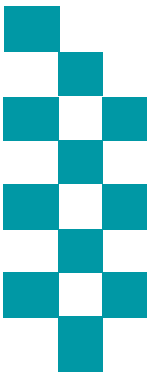


Public Accountability Board



Meeting Date: 24th November 2020



BE SAFE
FEEL SAFE

Agenda



Caring About the Vulnerable

Mental Health

s136 Detentions



Ambitious Collaboration

Force Overview

City Command

Coastal Command



Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW
Incidents

Proactive Policing

Rural Task Force



Enhancing the Customer Experience

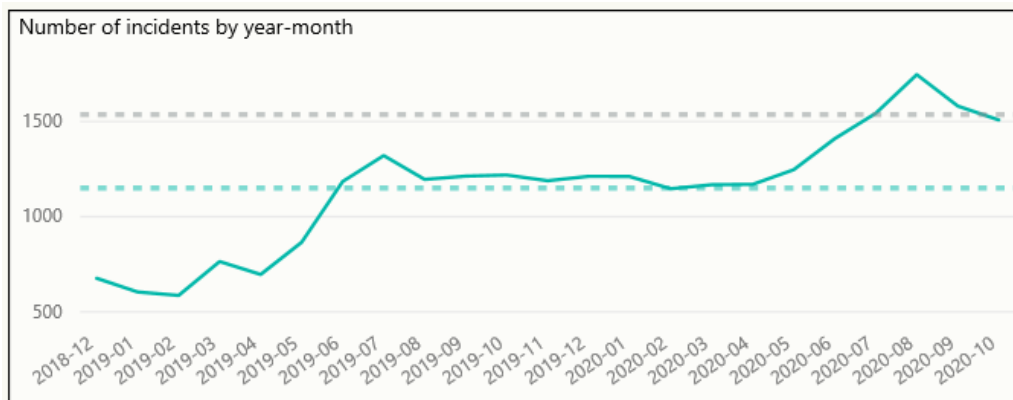
999

101

Local Priorities

Mental Health

Occurrences with a mental health qualifier



- There has been a dip in Mental Health related incidents this month. As a result of the extended use of the auto tag facility used by the FCR, this has increased the number of mental health qualifiers applied since May 2020.
- Incidents with a Mental Health tag have accounted for 16.23% of all incidents in the last 22 months and have accounted for 22.28% of all incidents in October 2020.

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

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10812	40.86%
MISSING PERSON	1716	6.48%
DOMESTIC INCIDENT	2683	10.14%
VIOLENCE	3592	13.57%
ASB NUISANCE	1464	5.53%

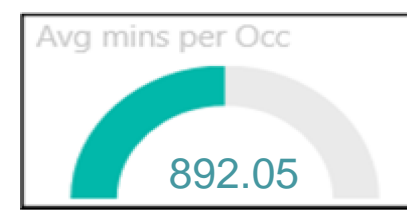
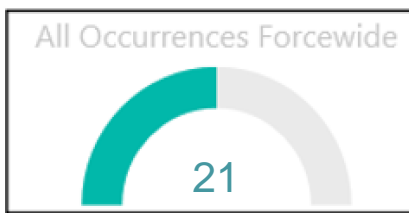
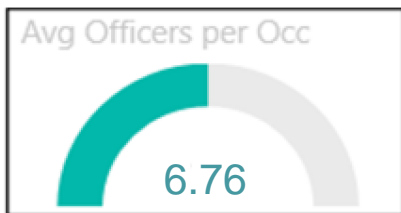
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

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

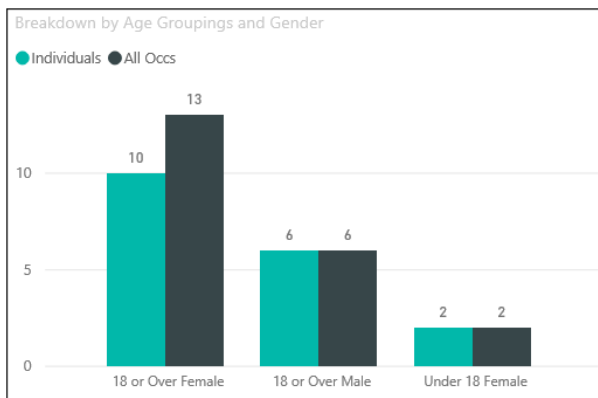


By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	18
Anti Social Behaviour	2
Crime Related	1
Total	21

- October 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
- 11 incidents required Police transportation:
7 following Risk assessment
- 19.05% of detentions resulted in Admission

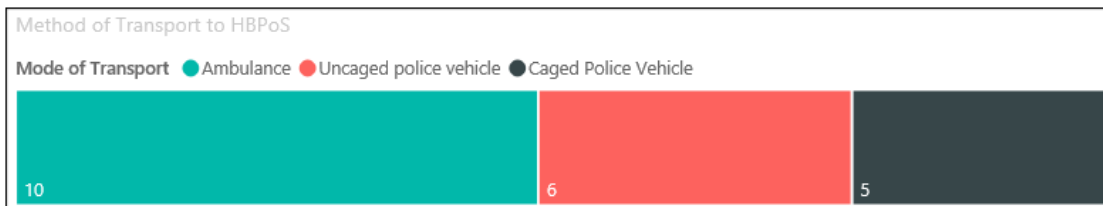
Gender/Age Breakdown and Repeat Nominals



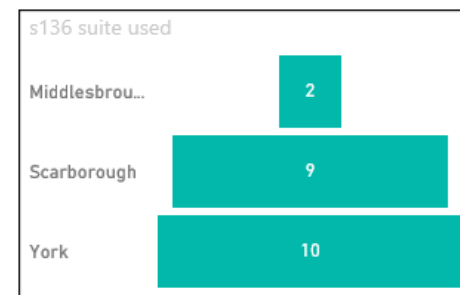
Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	17	80.95%
Admitted	4	19.05%
Total	21	100.00%

Mode of Transport



HBPOs Usage



Force Levels (Incidents and Crimes Committed October 2020)

