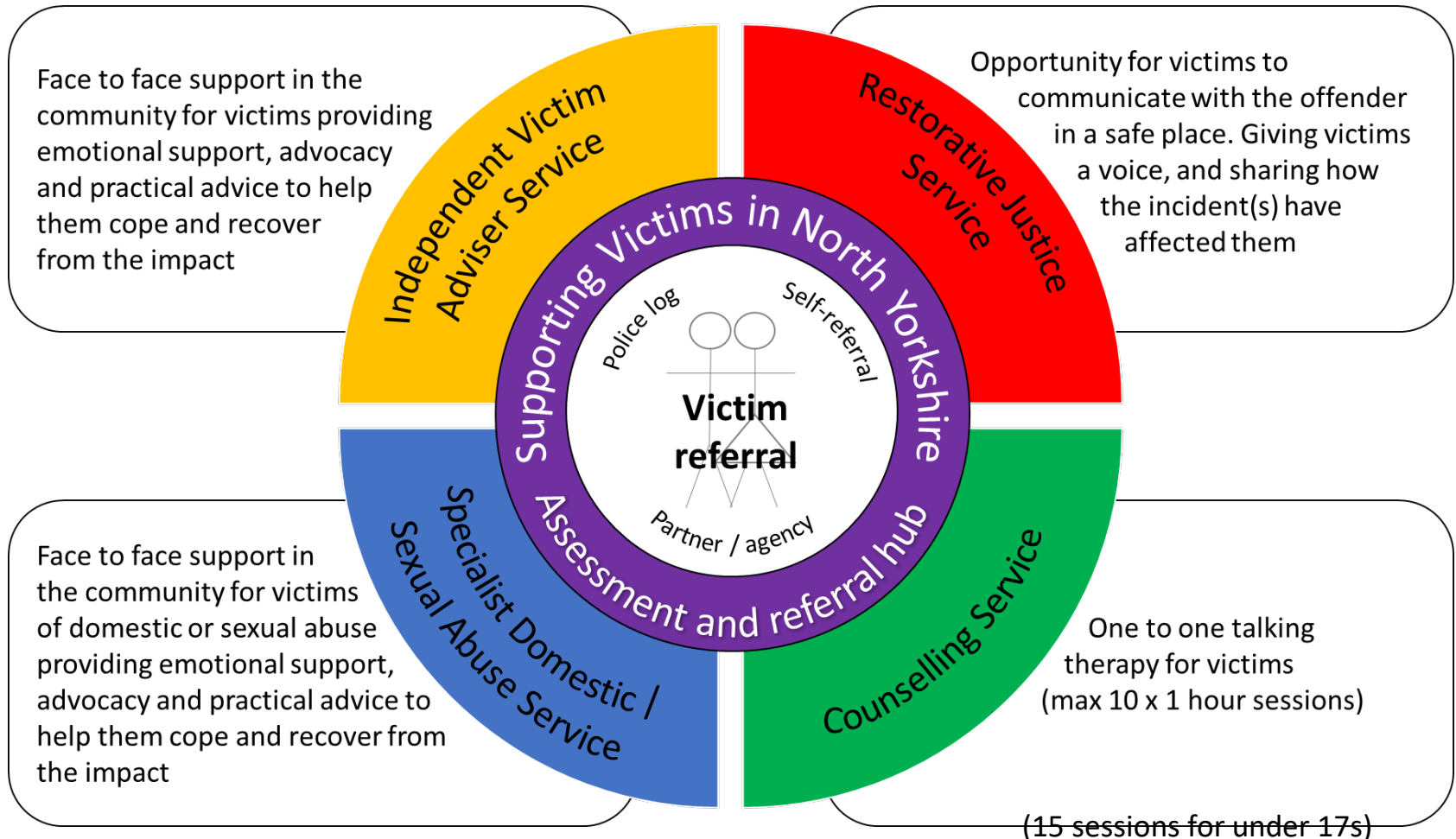
# Stage 1: Victim Needs Assessment

## Findings – Support services for Victims need to...

- Help you to **take control** by telling you what will/could happen
- **Keep you informed** when you need to know
- Help you to **understand what is happening** and how it may affect you/your family
- Support you by giving you the **means to act for yourself** or **provide additional help** when that proves too difficult or you feel vulnerable
- Talk to you in a **way you can understand**
- Provide **specialist support** or access to it when you need it
- Provide you with the means to **get your life back on track**

# Stage 2:

# Locally Commissioned Services



# Independent Victim Adviser Service

## What we've learnt...

- Dedicated support with a strong focus on local needs can have real impact
  - Measured positive change across all 9 categories of need
  - Mental health: 31% severe to moderate need at engagement, 7.6% on exit
  - Outlook and attitudes: 29.5% severe to moderate need at engagement, 5.3% on exit
- Potential need for specially trained IVAs e.g. stalking
- Need to focus on victim voice and feedback in service design and delivery

# Counselling & Restorative Justice

## What we've learnt...

- **Counselling & RJ:** Invest in promoting benefits to victims and internally to improve referral conversion - positive impact is significant
- **Counselling & RJ:** Complex crimes require more time and resources
- **RJ:** Need for closer links to use of Out of Court Disposals e.g. Community Restorative Disposal (CRD) - improve benefit to community



# Domestic Abuse & Sexual Violence Services

## What we've learnt...

- Referral consistency/parity required
  - Police recording is inconsistent – needs to include standard risk victims and all flags and markers
  - GDPR now means explicit consent is required - this hasn't always been obtained
- Continued support provider engagement requires dedicated work which needs recognition
  - Recording multiple contacts that end in no on-going support as service declined is not accurate
- Individual support means high engagement, high satisfaction, and trust leading to disclosure
- Overcoming barriers to engagement, e.g. in rural areas, requires dedicated resource, alternative contact and sensitive promotion

# Sexual Assault

## Referral/Assessment Services

### What we've learnt...

- SARC: Shared regional service increases options for NY victims e.g. being seen outside NY and provides resilience
- CSAAS: Requirement for paediatrician examiners ensures quality, but increases cost and reduces availability locally
- CSAAS: Regional partnership working has increased service availability evenings, weekends, bank holidays for NY victims
- SARC & CSAAS: Demand is increasing

# Challenges

## Police buy in / Processes

- Organisational Fit – Supporting Victims
- Raising awareness internally / externally
- Giving fraud victims a timely service

## Responsibilities

- Widening remit of 'Victim' to include non-crime - 'incidents' i.e. DA, ASB, RTCs
- Gaps in specifically tailored provision: Modern Slavery /Trafficking, Stalking /Harassment, Young Victims, Rural Crime
- Increasingly complex needs of victims
- Increase in certain crime types (e.g. DA)

## Data

- GDPR
- Case Management System

## Service Delivery

- Geography of North Yorkshire
- National ring - fenced funding pots (limits local creativity in service design and therefore complexity of victim journey)
- Joint commissioning challenge
- Analytical resource – what works, when, with whom

# Stage 3: Our Vision for the Future

## Local victims, local service

- Locally commissioned services based on local need across victim and witness journey
- Joined up services with one CMS, easier to navigate and access
- Broader support for families, especially those that are bereaved or where victim suffers life-changing injury
  - Including road traffic collisions where no crime is recorded
- Specific children and young people services – expanded Vulnerable Young People’s service (CSE)
- More services commissioned locally – terrorism, modern slavery

# Case Studies

# Independent Victim Adviser Service

**15 year old female referred via [Supporting Victims](#) to the IVA Service** 2 days after the **Manchester Arena bomb**:

- Victim was withdrawn, unable to express how she felt, not sleeping in her own bed, not attending school and unable to cope with simple day to day tasks

The IVA assessed her needs and agreed a plan of support which included:

**Building confidence & reducing anxiety: Being able to express her feelings about the event: Returning to school: Sleeping in her own bed. Additionally the victim and her mum had pre-arranged tickets for a Little Mix concert (her favourite band) at Leeds arena which she felt unable to attend**

Emotional support from the IVA was provided on a weekly basis, who firstly met mum to discuss overarching needs:

- Agreed to work with the family to **enable them to attend the concert**
- Supported the completion of **CICA forms** and made enquiries to the 'We love Manchester' fund
- **Liaised with the school** with regards to emotional needs at school
- Became a **single point of contact for Mum**

## Outputs/Outcomes:

- **16 face to face IVA emotional support sessions** weekly for several weeks and then fortnightly
- The victim **resumed school regularly**; support if needed through the school pastoral team
- Found a **weekend job and also a paper round** after school, assisting with confidence in going out again and having something positive to focus on
- After several months of not being able to watch music videos, **now watching videos each day** after herself and the IVA worked on this as part of the action plan
- IVA arranged with Leeds arena to have a **pre-concert private tour, locate seating position and id exits** - very emotional time and took a considerable amount of time to plan and carry out - after the visit she and her mum wanted to attend the concert, however they felt that they were in need of support on the evening.
- IVA spoke with Leeds Arena and it was arranged that the **IVA would receive a complimentary ticket** to accompany the family and would also be in a private room on the night
- Victim referred to **specialist counselling services**

# Independent Victim Adviser Service

## 14 year old Middle Eastern National residing with her family in North Yorkshire for 6 months:

- Became a victim of Hate Crime by a pupil at school, who approached and said “Go back to your own country”
- The same pupil then assaulted the victim
- The victim felt she was being bullied because of her ethnicity and her accent
- The incident was reported to the school and the police - the incident was recorded as a **Hate Crime**

The victim was referred via [Supporting Victims](#), to the [IVA Service](#) after a needs assessment and a plan was agreed:

**To build confidence & reduce anxiety; to feel safe in school; & to restore a regular sleep pattern**

The IVA discussed the impact of the incident and provided the victim with the ‘My journey’ Toolkit, giving her and her mother guidance on how to complete it - the toolkit workbook revealed that she **didn’t feel safe at school** and was worried about the **effect this would have on her studies and achievements**

### Outputs/Outcomes:

- The IVA provided the victim with **safety advice, techniques** and **reporting methods** and **contacted the police** who stated they had referred the case back to the school - it was not thought effective to arrest the young offender
- The IVA **supported the mother** and **attended a meeting with the school principal** to discuss the safety of her daughter and how to restore her confidence and future engagement in her classes - during the meeting the IVA highlighted the comments made by her in the ‘toolkit’ workbook about not feeling safe in school
- **Safety measures were agreed including a buddy system, safe place and a trusted teacher/adult - face to face emotional support continued** during the period above and **information was provided** about [www.anti-bullyingalliance.or.uk](http://www.anti-bullyingalliance.or.uk)
- The offender was excluded permanently from school (IVA service was challenged re. referral to Restorative Justice Service and awareness raising undertaken)
- Confidence restored and she was able to attend school

# Restorative Justice

## Susan's Story

As part of International Restorative Justice Week in Nov 2017, Julia Mulligan, met with Susan, to hear how she had benefitted from the local RJ Service.

