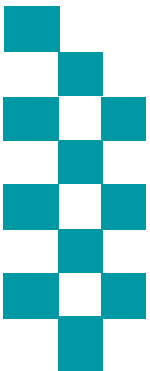


Public Accountability Board



Meeting Date: 25th August 2020



BE SAFE
FEEL SAFE

Agenda



Caring About the Vulnerable

Mental Health

s136 Detentions



Ambitious Collaboration

Force Overview

City Command

Coastal Command



Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW
Incidents

Proactive Policing

Rural Task Force



Enhancing the Customer Experience

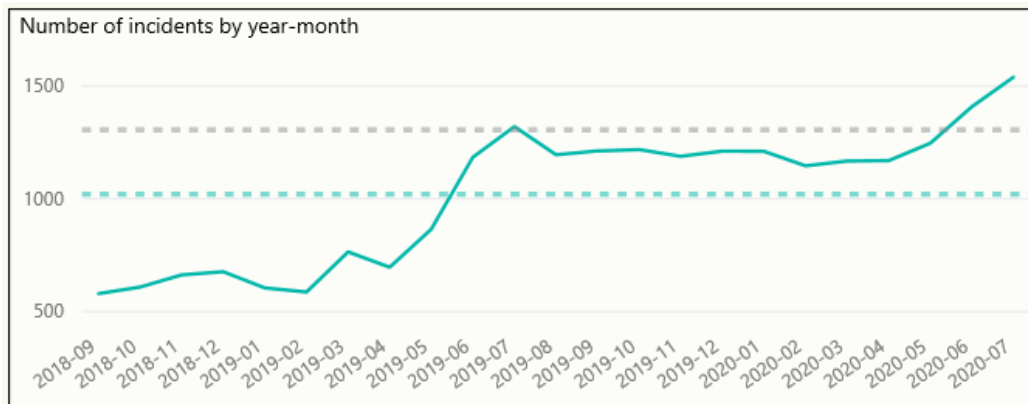
999

101

Local Priorities

Mental Health

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



- Over the past few months there has been a steady rise in Mental Health related incidents. There has been recording changes in the FCR from May 2020, the extended use of the auto tag facility has increased the number of mental health qualifiers applied.
- Incidents with a Mental Health tag have accounted for 14.36% of all incidents in the last 22 months and have accounted for 21.44% of all incidents in July 2020.

Incidents with highest number of Mental Health Tag (01st September '18 – 31st July '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10378	44.21%
MISSING PERSON	1515	6.45%
DOMESTIC INCIDENT	2320	9.88%
VIOLENCE	2947	12.55%
ASB NUISANCE	1290	5.49%

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

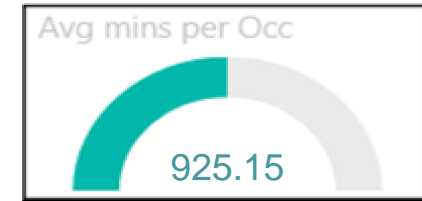
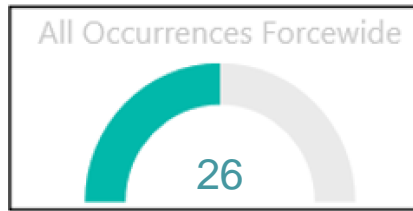
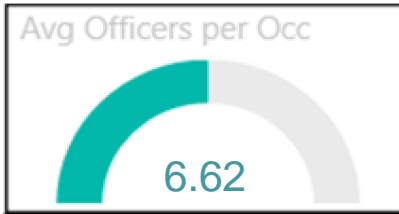
Use of police custody as a place of safety

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

s136 – July 2020

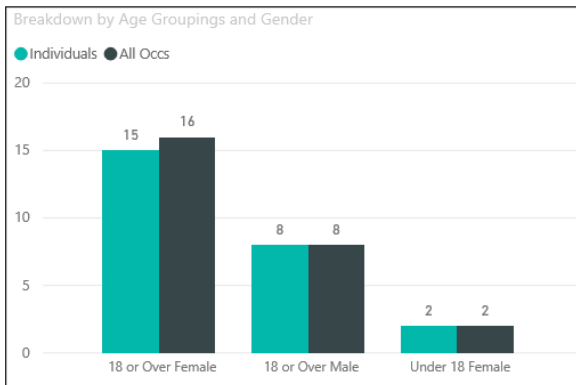


By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	24
Crime Related	1
Police Generated Activity	1
Total	26

- July 2020 is slightly lower in volume than the average incident volume levels previously seen.
- 2 detainees required to be taken out of the county this month
- 18 incidents required Police transportation:
 - 7 following Risk assessment
- 15.38% of detentions resulted in Admission

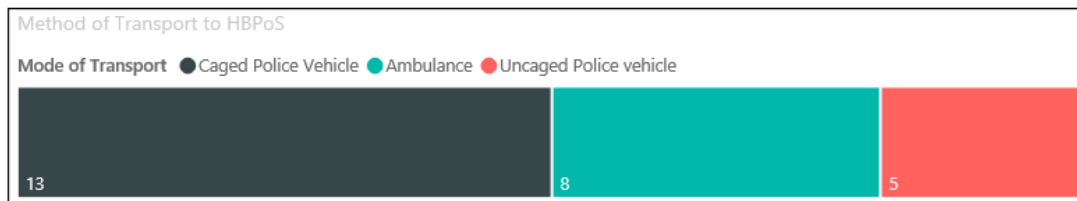
Gender/Age Breakdown and Repeat Nominals



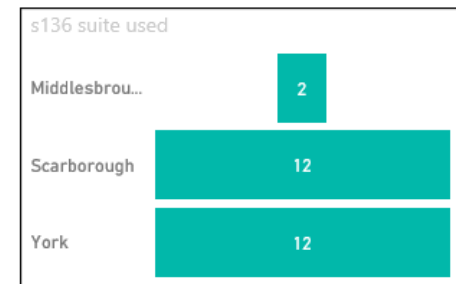
Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	22	84.62%
Admitted	4	15.38%
Total	26	100.00%

Mode of Transport



HBPoS Usage



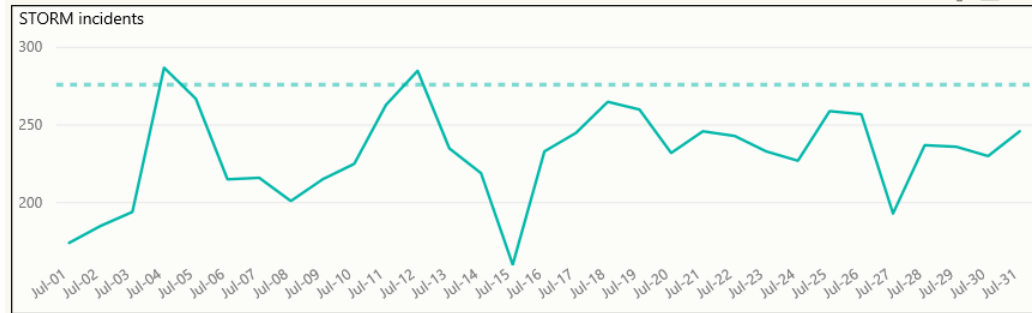
Force Levels (Incidents and Crimes Committed July 2020)