Count of all Incidents and type

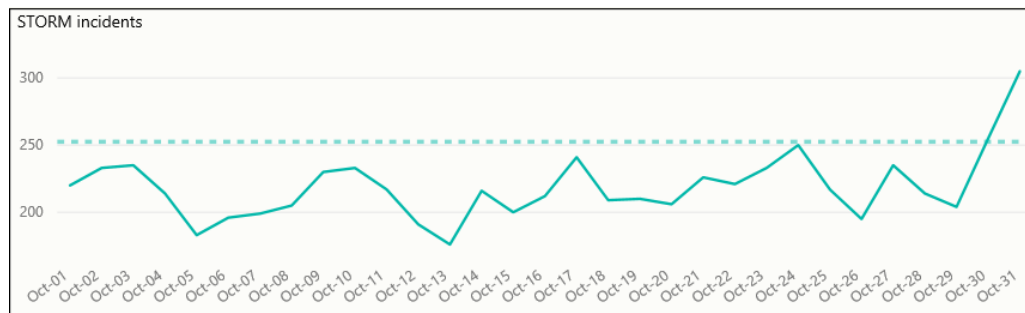
Count of Incidents

6781

Total Crimes Committed

3347

Incident Volumes by Date



Average Officers and Time Spent

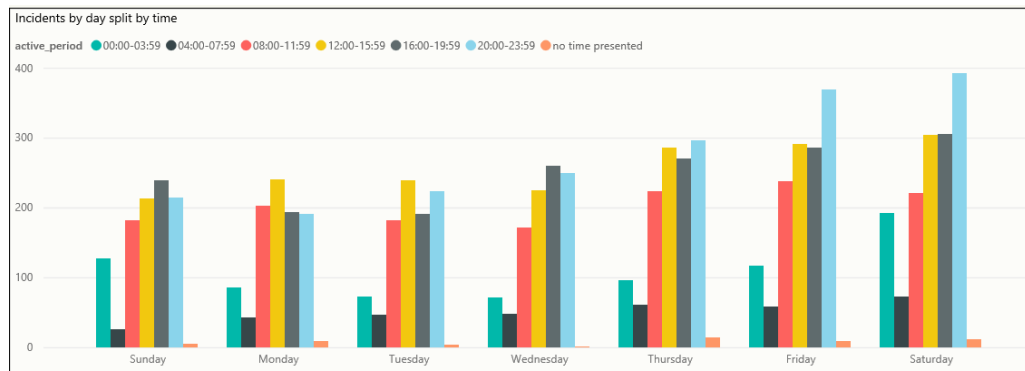
Average resources per incident

2.54

Average minutes per incident

159.84

Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Westfield	Hewor...	Selby So...	Central
142	93	72	Northalle...	Holgate
Guildhall Inner ...	Low Harr...	Clifton	Hull Roa...	Fisherg...
126	84	72		

Volume by Crime type

Crime	2020-10	Total
Violence Against The Person	1099	1099
Theft	533	533
Arson & Criminal Damage	442	442
Fraud	397	397
Public Order Offences	250	250
Burglary	195	195
Drug Offences	148	148
Vehicle Offences	139	139
Sexual Offences	59	59
Misc Crimes Against Society	37	37
Possession Of Weapons	29	29
Robbery	19	19
Total	3347	3347

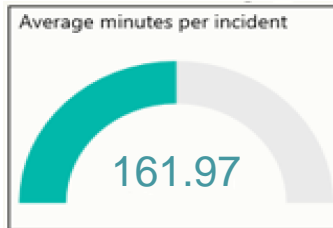
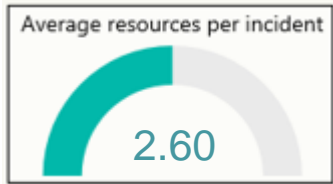
City Command (Incidents and Crimes Committed October 2020 – York and Selby)

Count of all Incidents and type

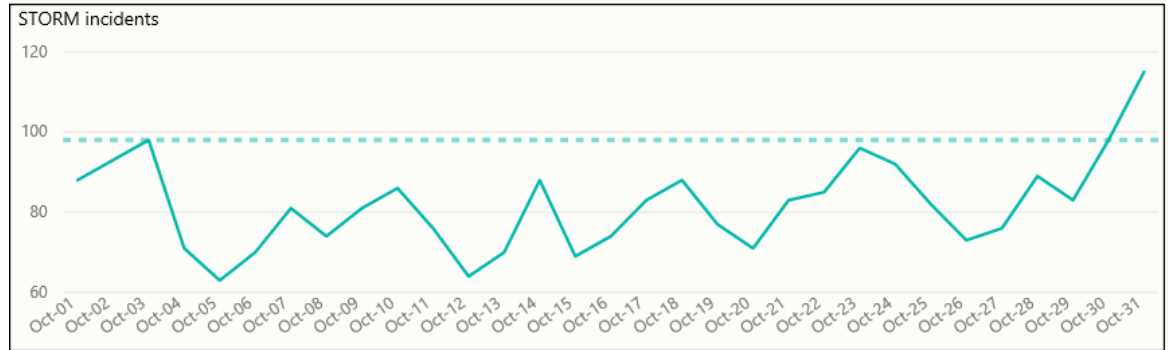
Count of Incidents
2537

Total Crimes Committed
1318

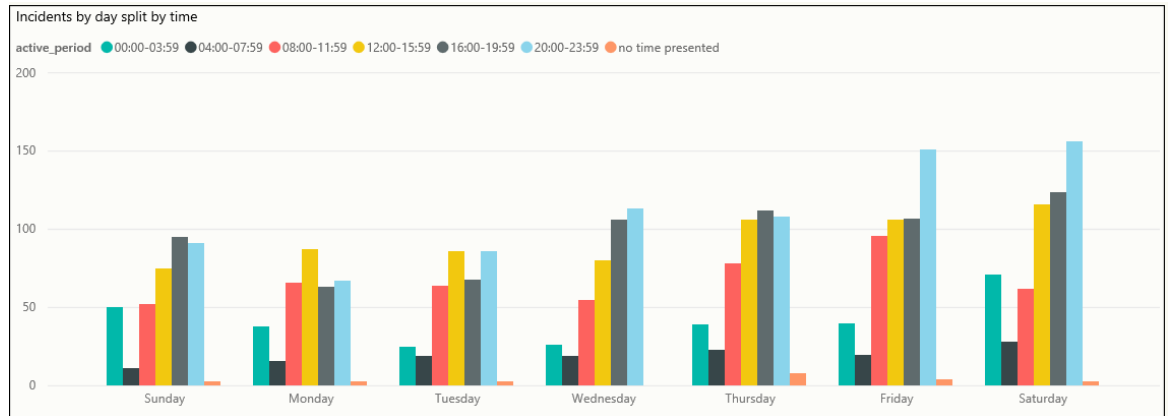
Average Officers and Time Spent



Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Guildhall Inner (NY...)	Westfield	Heworth	Selby South	Holgate	Selby North
126	93	72	62	55	49
		Clifton	Hull Road (NYP)	Fishergate	Huntington a...
		72	60	55	47