She supported the release of 'Susan's story', a rape victim who benefitted from restorative justice more than 10 years after the attack took place.

Susan told Julia: **"I had questions from the moment he pleaded guilty and I felt that the only person who could answer those was him, sadly back then I didn't know about restorative justice."**

Upon walking into the planned meeting, the perpetrator opened the dialogue with **'I was a predator'**. This came as a huge relief for Susan who still felt guilty and partly responsible for what had happened.

Susan added: **"That shocked me because I had been preparing to think that I'd done something wrong, that I'd provoked him and then taken his life away by sending him to prison, instead I realised that he'd had meetings with Remedi, had gone through the probation service and realised that what he had done was wrong."**

**"To hear that he didn't blame me was really pivotal. I walked out almost euphoric. I hadn't realised that I'd been walking around very suspicious of people, and now I could walk out knowing that this person had been dealt with. It makes a difference every day, I feel so much lighter without carrying so much fear."**

To see more view the link to the PCC Website below:

[Rape victim tells restorative justice story](#)



# Code of Practice for Victims of Crime



Leanne McConnell  
Head of Criminal Justice, North Yorkshire Police

# The Code of Practice for Victims of Crime



## What is it

- Sets out minimum standards for services that must be provided to victims of crime by organisations in England and Wales under the Domestic Violence, Crime and Victims Act 2004
- Introduced in 2006
- Latest update October 2015

# Victim Definition



- A natural person who has suffered harm, including physical, mental or emotional harm or economic loss which was directly caused by a criminal offence;
- A close relative of a person whose death was directly caused by a criminal offence. “close relative” is defined as the spouse, the partner, the relatives in direct line, the siblings and the dependants of the victim.

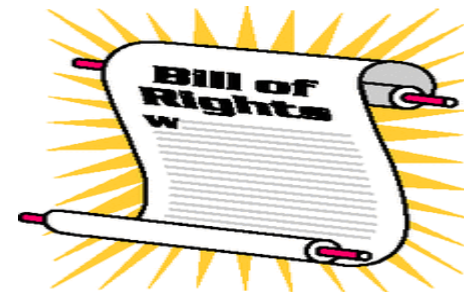
# Who is it for?

- Direct victims of crime
- Businesses that are victims of crime
- Parents/guardians of victims under 18 yrs old
- Bereaved close relatives
- Family spokesperson – if family bereaved
- Other spokesperson – if someone is so badly injured as a result of crime



# What are the Entitlements?

- Written acknowledgement on report of crime
- To be told about the Code
- To access services that support victims
- Receive 'Special Measures' where applicable
- Make a Victim Personal Statement
- Information about taking part in restorative justice schemes
- Seek a review of a decision not to prosecute
- To be kept informed



# Enhanced Service

**Vulnerable**

**Intimidated**

**PRIORITY**

**Persistently  
Targeted**

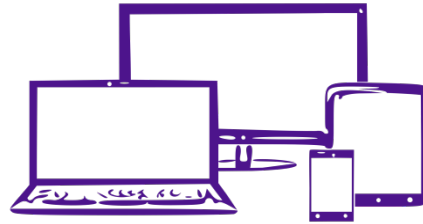
**Victims of  
Most  
Serious  
Crime**

## How are NYP applying the Code

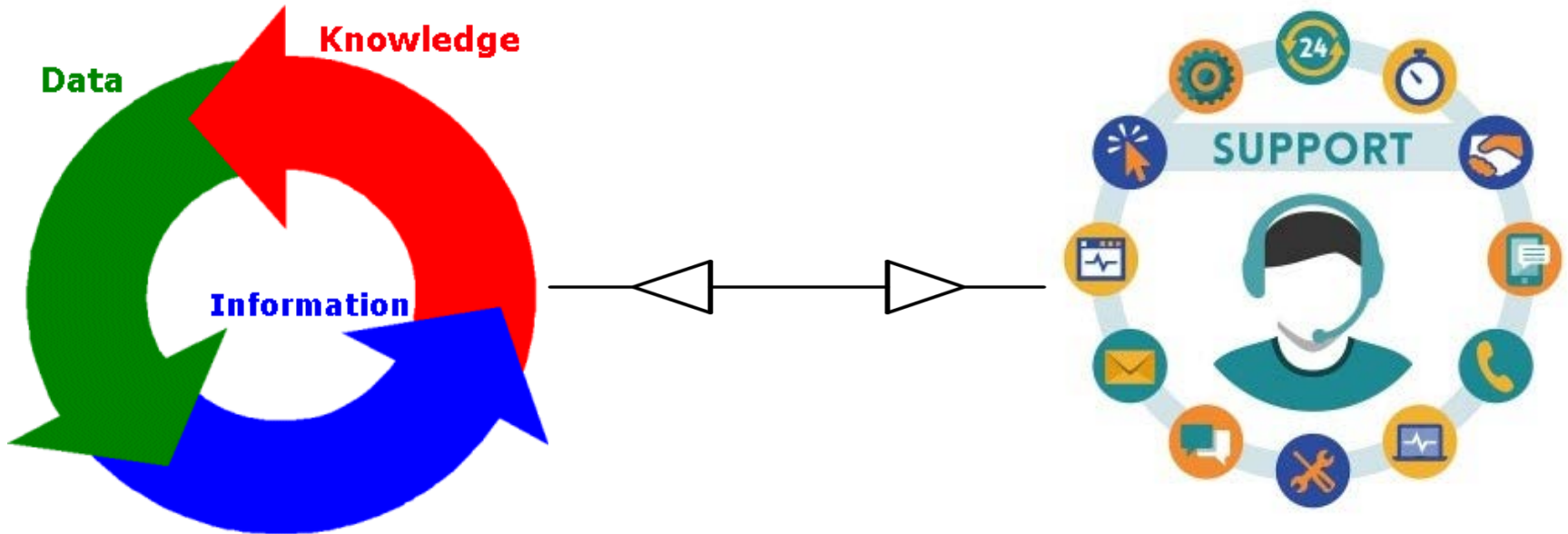
### Information for Victims of Crime Booklet



# Niche Victim Witness Contact Module



## Mobile operational tablets / Niche





# North Yorkshire Witness Care Unit



- ‘No Witness No Justice’
- Tailored support and information for victims and witnesses from point of charge through the court process
- Originally established as a multi agency unit and gained a national criminal justice award for ‘Outstanding Service to Victims and Witnesses’

# Witness Care Unit

## The Service

- Single point of contact – telephone service
- Witness notifications to attend court
- Needs assessment
- Guidance, support, information
- Co-ordinated support / referrals
- Continuous review of victim and witness throughout the case



# Victims and Witnesses Supported

**4.68 FTE Witness Care Officers**

**4000 Victims**  
**45,000 Witnesses**

**Circa Per Annum**





**Support  
religious/  
cultural  
requirements**

**Accommodation  
/  
Travel**

**Consider  
medical  
requirements**

**Victim Personal  
Statements**

**Referral to  
Supporting  
Victims**

**Arrange special  
measures**

**Pre-trial visits**

**Arrange  
interpreters**

**Referrals to  
Witness Service  
Citizens Advice**

# Referrals To Victim and Witness Services



- Supporting Victims
- Witness Service Citizens Advice

# Pre Trial Visits

The layout of the  
Court

Where the defendant  
will be standing

Where the Magistrates /  
Judge will be sitting



# Special Measures

Live Links

Screens In Court

Gowns / Wigs removed

Video recorded evidence



# Victim Personal Statements (VPS)

- A statement written in the victim's own words
- Helps criminal justice agencies understand how the crime has impacted on the victim's life, whether physically, emotionally, physiologically or in any other way