Count of all Incidents and type

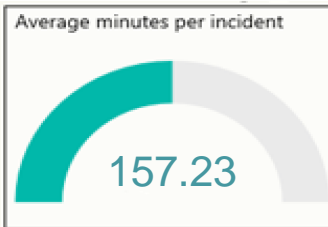
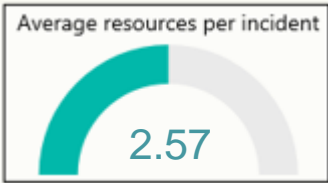
Count of Incidents
7183

Total Crimes Committed
3563

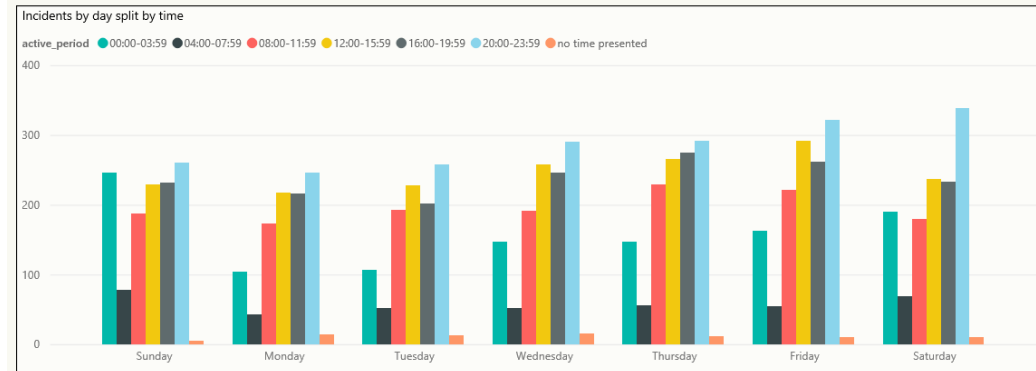
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Low Harro...	Clifton	Selby N...
195	Westfield	Central	Mickleg...
Guildhall Inner (N...	Selby South	Woodlands	Fisherg...

Volume by Crime type

Crime	2020-07	Total
Arson & Criminal Damage	424	424
Burglary	200	200
Drug Offences	119	119
Fraud	417	417
Misc Crimes Against Society	45	45
Possession Of Weapons	28	28
Public Order Offences	290	290
Robbery	15	15
Sexual Offences	64	64
Theft	533	533
Vehicle Offences	142	142
Violence Against The Person	1286	1286
Total	3563	3563

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

Count of all Incidents and type

Count of Incidents

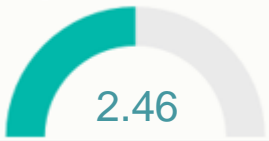
2441

Total Crimes Committed

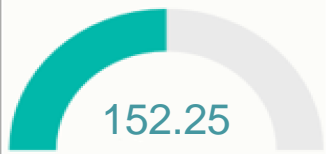
1286

Average Officers and Time Spent

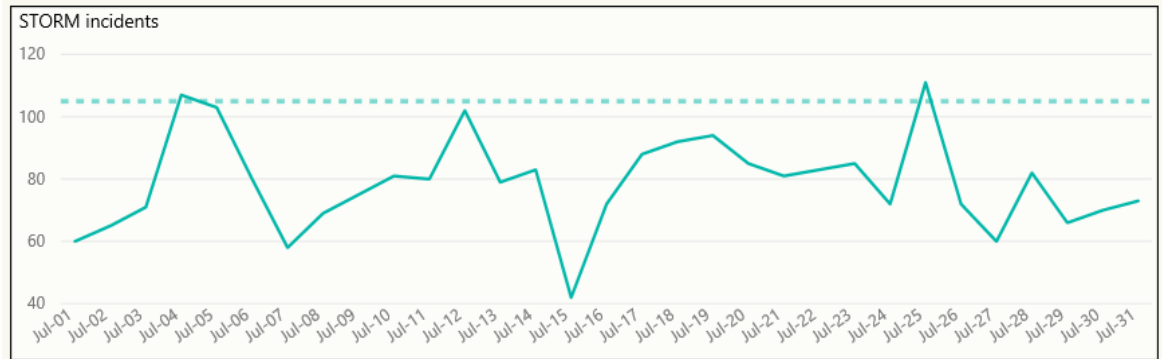
Average resources per incident



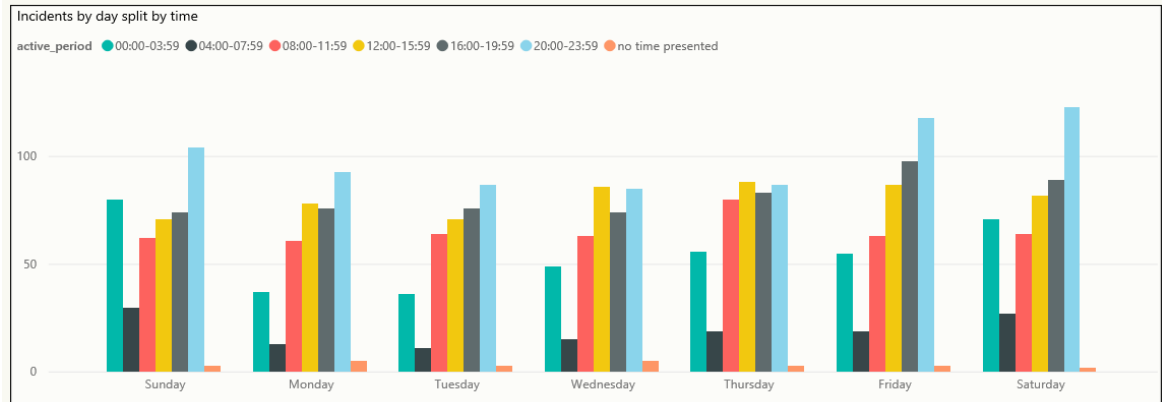
Average minutes per incident



Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Guildhall Inner (NYP)	Westfield	Clifton	Micklegate Oute...	Huntington an...
	75	69	55	52
126	Selby South	Selby North	Fishergate	Skelton, Rawcli...
	75	63	54	50

Volume by Crime type

Crime	2020-07	Total
Arson & Criminal Damage	130	130
Burglary	60	60
Drug Offences	30	30
Fraud	149	149
Misc Crimes Against Society	20	20
Possession Of Weapons	10	10
Public Order Offences	96	96
Robbery	8	8
Sexual Offences	34	34
Theft	213	213
Vehicle Offences	55	55
Violence Against The Person	481	481
Total	1286	1286