Volume by Crime type

Crime	2020-10	Total
Violence Against The Person	434	434
Theft	231	231
Arson & Criminal Damage	174	174
Fraud	130	130
Public Order Offences	110	110
Burglary	73	73
Vehicle Offences	58	58
Drug Offences	55	55
Sexual Offences	24	24
Misc Crimes Against Society	12	12
Robbery	10	10
Possession Of Weapons	7	7
Total	1318	1318

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

Count of all Incidents and type

Count of Incidents

1653

Total Crimes Committed

831

Incident Volumes by Date



Average Officers and Time Spent

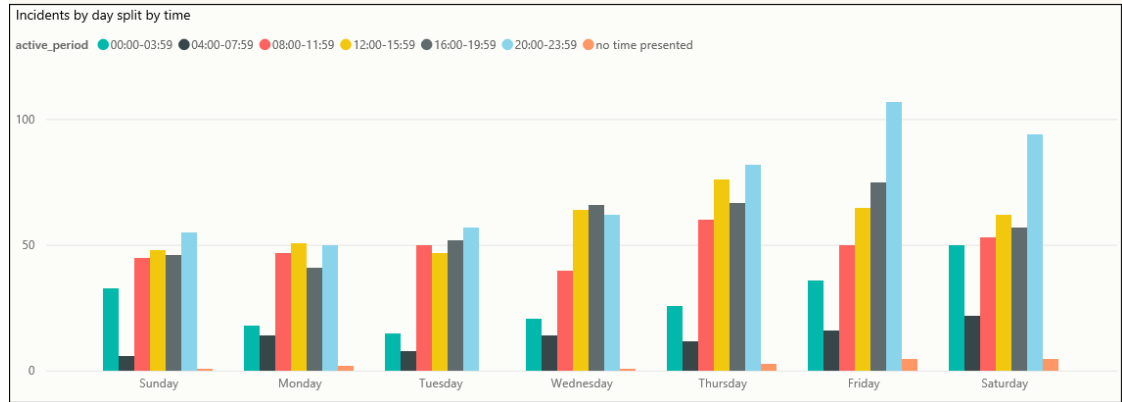
Average resources per incident

2.73

Average minutes per incident

175.81

Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Castle	Central	Woodlands	North Bay	Stepney	Whitby Wes...
	58	53	37	31	28
142		Eastfield	Falsgrave Park	Streonshalh	Ramshill
		53	35	30	28

Volume by Crime type

Crime	2020-10	Total
Violence Against The Person	287	287
Theft	112	112
Arson & Criminal Damage	100	100
Fraud	93	93
Public Order Offences	68	68
Drug Offences	48	48
Burglary	44	44
Vehicle Offences	32	32
Sexual Offences	21	21
Possession Of Weapons	13	13
Misc Crimes Against Society	7	7
Robbery	6	6
Total	831	831

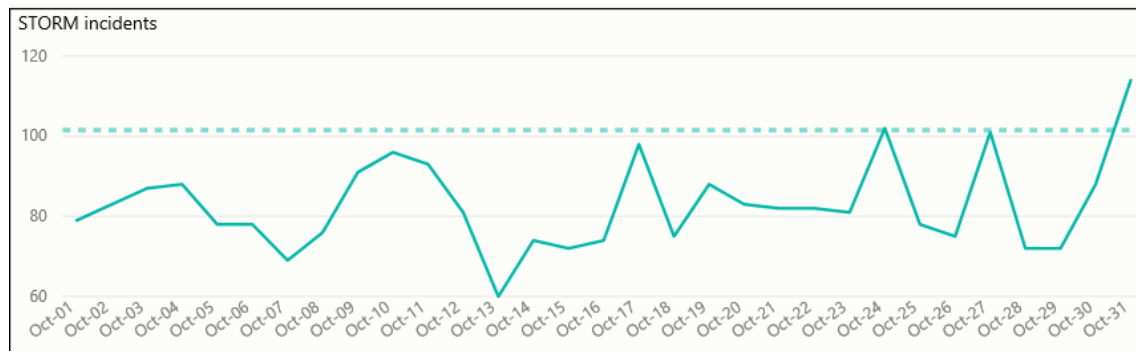
County Command (Incidents and Crimes Committed October 2020 – Hamb, Rich, H'gate and Craven)

Count of all Incidents and type

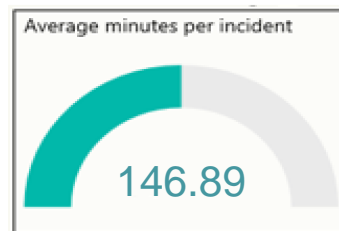
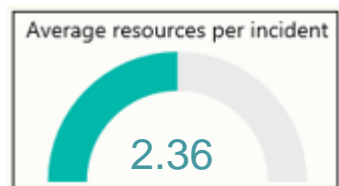
Count of Incidents
2570