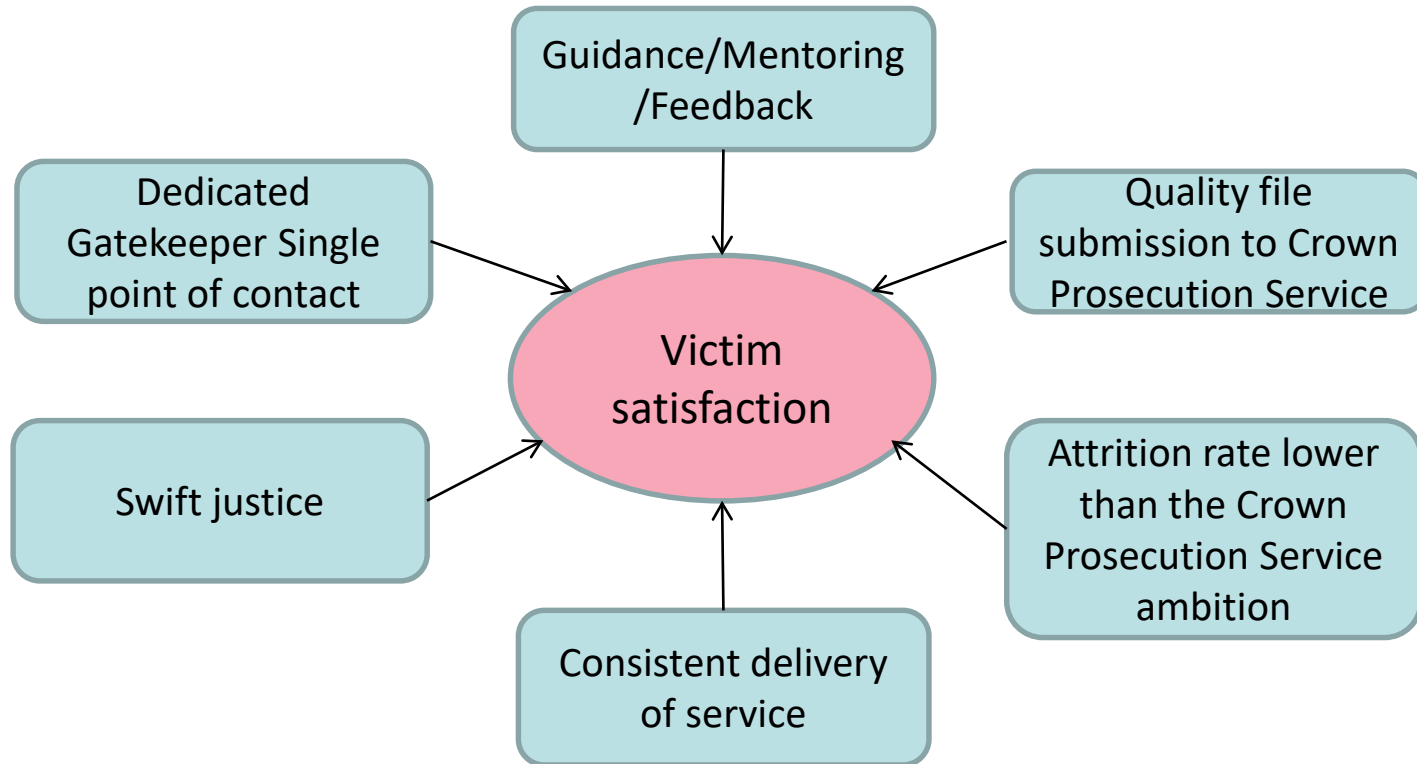


**Gives  
The Victim  
A Voice**



- Refreshed Business Plan 2018 to 2021
- New Victim and Witness Sub Board
  - “To deliver a joined up service for victims and witnesses, especially the vulnerable “***
- New National Victim Strategy
- Multi agency self assessment – code compliance
- Victims journey mapping
- Domestic Abuse Best Practice Framework -self assessment

# Professional Development Gatekeeper function



Victim  
Personal  
Statements

Restraining  
Orders

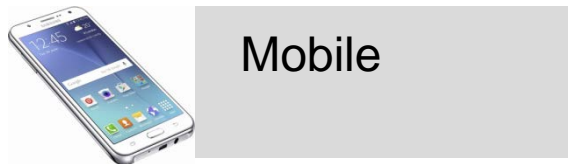
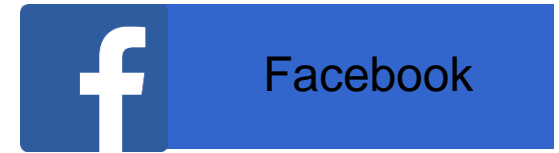
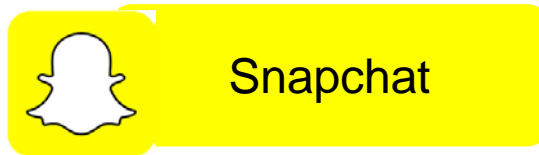
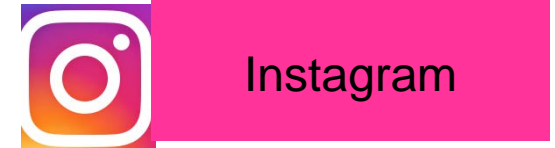
Special  
Measures

Domestic  
Abuse Check  
List



- Internal Audit Commissioned November 2017
- Training Needs Analysis
- Victim Code e-learning module NCALT (National Centre for Applied Learning Technologies)
- Reference Library - intranet
- Communications
- Planned victim survey

# National Focus and Disclosure



## Reasonable lines of enquiry

National Police Chiefs Counsel Criminal Justice Performance Capability Framework

National Improvement Plan – CPIA (Criminal Procedure and Investigations Act) Disclosure

National Joint Police CPS (Crown Prosecution Service) Prosecution Team Performance Management

THE FUTURE IS OURS TO CREATE.



**TrackMyCrime**

Online service for victims



**care**®

# Public accountability meeting



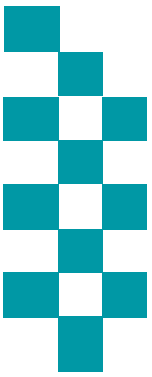
**Performance updates**

# Public accountability meeting



Meeting: 27<sup>th</sup> November 2018

Reporting Period: April - Oct 2018



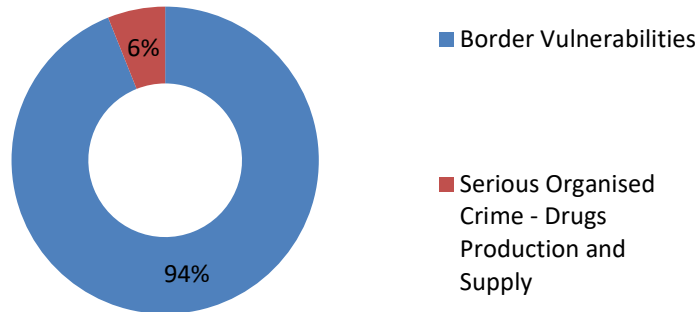
# Proactivity: How has proactive policing contributed to control strategies?

## Breakdown of \*Officer Hours – Hours Spent On Proactive Operations

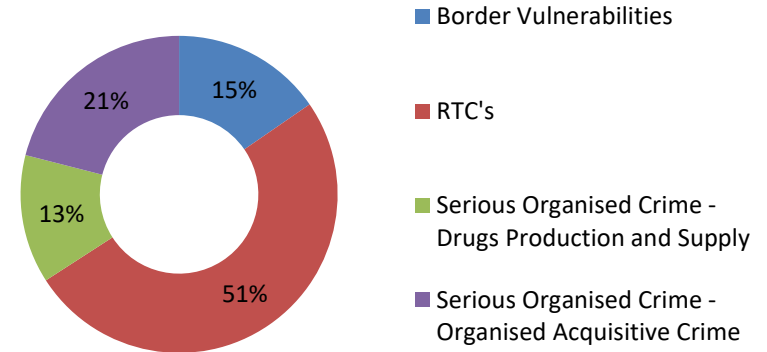
Date Period: 01.09.2018 – 31.10.2018

\*Data taken from Proactive Policing Calendar on SharePoint. Relies on officers inputting the data.

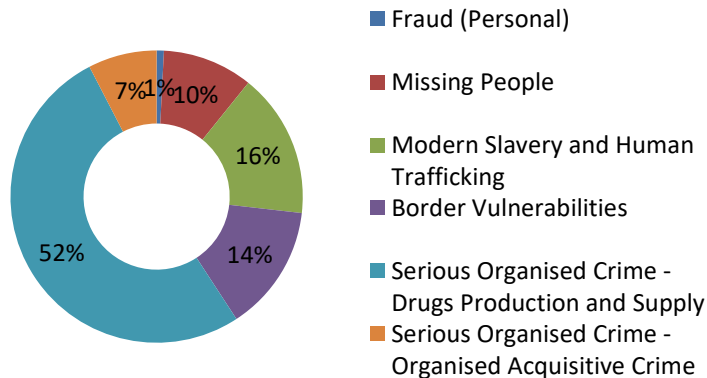
### Split of the 1751 hours apportioned to FSU



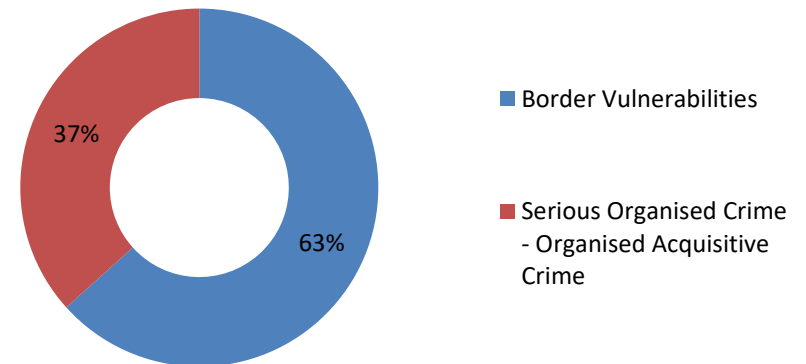
### Split of the 2127 hours apportioned to RPG