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

Count of all Incidents and type

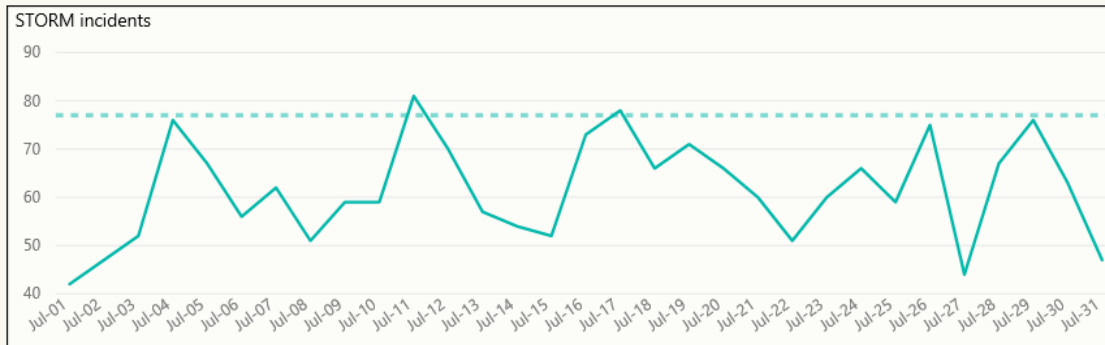
Count of Incidents

1907

Total Crimes Committed

953

Incident Volumes by Date



Average Officers and Time Spent

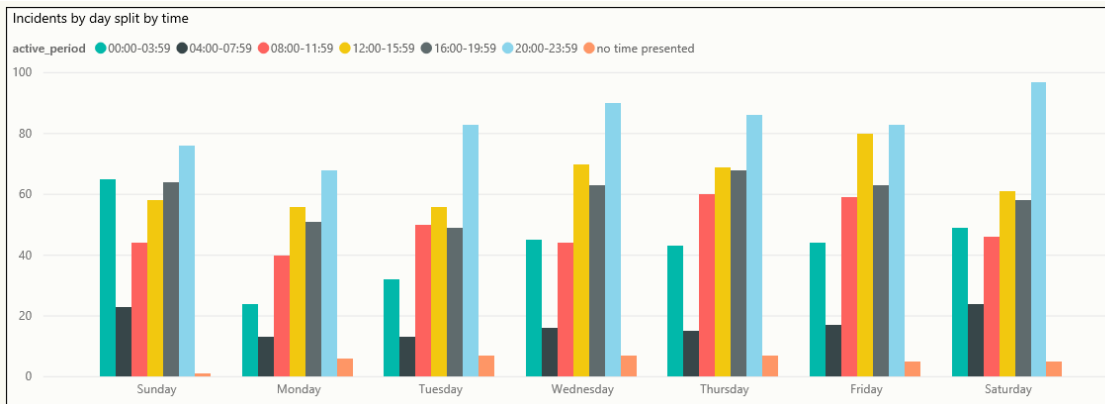
Average resources per incident

2.83

Average minutes per incident

166.93

Incident Volumes by Day and Time Group



Highest Wards by Crime Volume



Volume by Crime type

Crime	2020-07	Total
Arson & Criminal Damage	128	128
Burglary	51	51
Drug Offences	44	44
Fraud	82	82
Misc Crimes Against Society	10	10
Possession Of Weapons	10	10
Public Order Offences	109	109
Robbery	3	3
Sexual Offences	10	10
Theft	119	119
Vehicle Offences	33	33
Violence Against The Person	354	354
Total	953	953

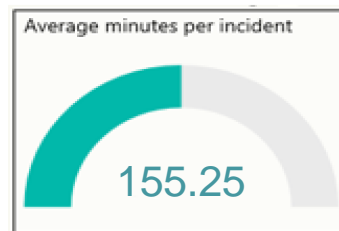
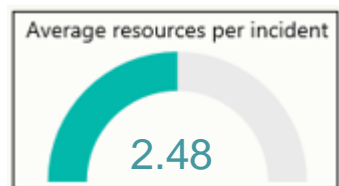
County Command (Incidents and Crimes Committed July 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type

Count of Incidents
2815

Total Crimes Committed
1321

Average Officers and Time Spent



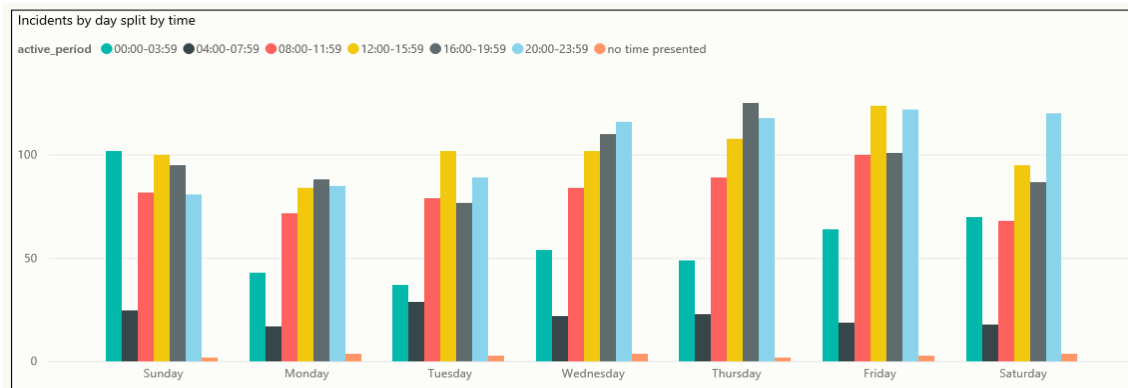
Highest Wards by Crime Volume

Low Harrogate	High Harro...	Skipton W...	Starbeck	Knares...
80	43	40	35	30
Northallerton Central	Granby	Harlow M...	Thirsk	Richm...
	43	38	31	29

Incident Volumes by Date



Incident Volumes by Day and Time Group



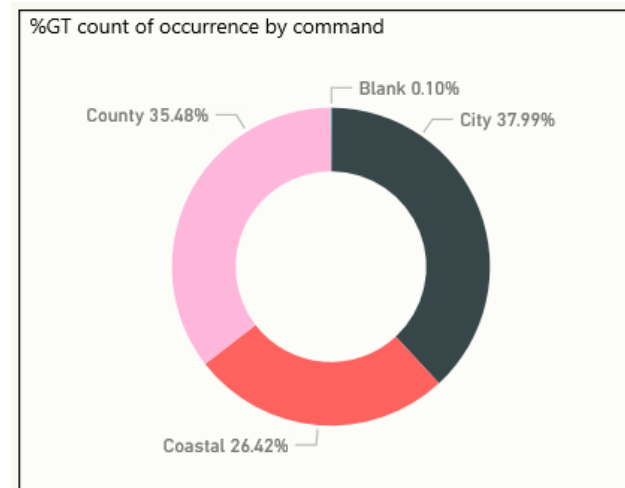
Volume by Crime type

Crime	2020-07	Total
Arson & Criminal Damage	166	166
Burglary	89	89
Drug Offences	45	45
Fraud	183	183
Misc Crimes Against Society	15	15
Possession Of Weapons	8	8
Public Order Offences	85	85
Robbery	4	4
Sexual Offences	20	20
Theft	201	201
Vehicle Offences	54	54
Violence Against The Person	451	451
Total	1321	1321