Total Crimes Committed
1191

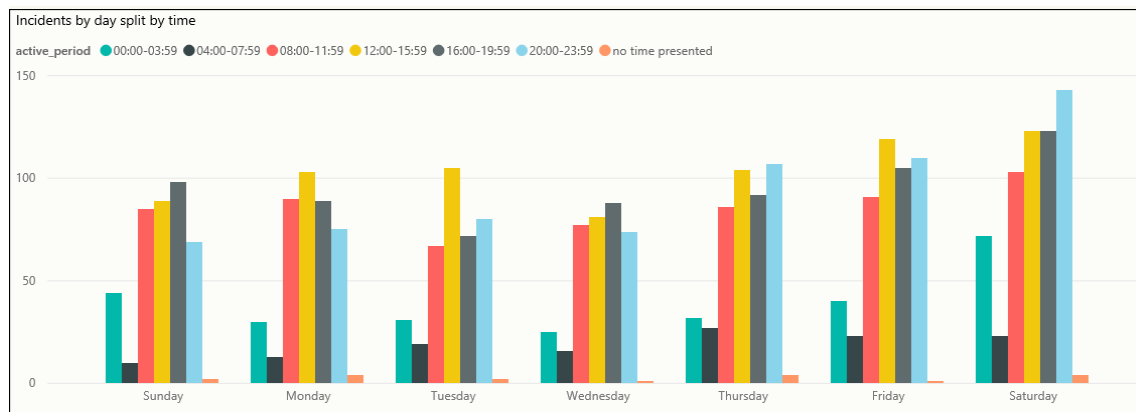
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume



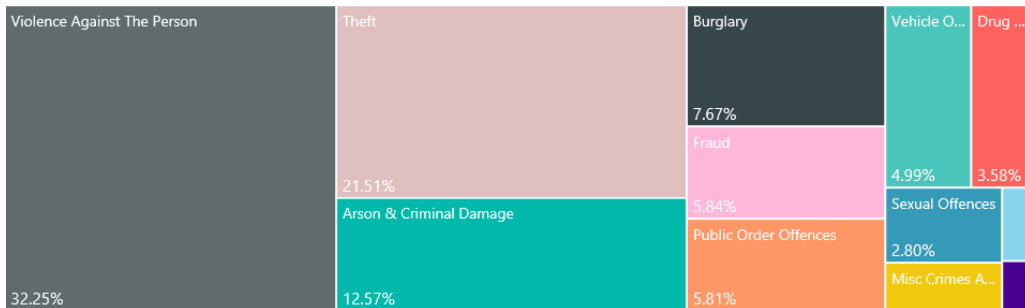
Volume by Crime type

Crime	2020-10	Total
Violence Against The Person	376	376
Theft	189	189
Fraud	172	172
Arson & Criminal Damage	168	168
Burglary	78	78
Public Order Offences	72	72
Vehicle Offences	49	49
Drug Offences	43	43
Misc Crimes Against Society	18	18
Sexual Offences	14	14
Possession Of Weapons	9	9
Robbery	3	3
Total	1191	1191

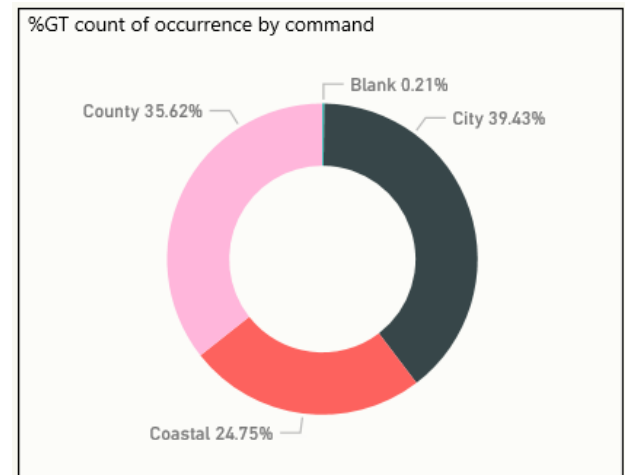
CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2018/2019	2019/2020	2020/2021	% Diff (19/20 compared 20/21)
Arson & Criminal Damage	3658	3412	2938	-13.89%
Burglary	2232	2268	1336	-41.09%
Drug Offences	1002	995	1039	4.42%
Misc Crimes Against Society	418	591	367	-37.90%
Possession Of Weapons	180	212	232	9.43%
Public Order Offences	1385	1931	2012	4.19%
Robbery	129	131	124	-5.34%
Sexual Offences	775	855	474	-44.56%
Theft: All Other Theft	2927	2724	1743	-36.01%
Theft: Bicycle Theft	810	712	509	-28.51%
Theft: Shoplifting	2658	2721	1447	-46.82%
Theft: Theft From Person	291	311	90	-71.06%
Vehicle Offences	1449	1377	950	-31.01%
Violence Against The Person	8308	9803	8316	-15.17%
Grand Total	26222	28043	21577	-23.06%

% Split of Crime Types



% split of all crimes by Command



CRIME FOCUS – Financial Year To Date

HAM & RICH

	2020/2021	% diff Same Period '19
CRIME	3219	-14.66%
Burglary	167	-35.77%
Theft: Other	286	-26.29%
Theft: Shoplifting	171	-28.15%
Criminal Damage	454	-0.44%
Drug Offences	101	-13.68%
Violence Offences	1083	-16.24%

SCAR & RYE

	2020/2021	% diff Same Period '19
CRIME	6214	-19.57%
Burglary	273	-38.65%
Theft: Other	460	-27.10%
Theft: Shoplifting	287	-52.80%
Criminal Damage	802	-15.04%
Drug Offences	306	15.47%
Violence Offences	2278	-19.82%

CRAVEN

	2020/2021	% diff Same Period '19
CRIME	1267	-17.62%
Burglary	137	-32.18%
Theft: Other	98	-31.94%
Theft: Shoplifting	48	-59.32%
Criminal Damage	137	-10.46%
Drug Offences	60	42.86%
Violence Offences	390	-12.56%

YORK

	2020/2021	% diff Same Period '19
CRIME	6602	-23.97%
Burglary	296	-43.08%
Theft: Other	416	-46.80%
Theft: Shoplifting	527	-50.61%
Criminal Damage	728	-16.42%
Drug Offences	268	-7.90%
Violence Offences	2240	-14.34%