### Split of the 500 hours apportioned to OSU



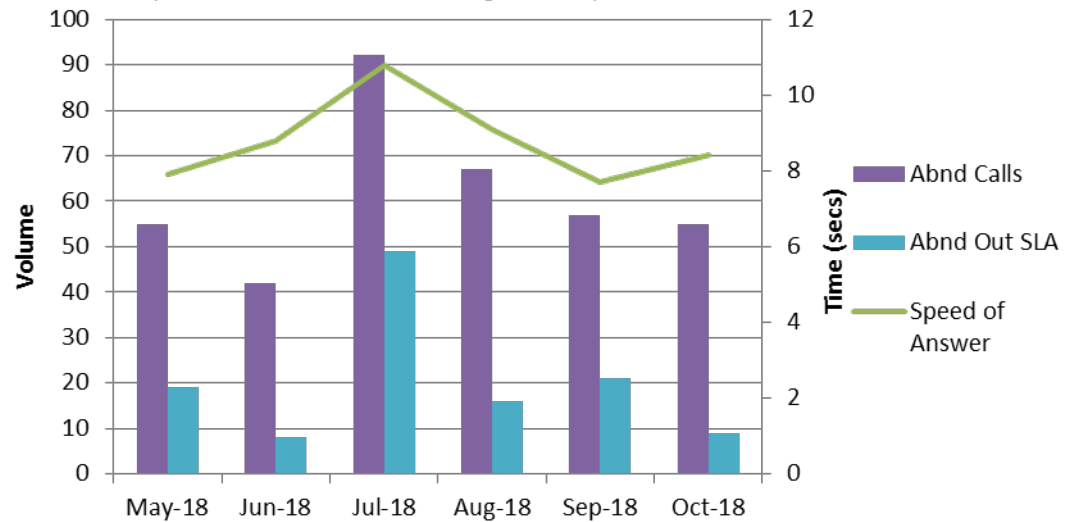
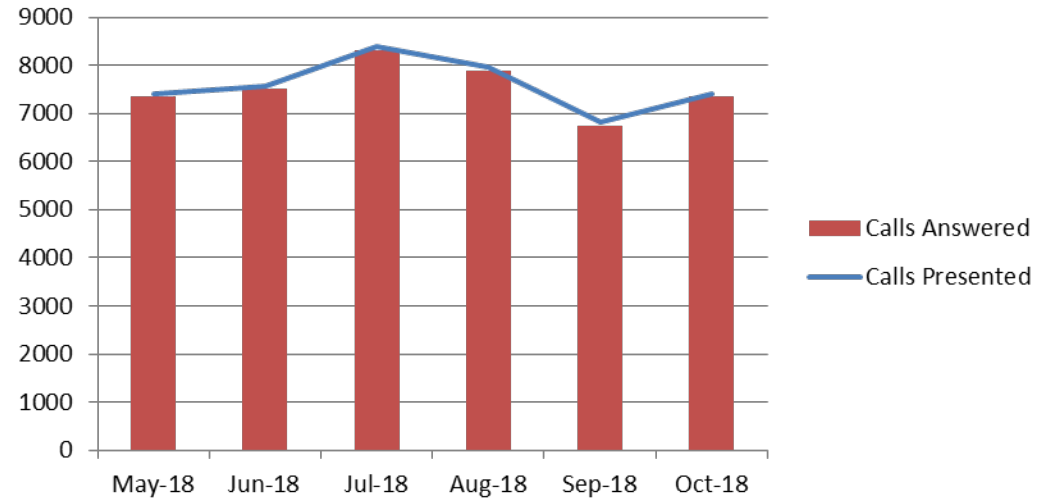
### Split of the 409 hours apportioned to the RTF





# Initial Contact – 999

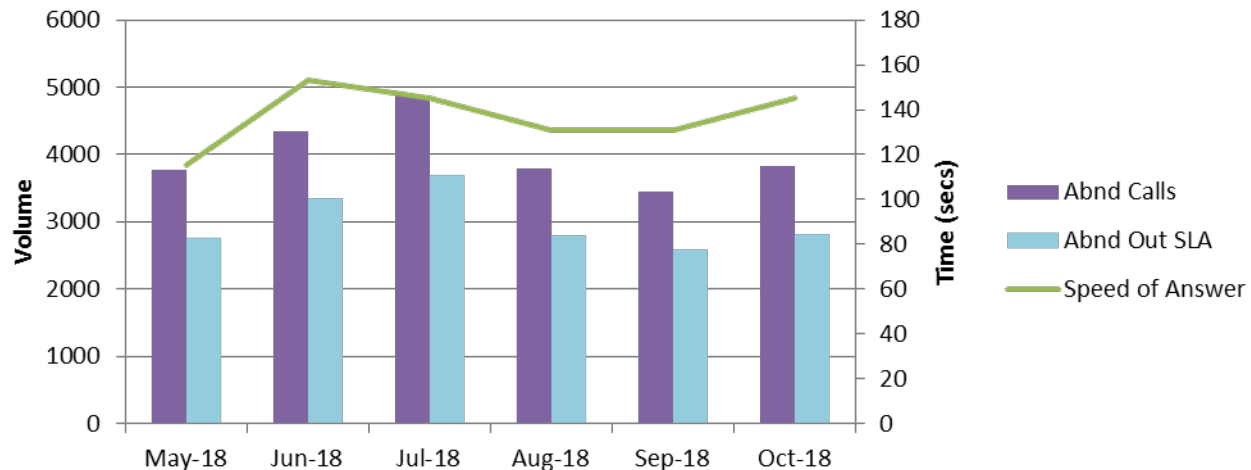
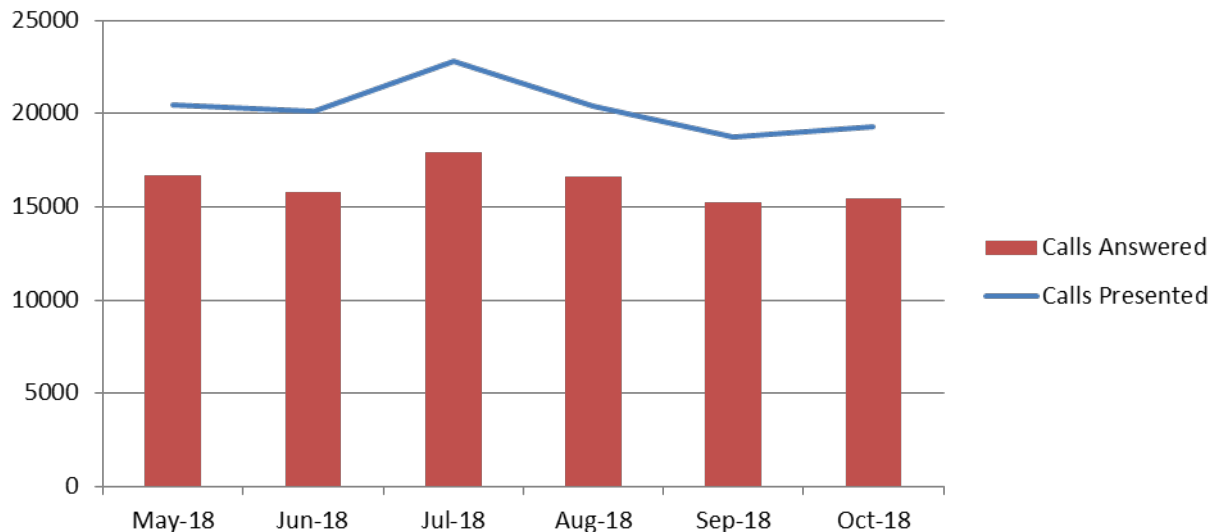
| Month  | Calls Presented | Calls Answered | Speed of Answer | Abnd Calls |
|--------|-----------------|----------------|-----------------|------------|
| May-18 | 7409            | 7354           | 7.9             | 55         |
| Jun-18 | 7563            | 7521           | 8.8             | 42         |
| Jul-18 | 8400            | 8308           | 10.8            | 92         |
| Aug-18 | 7961            | 7894           | 9.1             | 67         |
| Sep-18 | 6811            | 6754           | 7.7             | 57         |
| Oct-18 | 7413            | 7358           | 8.4             | 55         |



- Halloween 1600–0000 presented 50 more 999 calls than the same time frame during a normal Wednesday
- Transfers to secondary and alternate lines remain under the national guideline of 2%
- 8.84% increase since September 2018

# Initial Contact - 101

| Month  | Calls Presented | Calls Answered | Speed of Answer | Abnd Calls |
|--------|-----------------|----------------|-----------------|------------|
| Oct-18 | 19280           | 15454          | 145.3           | 3826       |
| Sep-18 | 18713           | 15266          | 131             | 3447       |
| Aug-18 | 20420           | 16627          | 130.6           | 3793       |
| Jul-18 | 22796           | 17927          | 145.2           | 4869       |
| Jun-18 | 20153           | 15807          | 153.2           | 4346       |
| May-18 | 20469           | 16697          | 115.5           | 3772       |



- 3.17% increase in calls since September 2018
- Call duration on non - emergency calls has been consistently higher than 5 minutes since February 2018. The increased call duration has led to 268 more hours spent on “talk time” in October 2018 compared to October 2017.
- On Halloween there was an increase of 70 non- emergency calls between 16.00 and 00.00 compared to a normal Wednesday in the same time frame.