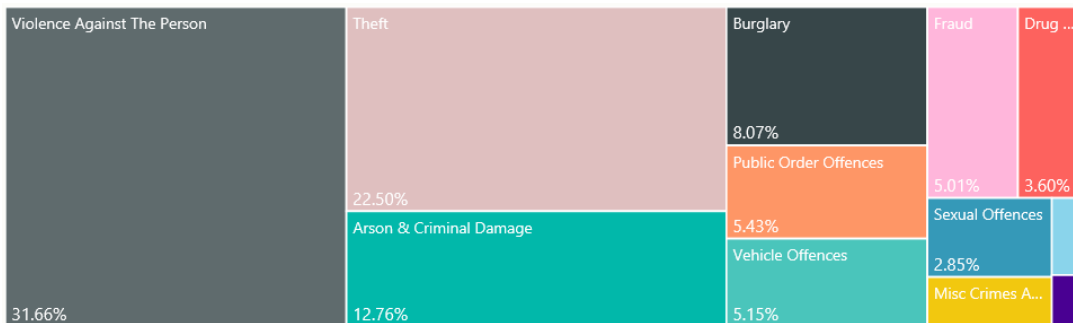
CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	2053	2037	1415	-30.54%
Burglary	1261	1285	705	-45.14%
Drug Offences	627	594	621	4.55%
Misc Crimes Against Society	261	351	216	-38.46%
Possession Of Weapons	102	118	135	14.41%
Public Order Offences	863	1098	1062	-3.28%
Robbery	80	74	57	-22.97%
Sexual Offences	468	528	242	-54.17%
Theft: All Other Theft	1674	1576	897	-43.08%
Theft: Bicycle Theft	391	370	282	-23.78%
Theft: Shoplifting	1539	1537	689	-55.17%
Theft: Theft From Person	184	187	34	-81.82%
Vehicle Offences	819	758	504	-33.51%
Violence Against The Person	4867	5624	4375	-22.21%
Grand Total	15189	16137	11234	-30.38%

% split of all crimes by Command



% Split of Crime Types



CRIME FOCUS – Financial Year To Date

HAM & RICH SNC

	2020/2021	% diff Same Period '19
CRIME	1613	-26.51%
Burglary	100	-35.90%
Theft: Other	146	-35.11%
Theft: Shoplifting	71	-41.80%
Criminal Damage	214	-19.55%
Drug Offences	60	-15.49%
Violence Offences	536	-30.84%

SCAR & RYE SNC

	2020/2021	% diff Same Period '19
CRIME	3308	-27.06%
Burglary	150	-40.24%
Theft: Other	243	-36.55%
Theft: Shoplifting	143	-60.61%
Criminal Damage	420	-25.27%
Drug Offences	187	2.19%
Violence Offences	1219	-26.08%

CRAVEN SNC

	2020/2021	% diff Same Period '19
CRIME	663	-25.42%
Burglary	62	-50.00%
Theft: Other	53	-32.91%
Theft: Shoplifting	29	-43.14%
Criminal Damage	71	-33.02%
Drug Offences	44	76.00%
Violence Offences	203	-20.08%

YORK SNC

	2020/2021	% diff Same Period '19
CRIME	3423	-30.07%
Burglary	161	-44.29%
Theft: Other	217	-52.93%
Theft: Shoplifting	255	-59.72%
Criminal Damage	322	-36.36%
Drug Offences	159	2.58%
Violence Offences	1165	-19.27%

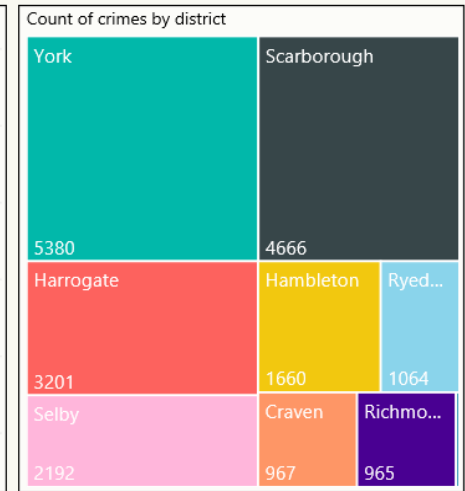
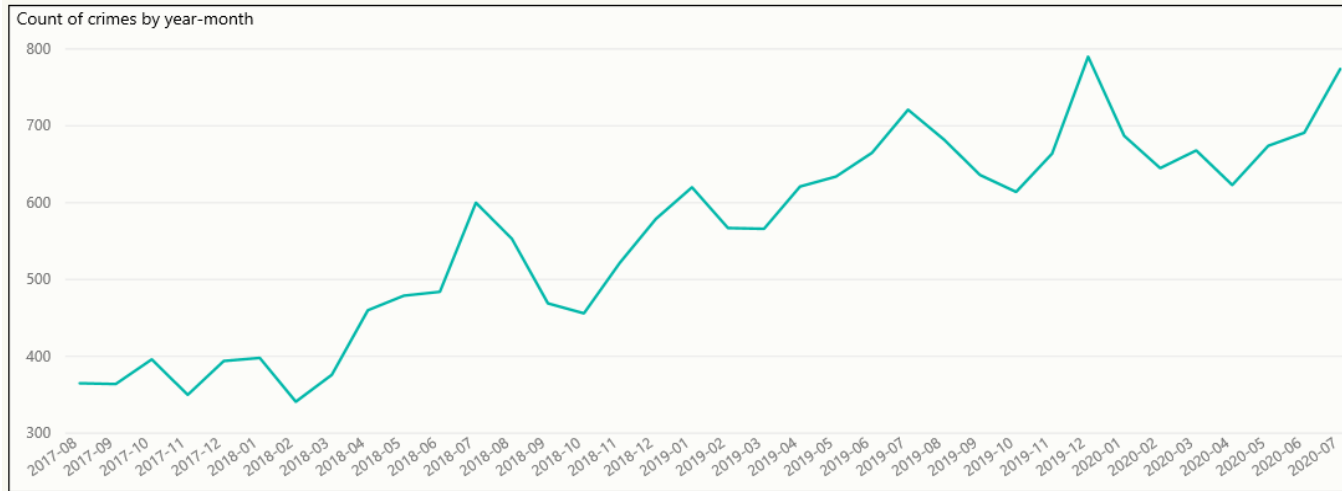
HARROGATE

	2020/2021	% diff Same Period '19
CRIME	2298	-27.42%
Burglary	150	-46.04%
Theft: Other	153	-50.32%
Theft: Shoplifting	149	-43.98%
Criminal Damage	247	-36.34%
Drug Offences	101	-1.94%
Violence Offences	760	-19.41%

SELBY SNC

	2020/2021	% diff Same Period '19
CRIME	1302	-20.95%
Burglary	82	-56.15%
Theft: Other	84	-28.21%
Theft: Shoplifting	42	-57.58%
Criminal Damage	141	-32.21%
Drug Offences	68	21.43%
Violence Offences	491	-11.21%

CRIME FOCUS – Domestic Abuse (Last 3 years)



District	Total
Blank	33
Craven	967
Hambleton	1660
Harrogate	3201
Richmondshire	965
Ryedale	1064
Scarborough	4666
Selby	2192
York	5380
Total	20128

- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 21.03% increase in the volume of Domestic Abuse recorded crimes between 2018/19 and 2019/20, from 6,351 to 8,043.
- Cases spike at weekends and in the summer months. The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.
- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. There is no longer a time limit on abuse evidence, which previously stood at five years. Additionally, the range of documents accepted as evidence of abuse has been widened to include statements from domestic violence support organisations and housing support officers. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