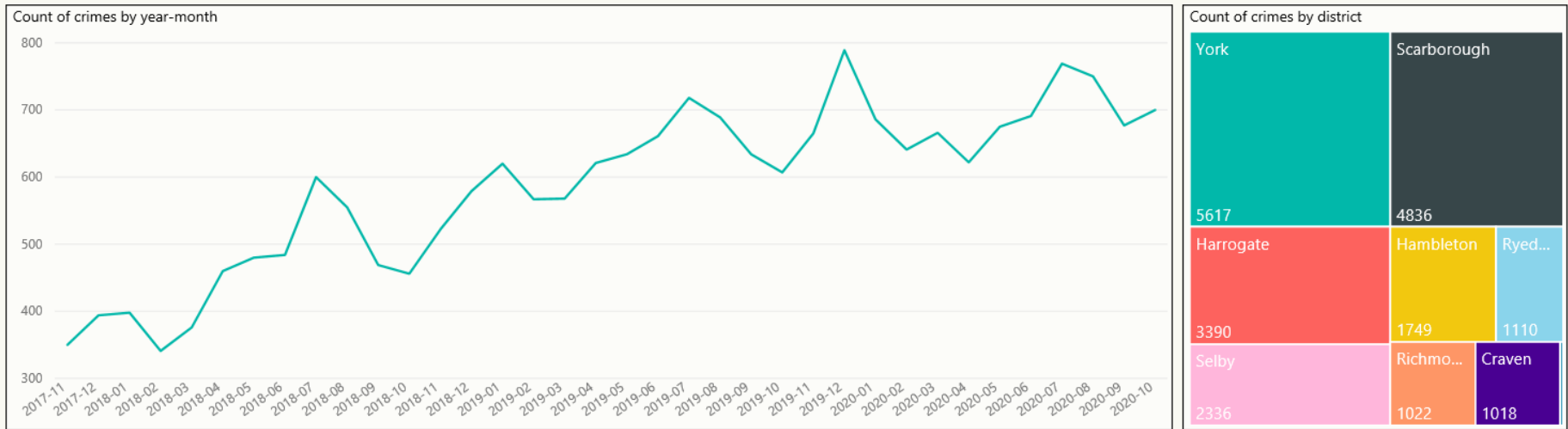
HARROGATE

	2020/2021	% diff Same Period '19
CRIME	4424	-19.80%
Burglary	294	-40.96%
Theft: Other	326	-39.07%
Theft: Shoplifting	297	-39.26%
Criminal Damage	539	-18.33%
Drug Offences	184	2.22%
Violence Offences	1426	-12.03%

SELBY

	2020/2021	% diff Same Period '19
CRIME	2492	-16.29%
Burglary	169	-50.29%
Theft: Other	155	-35.68%
Theft: Shoplifting	116	-40.51%
Criminal Damage	277	-15.29%
Drug Offences	117	19.39%
Violence Offences	892	-7.95%

CRIME FOCUS – Domestic Abuse (Last 3 years)



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

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

HAM & RICH		2020-2021	% diff Same Period '19/20
ASB	2609		74.63%
Cov-19 Related Tag	2428		
PSW	7079		-1.46%
Missing Person	148		-12.43%
Concern Safety	1427		-7.82%
Domestic Inc	405		0.50%
KSI	243		-41.16%

SCAR & RYE		2020-2021	% diff Same Period '19/20
ASB	5355		44.46%
Cov-19 Related Tag	5048		
PSW	11219		-11.54%
Missing Person	284		-42.51%
Concern Safety	2778		-10.44%
Domestic Inc	882		9.70%
KSI	332		-22.79%

CRAVEN		2020-2021	% diff Same Period '19/20
ASB	1235		133.02%
Cov-19 Related Tag	1198		
PSW	3299		21.47%
Missing Person	34		-43.33%
Concern Safety	622		3.32%
Domestic Inc	119		0.85%
KSI	122		-23.27%

YORK		2020-2021	% diff Same Period '19/20
ASB	5783		42.72%
Cov-19 Related Tag	5265		
PSW	11508		-20.57%
Missing Person	313		-23.66%
Concern Safety	2748		-16.98%
Domestic Inc	821		6.90%
KSI	266		-48.55%

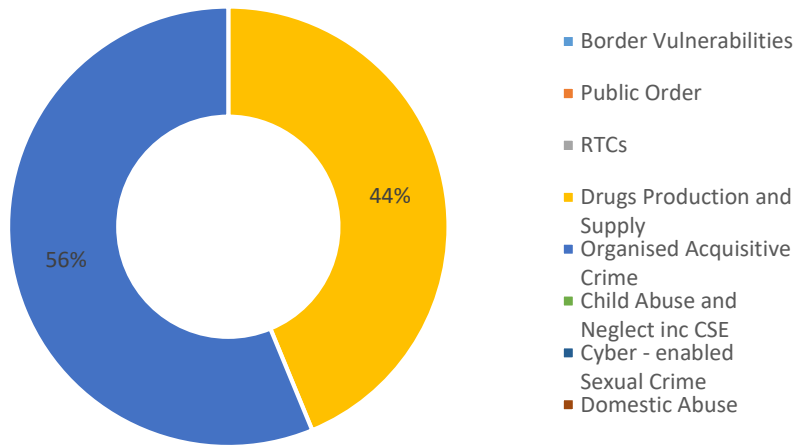
HARROGATE		2020-2021	% diff Same Period '19/20
ASB	3273		28.76%
Cov-19 Related Tag	3144		
PSW	8973		-5.75%
Missing Person	237		-30.50%
Concern Safety	1769		-11.37%
Domestic Inc	529		3.73%
KSI	292		-32.09%

SELBY		2020-2021	% diff Same Period '19/20
ASB	2088		55.59%
Cov-19 Related Tag	1983		
PSW	4514		-8.31%
Missing Person	63		-47.50%
Concern Safety	974		-10.81%
Domestic Inc	377		1.34%
KSI	169		-8.15%