# City Command (Incidents and Crimes – October 2018 – York and Selby)

## Count of all Incidents and type

Count of incidents

**2,874**

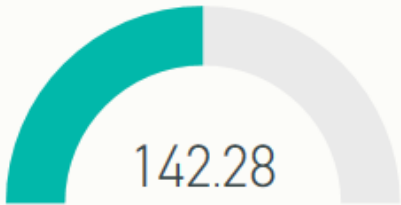
## Average Officers and Time Spent

Average resources per incident



2.40

Average minutes per incident

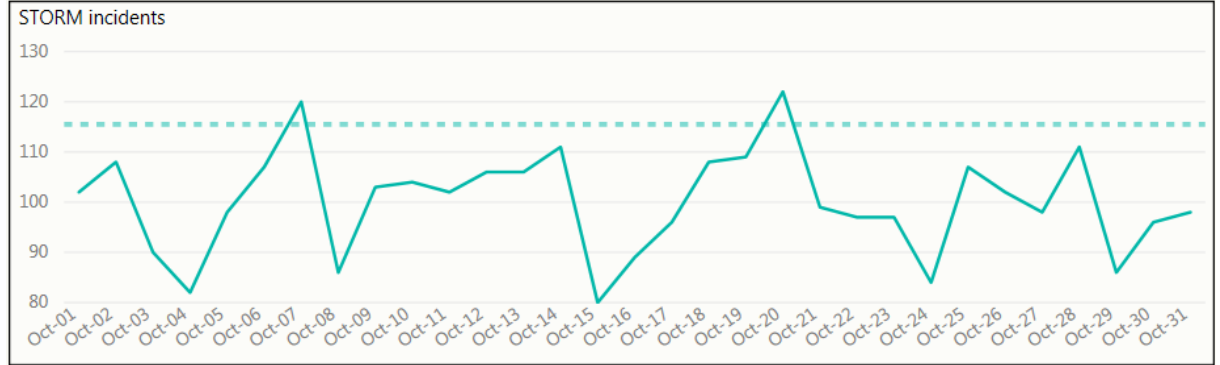


142.28

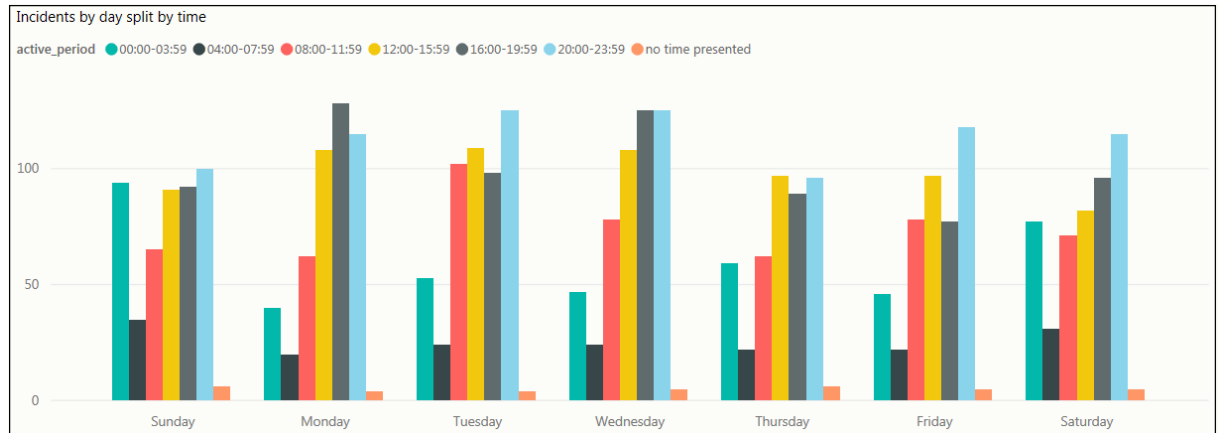
## Total Crimes Committed

**1404 Crimes**

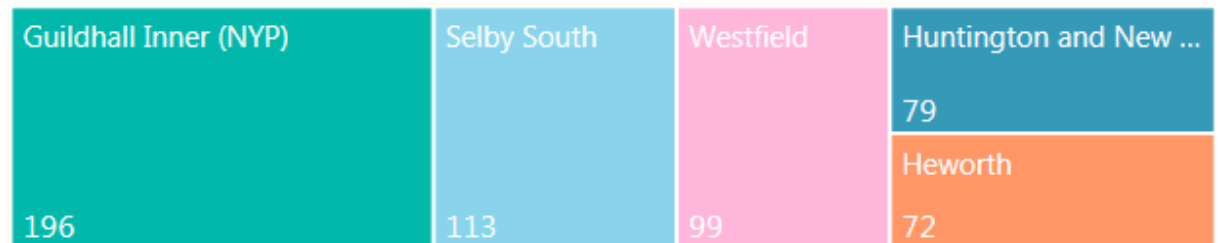
## Incident Volumes by Date



## Incident Volumes by Day and Time Group

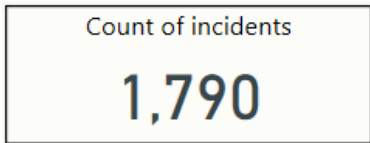


## Highest Wards by Crime Volume

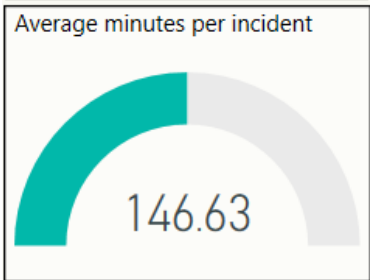
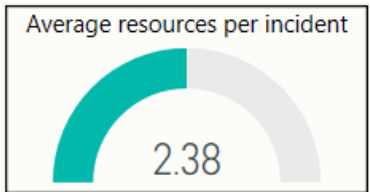


# Coastal Command (Incidents and Crimes October 2018 – S'boro and Ryedale)

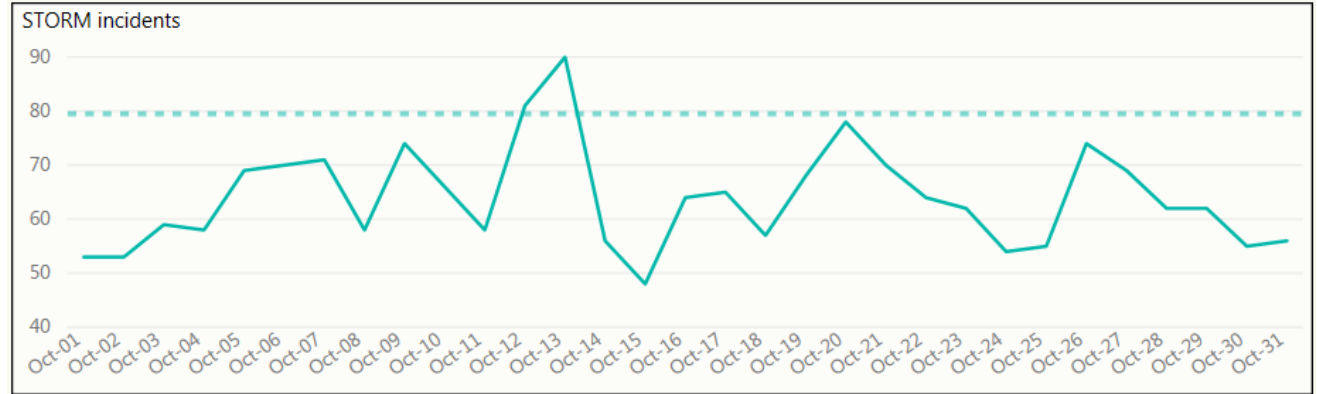
## Count of all Incidents and type



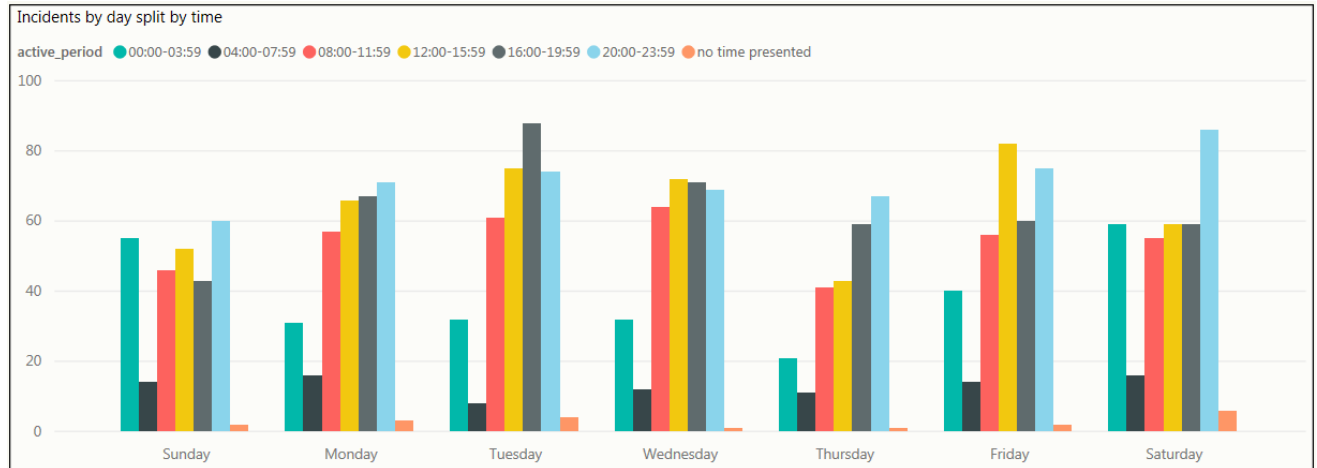
## Average Officers and Time Spent



## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Total Crimes Committed

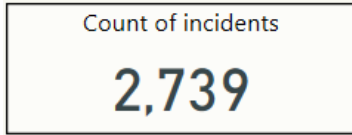
**863 Crimes**

## Highest Wards by Crime Volume

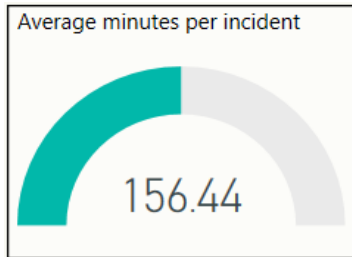
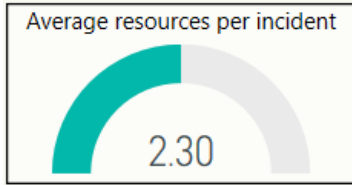
|        |         |             |           |
|--------|---------|-------------|-----------|
| Castle | Central | Streonshalh | North Bay |
| 191    | 69      | 46          | 37        |
|        |         | Woodlands   | Eastfield |
|        |         | 43          | 36        |