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

HAM & RICH SNC	2020-2021	% diff Same Period '19/20
ASB	1743	101.50%
PSW	3725	-5.60%
Missing Person	53	-36.90%
Concern Safety	792	-9.38%
Domestic Inc	188	-9.18%
KSI	58	-53.60%

SCAR & RYE SNC	2020-2021	% diff Same Period '19/20
ASB	3457	60.42%
PSW	5963	-17.89%
Missing Person	132	-54.64%
Concern Safety	1504	-12.66%
Domestic Inc	395	-18.39%
KSI	84	-39.57%

CRAVEN SNC	2020-2021	% diff Same Period '19/20
ASB	849	181.13%
PSW	1636	0.37%
Missing Person	20	-53.49%
Concern Safety	333	-7.24%
Domestic Inc	69	-4.17%
KSI	35	-37.50%

HARROGATE	2020-2021	% diff Same Period '19/20
ASB	2059	39.03%
PSW	4702	-14.46%
Missing Person	132	-34.00%
Concern Safety	957	-20.25%
Domestic Inc	291	3.19%
KSI	73	-40.65%

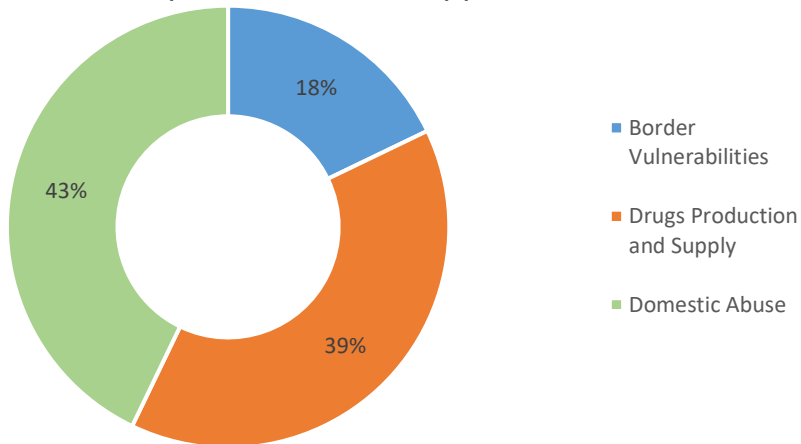
YORK SNC	2020-2021	% diff Same Period '19/20
ASB	3385	43.92%
PSW	6054	-24.62%
Missing Person	168	-29.11%
Concern Safety	1468	-23.62%
Domestic Inc	371	-4.87%
KSI	63	-62.72%

SELBY SNC	2020-2021	% diff Same Period '19/20
ASB	1247	65.82%
PSW	2358	-13.05%
Missing Person	29	-58.57%
Concern Safety	547	-13.31%
Domestic Inc	190	8.57%
KSI	37	-31.48%

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

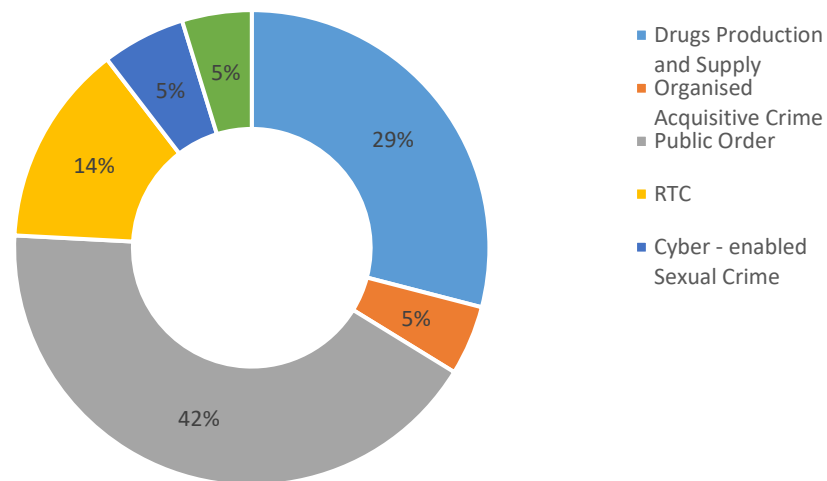
Proactivity: How has proactive policing contributed to control strategies? (July 2020)

Split of 280 hours appointed to FSU

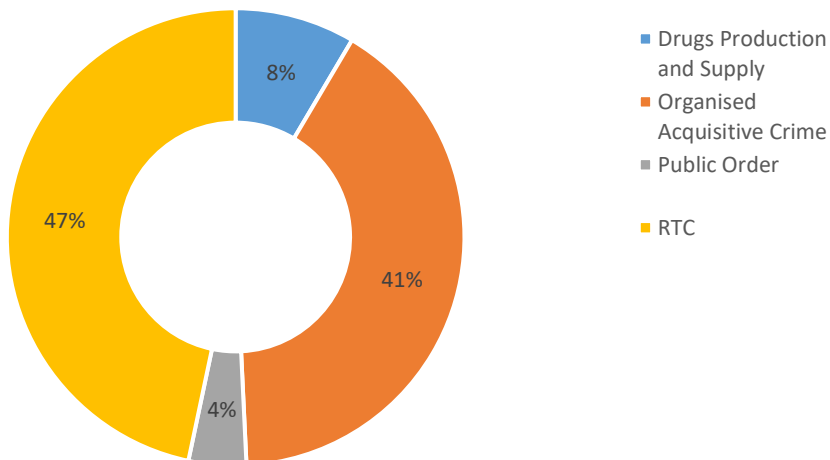


FSU activity varied greatly over the last six months and was affected by the impacts of the pandemic. To safeguard specialist officers and maintain national capability, their use was amended accordingly. Postponement of training freed up officers as did the Forcewide incident attendance policies which saw deployment to fewer incidents, in accordance with social distancing and other related regulations. The gradual reintroduction of training and relaxation of the regulations has enabled FSU to return to wider activities in recent weeks.

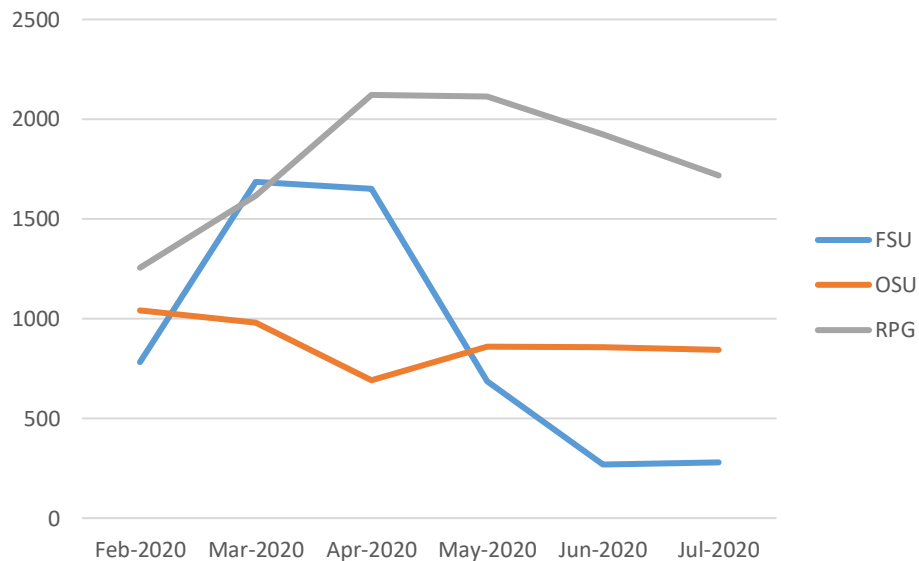
Split of 844 hours appointed to OSU



Split of 1718 hours appointed to RPG



Last 6 months Proactive Hours undertaken



Rural Task Force

Caring for the Vulnerable

We continue to offer mental health support and signpost the interventions available to those suffering with mental health issues in rural communities. We have a campaign planned to raise the profile of this area again later in the year. Also the Mental Health forum is scheduled for July at the Friarage Hospital.