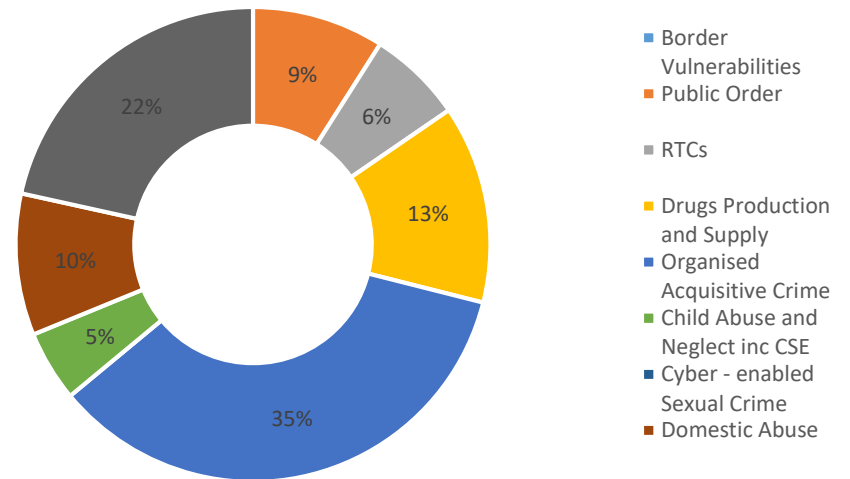
- ASB incidents have seen a significant increase in all areas. Cov19 related incidents have all been recorded as ASB which may explain the increase.
- PSW type incidents have significantly decreased across all areas which can be attributed to the current pandemic.

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

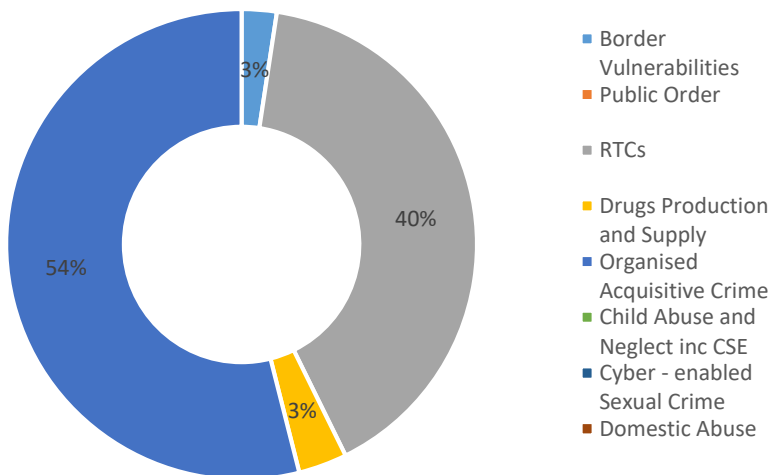
Split of 1526 hours appointed to FSU



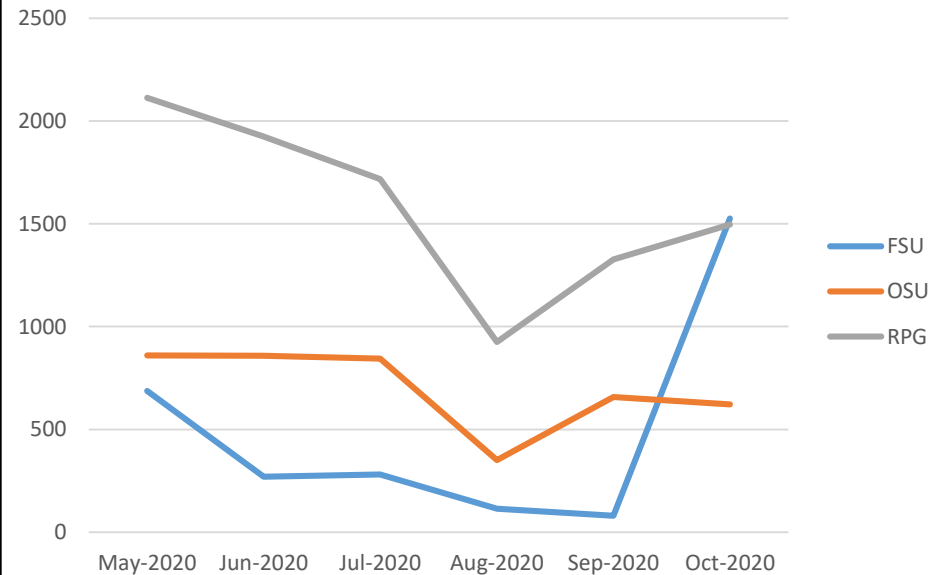
Split of 622 hours appointed to OSU



Split of 1496 hours appointed to RPG



Last 6 months Proactive Hours undertaken



Rural Task Force

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

Caring for the Vulnerable (Previously Reported)

We continue to offer mental health support and signpost the interventions available to those suffering with mental health issues in rural communities. Rural Vulnerability Forum being developed to address concerns about various aspects of vulnerability in the rural community, and how support can be given to rural victims who fall short of the threshold for support by Victim Support. There is due to be the roll out of a Pilot scheme in The Dales. We are working at the moment to develop how the whole Proactive Policing department can further assist with the Domestic Abuse strand of the Control Strategy. Vulnerable victims have recently been identified and appropriate referrals have been made. Property Marking Events are regularly held to provide reassurance and a deterrent against theft.

Ambitious Collaboration (Previously Reported)

We have developed a new problem solving plan for poaching, Operation Figaro, which is being rolled out involving community protection warnings and notices. Operation Checkpoint was put on hold due to restrictions. Recently we have had a very successful Op Galaxy working cross-border with Humberside to target cross border criminality. Operation Eyeball in October has seen us work with the local council enforcement and the Environment Agency supporting the National Metal crime week of action. Operation Seabird is a collaboration between us, Humberside police, RSPCA, RNLI and others highlighting the issues caused by leisure craft disturbing seabird colonies on the east coast and disturbing mammals such as whales, dolphins and seals. The team continues to work with the RSPB, Natural England and the laboratories at FERA in York and SASA in Edinburgh investigating raptor persecution.

Ambitious Collaboration (New)

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

Reinforcing Local Policing (Previously Reported)

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

Op 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 November.