# County Command (Incidents and Crimes October 2018 – Hamb, Rich, H'gate and Craven)

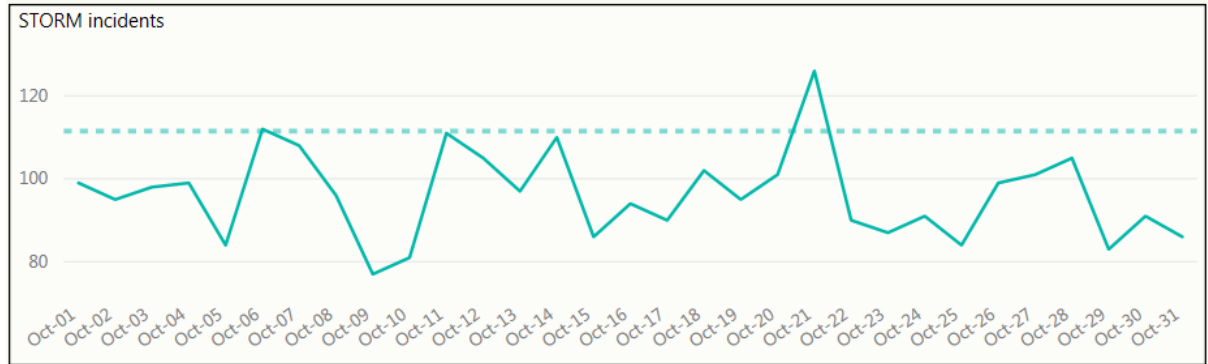
## Count of all Incidents and type



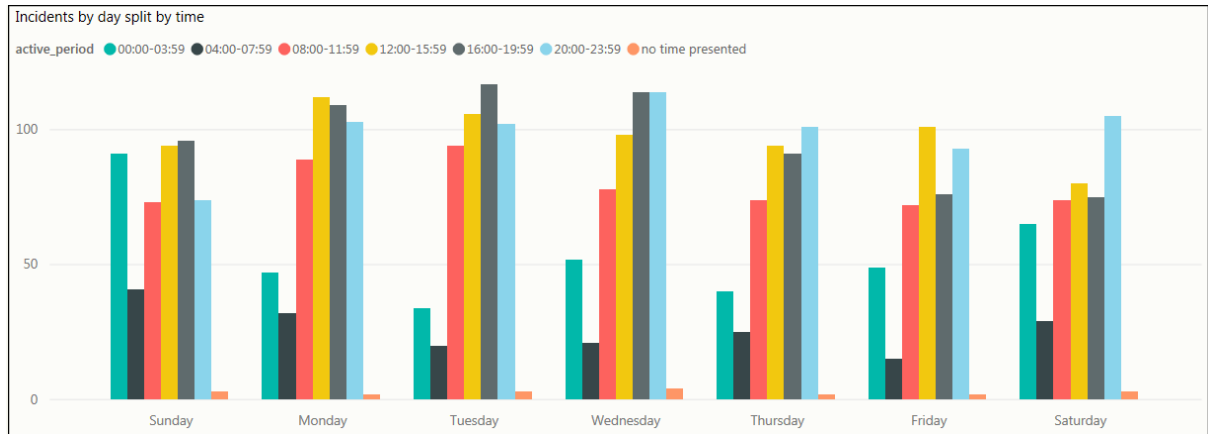
## Average Officers and Time Spent



## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Total Crimes Committed

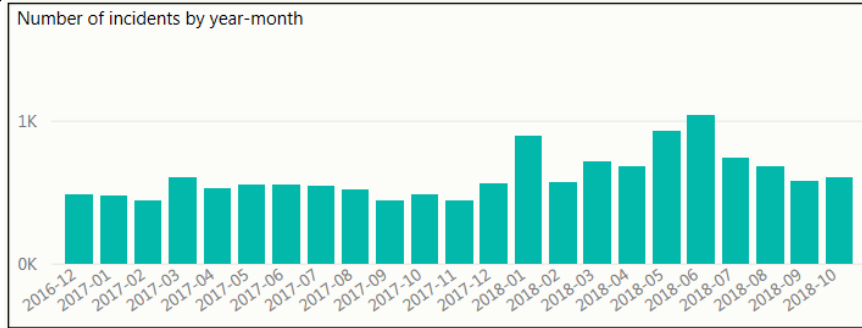
**1188 Crimes**

## Highest Wards by Crime Volume

|               |                   |           |               |
|---------------|-------------------|-----------|---------------|
| Low Harrogate | Northallerton ... | Thirsk    | High Harro... |
|               | 48                | 45        | 40            |
|               | Granby            | Hookstone | Sowerby       |
| 121           | 47                | 42        | 36            |

# Mental Health

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



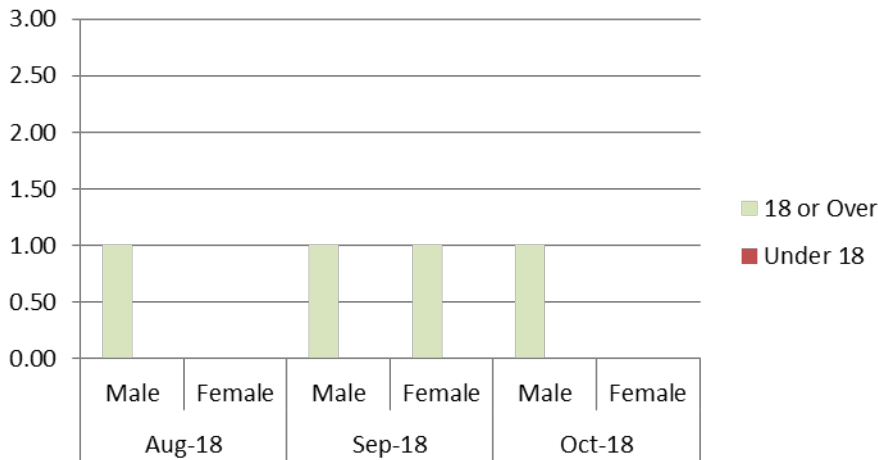
## Incidents with highest number of Mental Health Tag (Oct 18)

| Description                 | Volume with mental health tag |
|-----------------------------|-------------------------------|
| CONC SAFETY/TRAPPED/INJ/ILL | 406                           |
| DOMESTIC INCIDENT           | 39                            |
| VIOLENCE                    | 37                            |
| MISSING PERSON              | 31                            |
| NUISANCE                    | 28                            |

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

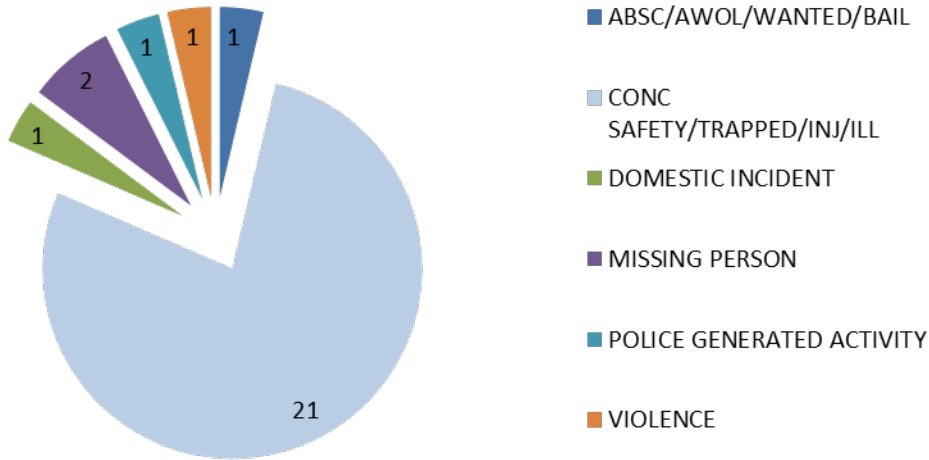
Police custody must only be used for s.136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.



## Use of mental health street triage teams

| Street Triage (STORM Tag) | Aug-18    | Sep-18    | Oct-18    |
|---------------------------|-----------|-----------|-----------|
| Hambleton                 | 1         | 0         | 1         |
| Scarborough               | 82        | 73        | 52        |
| York & Selby              | 6         | 5         | 7         |
| <b>Total</b>              | <b>90</b> | <b>78</b> | <b>60</b> |

Occurrence Type



| HBPoS         | Oct-18    |        |             |        | Total |
|---------------|-----------|--------|-------------|--------|-------|
|               | < 18      |        | 18 and Over |        |       |
|               | Male      | Female | Male        | Female |       |
| Scarborough   | 0         | 1      | 1           | 1      | 3     |
| Northallerton | 0         | 0      | 1           | 1      | 2     |
| Harrogate     | 0         | 0      | 3           | 8      | 11    |
| York          | 0         | 1      | 4           | 6      | 11    |
| <b>Total</b>  | <b>27</b> |        |             |        |       |

Time Spent Oct '18

|                         |        |
|-------------------------|--------|
| Av Officers per job     | 3.9    |
| Av time per job (hh:mm) | 10:36  |
| Total time (hh:mm)      | 286:27 |
| Total Officers          | 106    |
| Total NYP Occurrences   | 27     |

Outcomes of s136 – Oct 2018

| Outcome   | Count |
|---|-------|
| Formal admission  | 3     |
| Informal Admission  | 5     |
| Not open to services. Returned to the community without follow up             | 3     |
| Open to services, returned to the community with follow up by current service | 12    |
| Returned to the community with follow up arranged at assessment               | 4     |

Mode of Transport Oct '18

| Mode of Transport      | Total     |
|------------------------|-----------|
| Ambulance              | 20        |
| Caged police vehicle   | 6         |
| Uncaged police vehicle | 1         |
| Not Recorded/Other     | 0         |
| <b>Grand Total</b>     | <b>27</b> |