Rural Vulnerability Forum being developed to address concerns about various aspects of vulnerability in the rural community, and how support can be given to rural victims who fall short of the threshold for support by Victim Support. There is due to be the roll out of a Pilot scheme in The Dales later in the year.

Training around domestic abuse was delivered to RSPCA partners and was well received. This may lead to a roll out of similar training; nationally to the RSPCA, to other relevant partners, and on other areas of vulnerability.

We are working at the moment to develop how the whole Proactive Policing department can further assist with the Domestic Abuse strand of the Control Strategy. Vulnerable victims have recently been identified and appropriate referrals have been made.

Property Marking Events are regularly held to provide reassurance and a deterrent against theft.

Ambitious Collaboration

We have developed a new problem solving plan for poaching, Operation Figaro, which is being rolled out involving community protection warnings and notices. Operation Checkpoint was put on hold due to restrictions. But we have had a very successful Op Galaxy working cross-border with Humberside.

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

Op Owl raising awareness of bird crime. PS512 Grainger coordinated this nationally which involved 26 forces last year, resulting in over 7.5million social media interactions over the weekend. A National virtual Op Owl day was held this year due to restrictions.

Members of the team have been working with the Environment Agency conducting a warrant at a commercial premises investigating illegal dumping of waste.

Work ongoing with partners to disrupt criminal activity of OCGs especially Op Existence, involving National Food Crime Unit and Trading Standards.

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

Reinforcing Local Policing

Identify and support local priorities including proactive patrol, in particular in response to recent issues of raptor persecution.

Op Extractor is an ongoing OCG management into group committing rural burglaries in the north of county. 4 offenders have been charged with 39 offences and are awaiting trial.

Op Existence investigation into livestock theft and subsequent sale, OCG management and working with partners such as NFU and Environmental Health to tackle OCG. Recent arrests have been made in regards to this group and extensive enquiries are ongoing, the principal offender is back in court in September.

Further arrests have been made in Cleveland, South Yorkshire and West Yorkshire recently, with officers proactively following up enquiries rather than waiting for neighbouring forces to act on information. This has also resulted in stolen property including quad bikes and agricultural equipment being returned to owners.

Members of the team have been down into Humberside on several occasions recently, arresting suspects for a series of thefts from cars in rural locations.

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

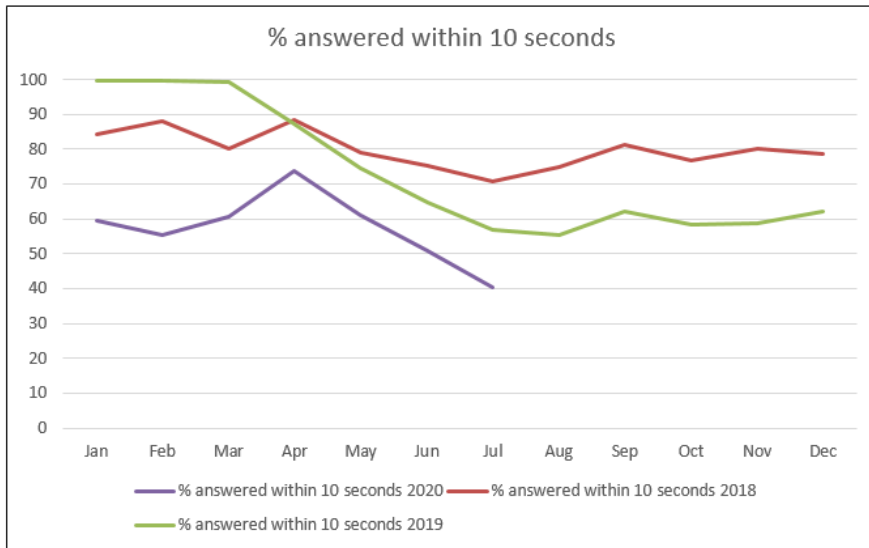
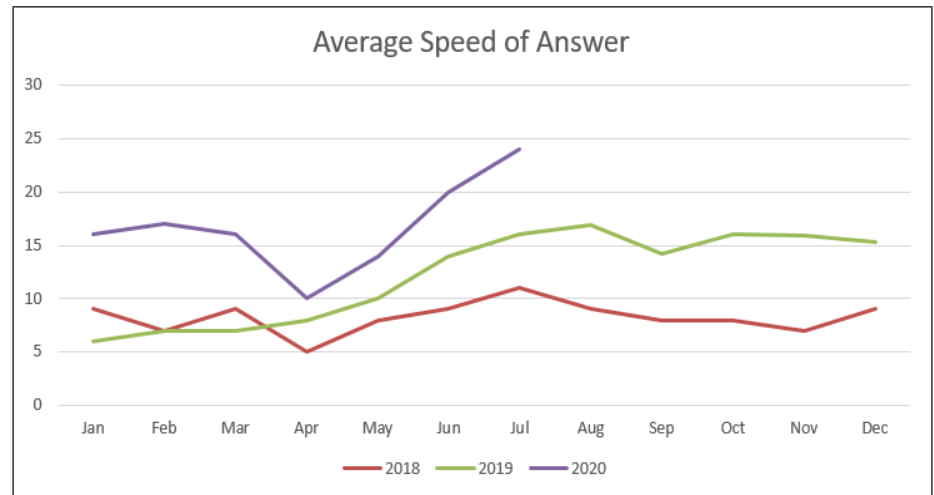
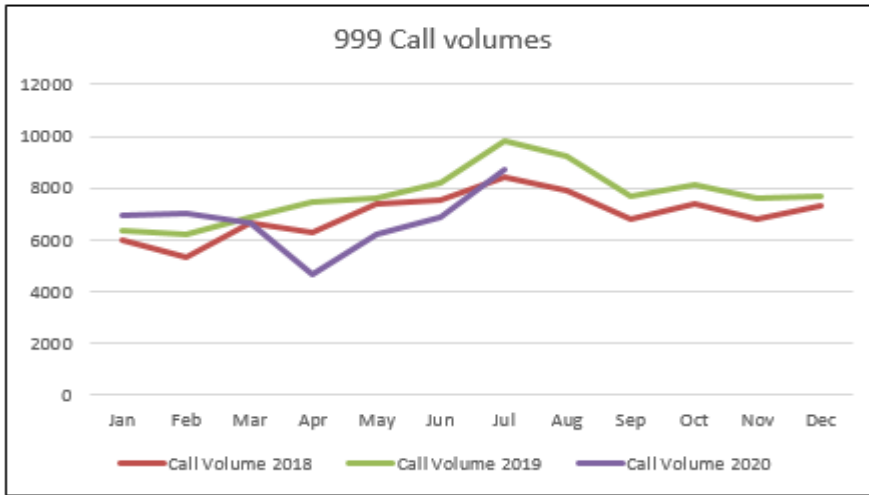
Enhancing Customer Experience

Mobile Rural Watches (MRW) are now established in all districts of North Yorkshire, their activity being collated under Op Harvester. WhatsApp is being used very successfully to support these groups and has been pioneering in both gathering intelligence and providing reassurance to communities, there are now 25 groups set up. This will soon be across all Watch schemes. There are 3 new watch schemes. The latest being in Thixendale.