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

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

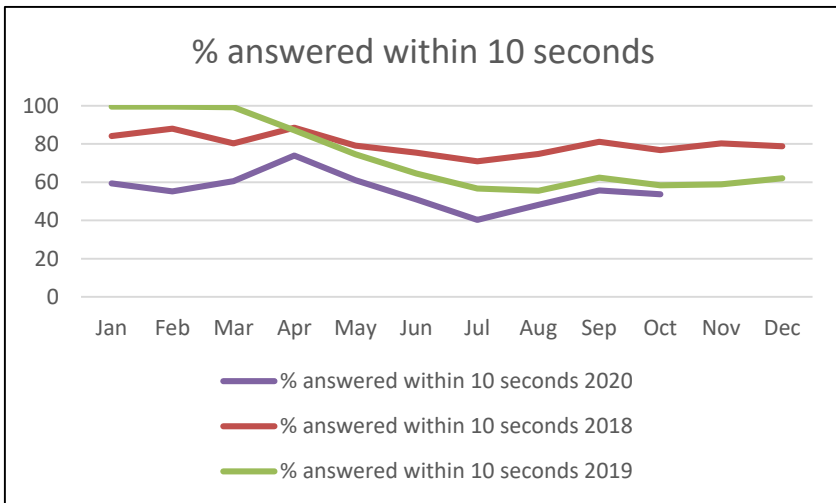
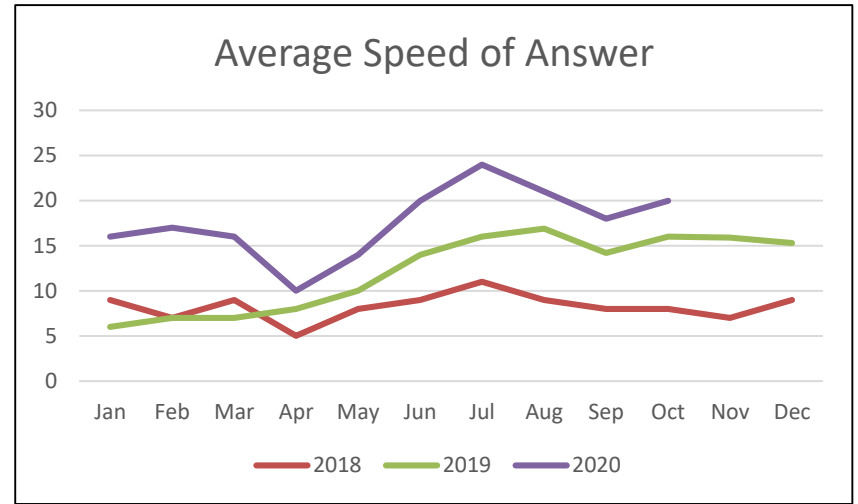
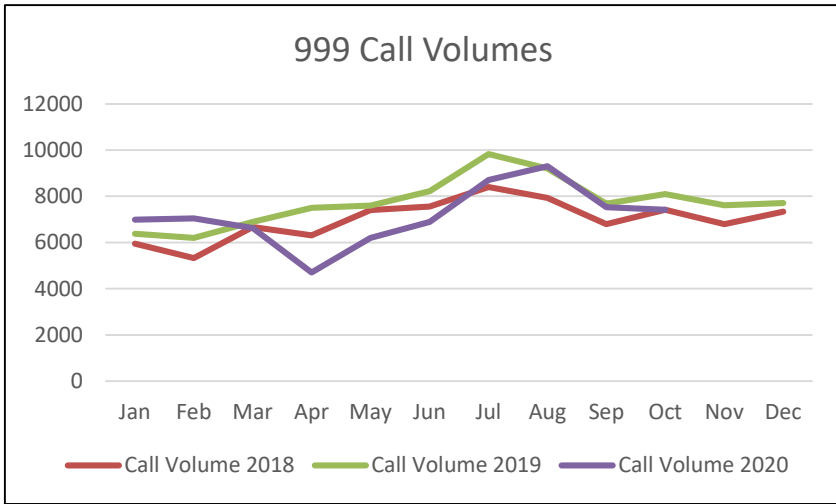
There has been a successful bid to the Safer Streets Fund to obtain over £500,000 for burglary prevention work initially in the Whitley Ward which is ongoing.

Enhancing Customer Experience (Previously Reported)