# CRIME – Apr - Oct 2018 (Crimes committed)

|                             | Apr to Oct-17 | Apr to Oct-18 | % Diff        |
|-----------------------------|---------------|---------------|---------------|
| Arson & Criminal Damage     | 3542          | 3681          | <b>3.92%</b>  |
| Burglary                    | 2185          | 2231          | <b>2.11%</b>  |
| Drug Offences               | 838           | 1024          | <b>22.20%</b> |
| Fraud                       | 286           | 343           | <b>19.93%</b> |
| Misc Crimes Against Society | 399           | 443           | <b>11.03%</b> |
| Possession Of Weapons       | 121           | 182           | <b>50.41%</b> |
| Public Order Offences       | 878           | 1418          | <b>61.50%</b> |
| Robbery                     | 94            | 127           | <b>35.11%</b> |
| Sexual Offences             | 907           | 1237          | <b>36.38%</b> |
| Theft: All Other Theft      | 2689          | 2993          | <b>11.31%</b> |
| Theft: Bicycle Theft        | 730           | 812           | <b>11.23%</b> |
| Theft: Shoplifting          | 2792          | 2688          | <b>-3.72%</b> |
| Theft: Theft From Person    | 225           | 292           | <b>29.78%</b> |
| Vehicle Offences            | 1374          | 1470          | <b>6.99%</b>  |
| <b>Grand Total</b>          | <b>23368</b>  | <b>27502</b>  | <b>11.03%</b> |

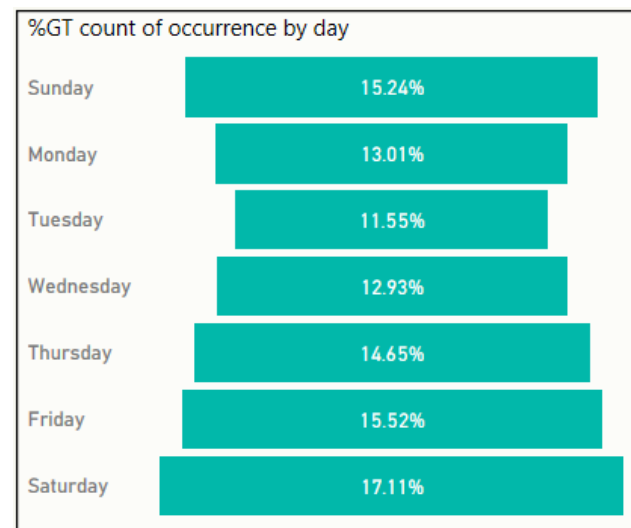
|                             | Apr to Oct-17 | Apr to Oct-18 | % Diff        |
|-----------------------------|---------------|---------------|---------------|
| Violence Against The Person | 6308          | 8561          | <b>35.72%</b> |

NB. Due to changes in Crime recording legislation the above figures cannot be compared due to new recording requirements for Stalking Type Crimes (Apr 2018)

## Year to Date highest % of Crime Types



## % split of all crimes by day of the week





# ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND CASUALTIES FROM ROAD TRAFFIC COLLISIONS THAT ARE KILLED & SERIOUSLY INJURED

## HAM & RICH SNC

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>1951</b>   | <b>-15%</b>       |
| <b>PSW</b>     | <b>7002</b>   | <b>2.2%</b>       |
| Miss Person    | 152           | -29.3%            |
| Concern Safety | 1547          | -1.8%             |
| Domestic Inc   | 399           | -10.3%            |
| Sus Circs      | 2310          | 6.8%              |
| PSW Other      | 2594          | 5.7%              |
| <b>KSI</b>     | <b>181</b>    | <b>-11.3%</b>     |

## SCAR & RYE SNC

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>4429</b>   | <b>-5.9%</b>      |
| <b>PSW</b>     | <b>12447</b>  | <b>2.3%</b>       |
| Miss Person    | 444           | -28.4%            |
| Concern Safety | 3217          | -2%               |
| Domestic Inc   | 1003          | 1.8%              |
| Sus Circs      | 3300          | 13.1%             |
| PSW Other      | 4483          | 2.7%              |
| <b>KSI</b>     | <b>245</b>    | <b>-3.5%</b>      |

## CRAVEN SNC

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>779</b>    | <b>3.3%</b>       |
| <b>PSW</b>     | <b>2698</b>   | <b>12.6%</b>      |
| Miss Person    | 63            | -6.0%             |
| Concern Safety | 694           | 12.8%             |
| Domestic Inc   | 138           | -2.1%             |
| Sus Circs      | 856           | 4.5%              |
| PSW Other      | 947           | 25.4%             |
| <b>KSI</b>     | <b>126</b>    | <b>14.5%</b>      |

## HARROGATE

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>2894</b>   | <b>-13.6%</b>     |
| <b>PSW</b>     | <b>9161</b>   | <b>4.1%</b>       |
| Miss Person    | 408           | 5.4%              |
| Concern Safety | 2171          | 5.6%              |
| Domestic Inc   | 551           | 4.6%              |
| Sus Circs      | 2808          | 14.3%             |
| PSW Other      | 3223          | -4.5%             |
| <b>KSI</b>     | <b>222</b>    | <b>-16.2%</b>     |

## YORK SNC

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>4944</b>   | <b>-6.7%</b>      |
| <b>PSW</b>     | <b>13058</b>  | <b>4.4%</b>       |
| Miss Person    | 395           | -20.4%            |
| Concern Safety | 3350          | -1.8%             |
| Domestic Inc   | 895           | -5.4%             |
| Sus Circs      | 3546          | 9.0%              |
| PSW Other      | 4872          | 10.7%             |
| <b>KSI</b>     | <b>268</b>    | <b>-6.6%</b>      |

## SELBY SNC

|                | Apr to Oct-18 | % Same Period '17 |
|----------------|---------------|-------------------|
| <b>ASB</b>     | <b>1616</b>   | <b>-14.8%</b>     |
| <b>PSW</b>     | <b>4944</b>   | <b>11.9%</b>      |
| Miss Person    | 129           | -11.6%            |
| Concern Safety | 1151          | 12.2%             |
| Domestic Inc   | 363           | 11.3%             |
| Sus Circs      | 1640          | 6.5%              |
| PSW Other      | 1661          | 20.4%             |
| <b>KSI</b>     | <b>99</b>     | <b>-5.7%</b>      |

# Local Policing – Police and Crime Plan 2017-2021

| Hambleton     | Apr to Oct 17 | Apr to Oct 18 | Diff  |
|---------------|---------------|---------------|-------|
| Burglary      | 177           | 198           | 11.9% |
| Road          | 3286          | 2972          | -9.6% |
| Mental Health | 520           | 655           | 26%   |

| Scarborough   | Apr to Oct 17 | Apr to Oct 18 | Diff  |
|---------------|---------------|---------------|-------|
| Burglary      | 259           | 338           | 30.5% |
| Drug Offences | 187           | 248           | 32.6% |
| ASB           | 3978          | 3745          | -5.9% |

| Richmondshire | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|---------------|---------------|---------------|--------|
| Drug Offences | 29            | 18            | -37.9% |
| Burglary      | 130           | 77            | -40.8% |
| ASB           | 879           | 624           | -29%   |

| Ryedale       | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|---------------|---------------|---------------|--------|
| Burglary      | 81            | 98            | 21%    |
| Drug Offences | 34            | 50            | 47.1%  |
| ASB           | 728           | 683           | -6.2%  |
| Road          | 2197          | 1748          | -20.4% |

| Harrogate | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|-----------|---------------|---------------|--------|
| Burglary  | 388           | 523           | 34.8%  |
| ASB       | 3349          | 2894          | -13.6% |
| Road      | 4467          | 4905          | 9.8%   |
| Cyber     | 54            | 87            | 61.1%  |

| York     | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|----------|---------------|---------------|--------|
| Violence | 1862          | 2445          | 31.3%  |
| Burglary | 618           | 551           | -10.8% |
| ASB      | 5301          | 4944          | -6.7%  |
| Cyber    | 58            | 114           | 96.6%  |

| Craven   | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|----------|---------------|---------------|--------|
| Burglary | 156           | 197           | 26.3%  |
| Road     | 1668          | 1474          | -11.6% |
| Crime    | 1140          | 1397          | 22.5%  |

| Selby    | Apr to Oct 17 | Apr to Oct 18 | Diff   |
|----------|---------------|---------------|--------|
| Drugs    | 74            | 82            | 10.8%  |
| Burglary | 372           | 248           | -33.3% |
| ASB      | 1896          | 1616          | -14.8% |
| Cyber    | 18            | 51            | 183.3% |

## **Prevention**

An internal wildlife crime course for a range of colleagues within NYP has been run in North Yorkshire for the first time, enlisting the help of key partners to deliver training which has enabled a further 30 colleagues across NYP to be trained as Wildlife Crime Officers, doubling our contingent, and providing greater resilience. Two RTF colleagues have been trained and passed a drone course, which has a range of uses in response to rural and wildlife crime ranging from prevention to enforcement.

Op Woollen continues to offer proactive prevention advice to all farms in North Yorkshire. Op Woodchip owned by PCSO's on area offering prevention to rural businesses. Regular property marking schemes being conducted by PCSO's at rural business, sports clubs, livery yards, auction marts, etc. Follow up visits and enquiries to victims of crime, and those at risk in the vicinity following criminal activity.

Intelligence which indicates rural crime in an area has been used to establish Mobile Rural Watches. These enable communities to assist the police and tackle rural criminality. Over 150 PSV's have been recruited this year for MRW's.

## **Intelligence**

Intelligence collection plans are in place for two new OCG's, Op Extractor and Op Existence, with use of various intelligence sources, including open source. A regional top ten list for poaching nominals has been produced, which is utilised to share intelligence on these subjects, and joint prosecutions to be enabled.

## **Enforcement**

National Day of action for rural crime took place in November, which coincided with Op Checkpoint for the North East Region, and was well supported from within NYP with numerous NPT's and MRW working alongside RTF. Further activity dates are planned in for 2019.

Days of action are planned in for Op Galileo (poaching), Op Byway (illegal off-roading), Op Eyeball (fly tipping) and support of MRW's. Recent Op Eyeball event held with RPG led to seizure of 17 vehicles for a number of offences, and several investigations commenced by council teams.