Recent successes when working with the MRW have included the discovery of a quad thief from Cleveland in the back of a van in Helmsley and the arrest of a gang of quad thieves from West Yorkshire in Wharfedale.

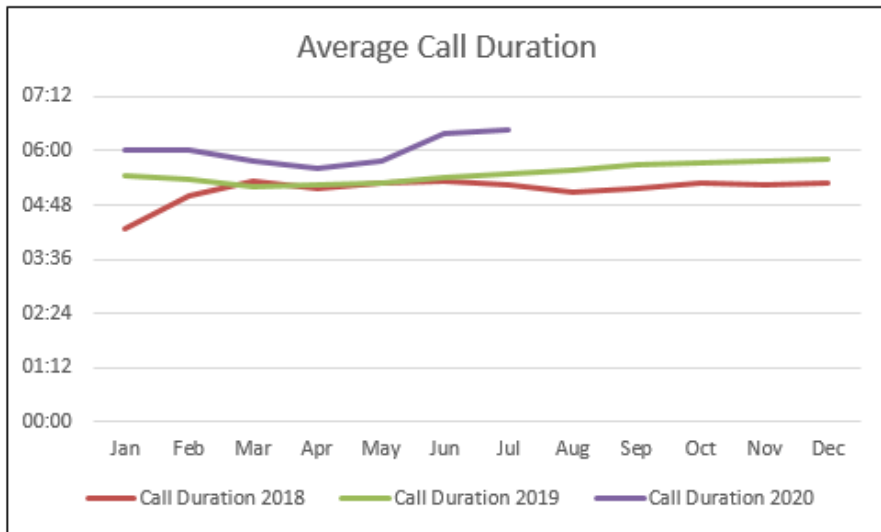
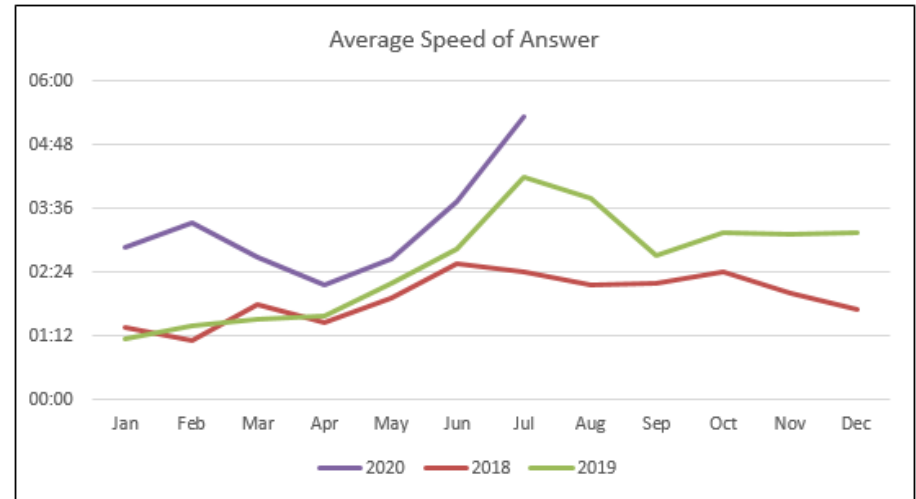
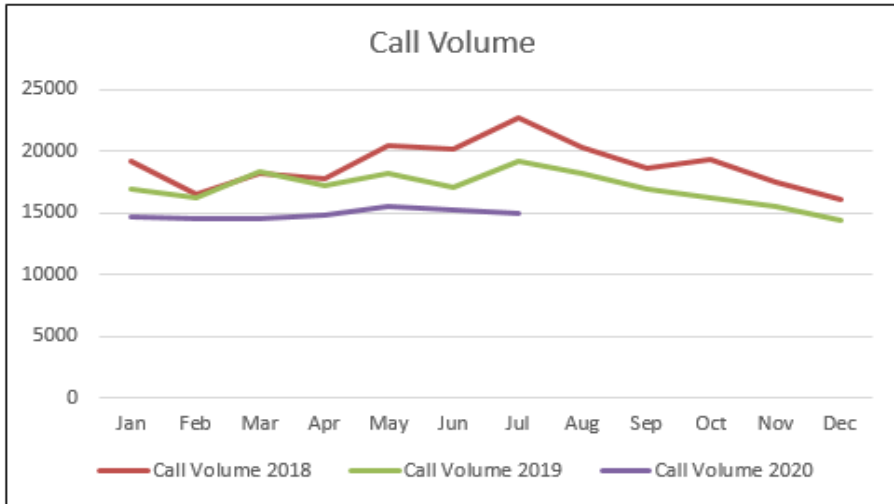
Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

Initial Contact – 999



- 3.61% increase in calls compared to July 2018
- 11.47% decrease in calls compared to July 2019

Initial Contact - 101



- 34.27% decrease in call volume compared to July 2018
- 21.74% decrease in call volume compared to July 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	103	73	-29.13%
Road	1617	988	-38.90%
Mental Health	528	797	50.95%

Scarborough	2019/2020	2020/2021	Diff
Burglary	196	119	-39.29%
Drug Offences	165	158	-4.24%
ASB	1802	2804	55.60%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	24	14	-41.67%
Burglary	53	27	-49.06%
ASB	299	647	116.39%

Ryedale	2019/2020	2020/2021	Diff
Burglary	55	31	-43.64%
Drug Offences	18	29	61.11%
ASB	353	652	84.70%
Road	1156	632	-45.33%

Harrogate	2019/2020	2020/2021	Diff
Burglary	278	150	-46.04%
ASB	1481	2059	39.03%
Road	2488	1562	-37.22%
Cyber	128	292	128.13%

York	2019/2020	2020/2021	Diff
Violence	1443	1165	-19.27%
Burglary	289	161	-44.29%
ASB	2352	3385	43.92%
Cyber	166	354	113.25%

Craven	2019/2020	2020/2021	Diff
Burglary	124	62	-50.00%
Road	892	714	-19.96%
Crime	980	776	-20.82%

Selby	2019/2020	2020/2021	Diff
Drug Offences	56	68	21.43%
Burglary	187	82	-56.15%
ASB	752	1247	65.82%
Cyber	57	164	187.72%

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 PsychoaSubstances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- SNC = Safer Neighbourhood Command – Area of Policing attributed to
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.

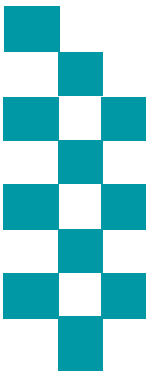
Public Accountability Board

Part b) People



Reporting Period: As at end of July 2020

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE

HR OVERVIEW

Police Officers

Police Officer	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
Officer Long-term FTE Target	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508
Actual/ Projected Officer Numbers (includes recruitment)	1493.73	1491.25	1482.55	1505.96	1514.55	1503.53	1539.53	1533.53	1526.53	1518.53	1512.53	1532.53	1512.89

The Officer Long-term FTE Target of 1508 is the target for March 2021; therefore, work will continue to reach the target by March 2021. *The officer FTE budget was built using the 1451 baseline for 19-20 and adding in the phased recruitment of 58 officers for Phase 1 of Op Uplift. Due to the planned intake dates for 20-21 linked to Uplift this equated to an additional average FTE of 54.34.

The actual number of Officers has increased by 8.59 FTE from the previous month. In July, 22 Student Officers commended the Police Now programme. The number of leavers was higher than projected, as there was a higher number of officers retiring. 1058 retirements in total, and 3 resignations in total, and 3 resignations and 1 dismissal.

The next intake of Student Officers is planned for September 2020 – these 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 6.55 FTE above the 1508 target.

HR OVERVIEW

PCSO

PCSO	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
PCSO Long-term FTE Target	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5	223.5
Actual/Projected PCSO Numbers (includes recruitment)	228.52	227.49	227.75	237.55	235.70	233.70	230.70	225.70	222.70	221.70	246.70	243.70	231.83

*The PCSO Long term Target & budget includes the FTE for a pilot with NYFRS for two Police Safety Officers in this financial year. The budget is yet to be amended to reflect this but will likely equate to a reduction in PCSO FTE of 3.5 (Salaries & associated delivery costs).

The actual number of PCSOs has decreased by 1.85 FTE. The number of leavers is very similar to those projected, 1 resignations and 1 dismissal.

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 12.20 FTE over the 223.5 target

HR OVERVIEW

Staff

BUDGET:	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
OPFCC												
Project Staff (incl Agency)												
Commissioned Services												
Corporate Services												
Chief Constable												
Total Staff FTE Budget for the month (after vacancy factor)												
ACTUAL:												
OPFCC	15.61	15.61	17.60	16.61								
Project Staff (incl Agency)	5.00	3.00	3.00	3.00								
Commissioned Services	12.55	11.74	13.24	13.24								
Chief Constable	992.27	1009.97	1014.90	1016.77								
Total Staff against budget FTE	1025.43	1040.32	1048.74	1049.62								
Permanent Staff FTE	973.50	986.20	995.62	991.78								
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31								
Agency Staff FTE	14.53	16.53	16.53	15.53								
Total Staff against budget FTE	1025.43	1040.32	1048.74	1049.62								

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 15.4 FTE from the previous month.

One agency staff is on a supernumerary post. 16.53 x agency staff are backfill or interim postings against established posts (includes part time agency staff).

HR OVERVIEW

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Total Budget of all Officers, PCSO and Staff												
Total Actual Number of all Officers, PCSO and Staff	2733.15	2742.54	2742.50	2777.60								

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								
Actual Volunteers (including Police Cadets)	300.00	300.00	301.00	301.00								

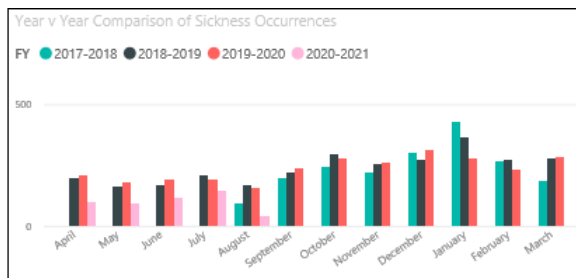
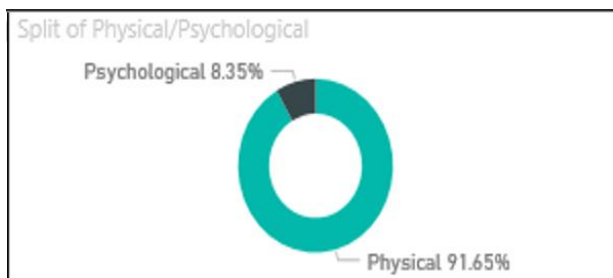
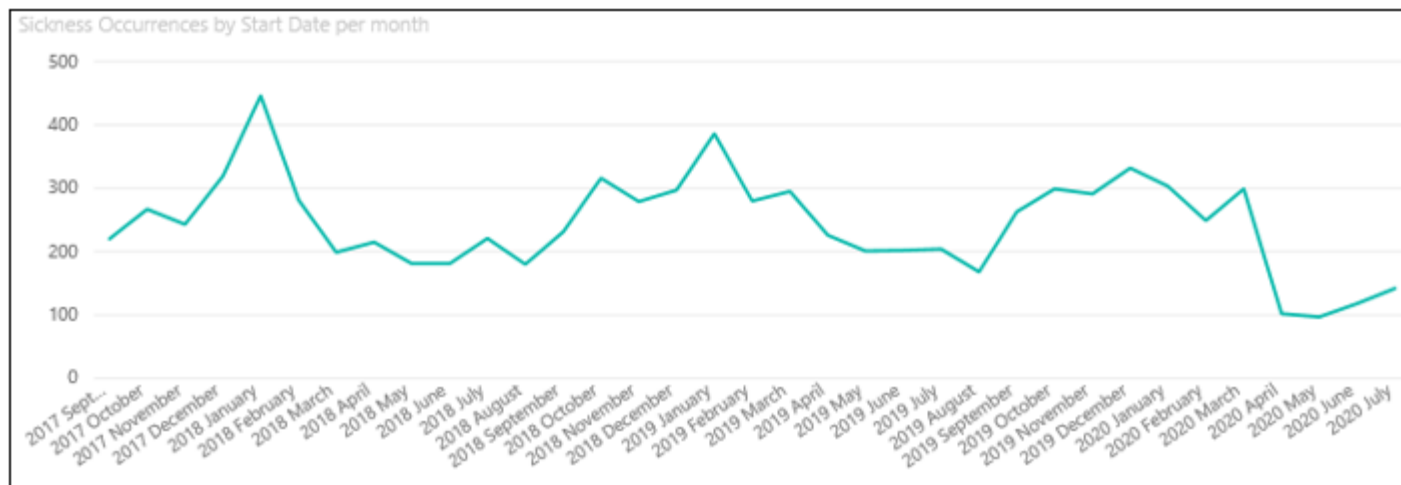
The next intake of Special Constables is August 2020

We currently have 301 volunteers in the following roles;

- Volunteer Advisors
- Front Counter Support
- Safer Neighbourhood Support
- Rural Watch Patrol
- Tape and information Facilitator
- Police Cadets
- Police Cadet Leaders
- PSV Driver
- Neighbourhood Support Volunteer
- Vehicle Checker

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