Number of ongoing investigations and court cases for both wildlife and rural crime – but especially noteworthy are cock fighting case, and badger persecution case which are due shortly. There are significant investigations taking place into OCG's involved in livestock theft, and farm and machinery theft in the north of the County, as well as other crime groups from West Yorkshire, and within the county in the York area. These groups are being disrupted through arrests, seizures, and use of key partners, such as Trading Standards and Food Standard Agency.

## **Reassurance**

The team are continuing to utilise social media and traditional media to get various messages across. RTF usage of Community Messaging compares favourably when set against entire districts (~30 messages per month). The local footprint provided by PCSO's and PC's at meetings, marts, etc., continues to ensure feedback is provided to rural communities. TV crew are coming to film RTF activity in December which will promote the work of the team, and provide reassurance to the public that NYP are tackling rural / wildlife crime.

# 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
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaSubstances is the official term for Legal Highs
- NTE = Night Time Economy
- 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
- SNC = Safer Neighbourhood Command – Area of Policing attributed to
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.

# Public accountability meeting

Part b) People



Meeting: 27 November 2018

Reporting Period: As at end of October 2018

NB: Statistics remain provisional and subject to change

# HR OVERVIEW

## Police Officers

|   | Apr 18  | May 18   | Jun 18  | Jul 18  | Aug 18   | Sep 18   | Oct 18   | Nov 18   | Dec 18   | Jan 19   | Feb 19   | Mar 19   | Mar 20  |
|---|---------|----------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| <b>Officer Long Term FTE Target</b>                             | 1,400.0 | 1,400.0  | 1,400.0 | 1,400.0 | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0  | 1,400.0 |
| <b>Officer FTE Budget for the month after vacancy factor</b>    | 1,359.5 | 1,355.5  | 1,370.5 | 1,389.5 | 1,380.5  | 1,373.5  | 1,367.5  | 1,391.5  | 1,386.5  | 1,401.5  | 1,395.5  | 1,394.5  | 1,372.0 |
| <b>Actual/ Projected Officer Numbers (includes recruitment)</b> | 1342.22 | 1,338.10 | 1340.70 | 1359.45 | 1,350.16 | 1,356.80 | 1,349.96 | 1,342.97 | 1,335.97 | 1,375.97 | 1,366.97 | 1,388.97 | 1393.97 |

The above figures have been amended to include the Officer FTE Budget for the month after vacancy factor and also what the projected numbers are for the rest of the financial year (figures in shaded boxes).

The actual number of Officers has decreased by 6.84 FTE from the previous month. The 15 leavers are broken down as 7 retirements, 2 ill health retirements, 4 resignations, 1 transfer to another force and 1 death in service. The number of leavers was higher than the leaver projections, due to a higher number officer leaving for reasons other than retirement.

8 Transferees joined NYP in October 2018, this was 4 officers lower than anticipated however further intakes being planned in order to meet the target figure of 1400.

## PCSO

|  | Apr 18 | May 18 | Jun 18 | Jul 18 | Aug 18 | Sep 18 | Oct 18 | Nov 18 | Dec 18 | Jan 19 | Feb 19 | Mar 19 | Mar 20 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>PCSO Long Term FTE Target</b>                             | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.0  | 200.00 |
| <b>PCSO FTE Budget for the month after vacancy factor</b>    | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |
| <b>Actual/ Projected PCSO Numbers (includes recruitment)</b> | 208.51 | 206.52 | 206.43 | 202.07 | 201.05 | 196.11 | 194.94 | 193.96 | 193.96 | 191.96 | 191.96 | 190.96 | 196.96 |

The actual number of PCSOs has decreased by 1.17 FTE from the previous month.

The next intake of PCSO's is scheduled for April 2019.

# HR OVERVIEW

## Staff

| BUDGET:   | Apr 18  | May 18  | Jun 18  | Jul 18  | Aug 18  | Sep 18  | Oct 18  | Nov 18   | Dec 18   | Jan 19   | Feb 19   | Mar 19   | Mar 20   |
|---|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|
| OPCC  | 13.0    | 13.0    | 13.0    | 13.0    | 13.0    | 13.0    | 13.0    | 13.0     | 13.0     | 13.0     | 13.0     | 13.0     | 11.0     |
| Project Staff (incl Agency)                                 | 20.0    | 20.0    | 20.0    | 20.0    | 20.0    | 20.0    | 20.0    | 20.0     | 20.0     | 20.0     | 20.0     | 20.0     | 3.0      |
| Commissioned Services                                       | 13.8    | 13.8    | 13.8    | 13.8    | 13.8    | 13.8    | 13.8    | 13.8     | 13.8     | 13.8     | 13.8     | 13.8     | 11.8     |
| Corporate Services  | 192.1   | 192.1   | 192.1   | 192.1   | 192.1   | 192.1   | 192.1   | 192.1    | 192.1    | 192.1    | 192.1    | 192.1    | 202.8    |
| Chief Constable   | 889.4   | 889.4   | 889.4   | 889.4   | 889.4   | 889.4   | 889.4   | 889.4    | 889.4    | 889.4    | 889.4    | 889.4    | 920.8    |
| Total Staff FTE Budget for the month (after vacancy factor) | 1128.0  | 1128.0  | 1128.0  | 1128.0  | 1128.0  | 1128.0  | 1128.0  | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1128.0   | 1149.5   |
| ACTUAL:   |         |         |         |         |         |         |         |          |          |          |          |          |          |
| OPCC  | 10.74   | 10.74   | 10.74   | 9.24    | 8.24    | 10.24   | 10.10   | 10.10    | 10.10    | 10.10    | 10.10    | 10.10    | 10.10    |
| Project Staff (incl Agency)                                 | 37.19   | 31.41   | 32.41   | 9.00    | 7.00    | 7.00    | 7.00    | 7.00     | 7.00     | 7.00     | 7.00     | 7.00     | 7.00     |
| Commissioned Services                                       | 11.24   | 12.24   | 12.24   | 11.74   | 12.24   | 12.24   | 12.24   | 12.24    | 12.24    | 12.24    | 12.24    | 12.24    | 12.24    |
| Corporate Services  | 201.8   | 197.51  | 195.58  | 194.58  | 195.58  | 191.58  | 190.58  | 193.58   | 199.58   | 200.58   | 200.58   | 201.58   | 201.58   |
| Chief Constable   | 911.14  | 909.43  | 902.94  | 892.18  | 890.25  | 877.19  | 871.23  | 876.23   | 881.73   | 879.23   | 878.23   | 879.23   | 879.23   |
| Total Staff against budget FTE                              | 1172.11 | 1161.35 | 1153.91 | 1116.74 | 1113.31 | 1098.25 | 1091.15 | 1,099.15 | 1,110.65 | 1,109.15 | 1,108.15 | 1,110.15 | 1,110.15 |
|   |         |         |         |         |         |         |         |          |          |          |          |          |          |
| Permanent Staff FTE   | 1066.91 | 1062.60 | 1056.59 | 1048.01 | 1045.50 | 1035.43 | 1033.58 | 1037.58  | 1048.08  | 1046.58  | 1046.58  | 1047.58  | 1047.58  |
| Temporary Staff FTE (not including agency)                  | 74.21   | 69.76   | 69.76   | 52.16   | 51.24   | 46.24   | 39.99   | 43.99    | 44.99    | 44.99    | 43.99    | 44.99    | 44.99    |
| Agency Staff FTE  | 30.99   | 28.99   | 27.58   | 16.58   | 16.58   | 16.58   | 17.58   | 17.58    | 17.58    | 17.58    | 17.58    | 17.58    | 17.58    |
| Total Staff against budget FTE                              | 1172.11 | 1161.35 | 1153.93 | 1116.75 | 1113.32 | 1098.25 | 1091.15 | 1,099.15 | 1,110.65 | 1,109.15 | 1,108.15 | 1,110.15 | 1,110.15 |

The Staff Budget has been adjusted for 2017/ 2018. The budget is managed on a monthly basis depending upon business requirements and therefore is likely to change during the financial year.

The projections remain static as the majority of current recruitment is internal; therefore we are unlikely to see a significant increase in staff numbers over all.

OPCC figures do not include the PCC, DPCC or Fraser Sampson

The total number of actual Staff has decreased by 7.01 FTE from the previous month.

7.00 x agency staffs are in supernumerary posts.

10.58 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

# HR OVERVIEW

|  | Apr 18  | May 18  | Jun 18  | Jul 18  | Aug 18  | Sep 18  | Oct 18  | Nov 18  | Dec 18  | Jan 19  | Feb 19  | Mar 19  | Mar 20  |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Total Budget of all Officers, PCSO and Staff</b>        | 2687.5  | 2683.5  | 2698.5  | 2717.5  | 2708.5  | 2701.5  | 2695.5  | 2719.5  | 2714.5  | 2729.5  | 2723.5  | 2722.5  | 2700.00 |
| <b>Total Actual Number of all Officers, PCSO and Staff</b> | 2721.82 | 2705.98 | 2701.06 | 2678.27 | 2664.53 | 2651.16 | 2636.06 | 2636.08 | 2640.58 | 2677.08 | 2667.08 | 2690.08 | 2701.08 |

## Citizens in Policing

|  | Apr 18 | May 18 | Jun 18 | Jul 18 | Aug 18 | Sep 18 | Oct 18 | Nov 18 | Dec 18 | Jan 19 | Feb 19 | Mar 19 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Actual Specials FTE</b>                         | 142.00 | 137.00 | 131.00 | 131.00 | 130.00 | 127.00 | 141.00 | 130.00 | 130.00 | 130.00 | 130.00 | 130.00 |
|  |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Actual Volunteers (including Police Cadets)</b> | 266.00 | 268.00 | 246.00 | 240.00 | 265.00 | 290.00 | 289.00 | 265.00 | 265.00 | 265.00 | 265.00 | 265.00 |

The actual number of Special Constables has decreased by 3 from the previous month.

We currently have 289 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



# Public accountability meeting



**#NYPscrutiny**

**27 November 2018**