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

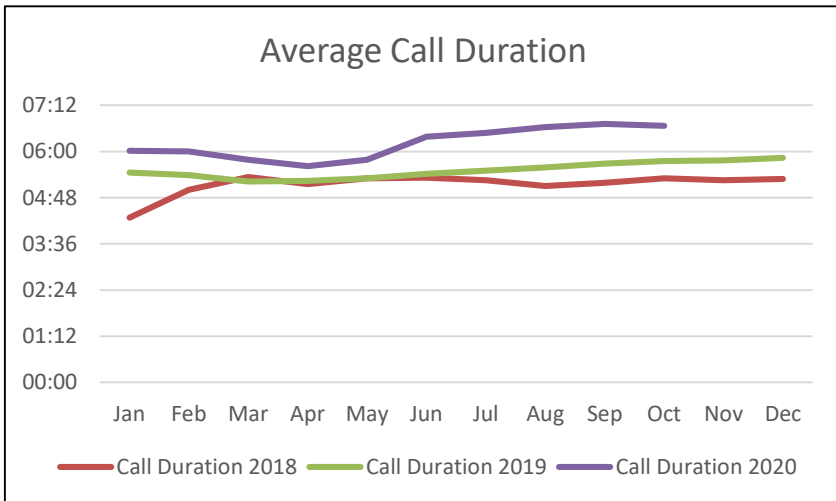
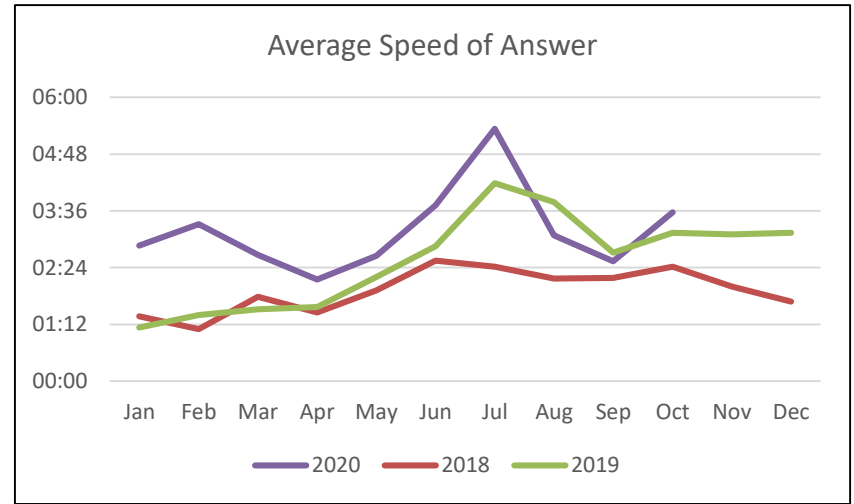
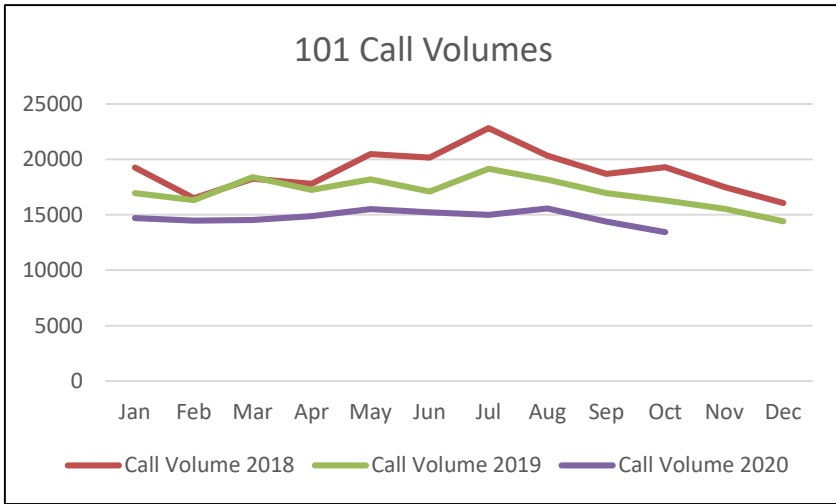
Recent successes when working with the MRW have included the discovery of a quad thief from Cleveland in the back of a van in Helmsley and the arrest of a gang of quad thieves from West Yorkshire in Wharfedale. Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to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

Initial Contact – 999



- 0.03% increase in calls compared to October 2018
- 8.33% decrease in calls compared to October 2019

Initial Contact - 101



- 30.36% decrease in call volume compared to October 2018
- 17.45% decrease in call volume compared to October 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	173	123	-28.90%
Road	2960	2198	-25.74%
Mental Health	1136	1678	47.71%

Scarborough	2019/2020	2020/2021	Diff
Burglary	358	209	-41.62%
Drug Offences	239	259	8.37%
ASB	3140	4376	39.36%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	36	28	-22.22%
Burglary	87	44	-49.43%
ASB	489	925	89.16%

Ryedale	2019/2020	2020/2021	Diff
Burglary	87	64	-26.44%
Drug Offences	26	47	80.77%
ASB	567	979	72.66%
Road	2047	1456	-28.87%

Harrogate	2019/2020	2020/2021	Diff
Burglary	498	294	-40.96%
ASB	2542	3273	28.76%
Road	4671	3447	-26.20%
Cyber	256	559	118.36%

York	2019/2020	2020/2021	Diff
Violence	2615	2240	-14.34%
Burglary	520	296	-43.08%
ASB	4052	5783	42.72%
Cyber	376	723	92.29%

Craven	2019/2020	2020/2021	Diff
Burglary	202	137	-32.18%
Road	1576	1475	-6.41%
Crime	1538	1267	-17.62%

Selby	2019/2020	2020/2021	Diff
Drug Offences	98	117	19.39%
Burglary	340	169	-50.29%
ASB	1342	2088	55.59%
Cyber	127	315	148.03%

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

GLOSSARY

Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individual's safety or welfare
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- FSU = Firearms Support Unit
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- MHA = Mental Health Act
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaStiSubstances 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.

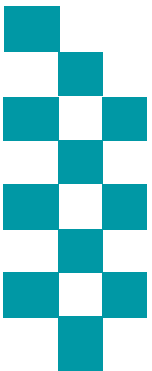
Public Accountability Board

Part b) People



Reporting Period: As at end of October 2020

NB: Statistics remain provisional and subject to change



BE SAFE
FEEL SAFE

HR OVERVIEW

Police Officers

Police Officer	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	20-21 Average
Officer Long-term FTE Target	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508	1508
Actual/ Projected Officer Numbers (includes recruitment)	1493.73	1491.25	1482.55	1505.96	1514.55	1515.43	1517.70	1504.92	1505.53	1497.53	1491.53	1508.53	1502.40

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 12.78 FTE from the previous month. The number of leavers was more than projected; 5 individuals retired from the Force rather than the 3 which were projected. Eight Officers left for other reasons rather than the 5 projected.

The next intake of Transferees is scheduled within November. The next intake of Student officers is planned for February 2021, again students will take part in the Police Constable Degree Apprenticeship (PCDA). Student Officer intakes have been amended as part of Operation Uplift. There are further officer intakes via our other routes (transferees, rejoiners and potentially officer retired/retiring returners) planned throughout the year. Whilst these are the recruitment plans, it is acknowledged that they exceed the budget. The first review has taken place, amending intakes throughout the financial year. Regular reviews will continue to take place throughout the year with affordability being one of the factors for consideration. The figures are currently 0.42 below FTE Budget.

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	230.26	229.26	240.26	237.26	233.09

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

The actual number of PCSOs has decreased by 0.15 FTE. There were no leavers this month, although 5 were projected.

The next intake of PCSOs is scheduled for January 2021. As with Police Officer recruitment it is acknowledged that the PCSO projections exceed the budget. The first review of recruitment plans has taken place, amending intakes throughout the financial year. Reviews will continue to take place throughout the year with affordability being one of the factors for consideration. For example the intake number for January 2021 has the potential to be amended. The number of PCSOs looking to become student officers is another factor. This will continue to be reviewed and acted upon as the number of PCSO becoming Police Officers has increased markedly over the last 3 years. The figures are currently 9.75 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				
Project Staff (incl Agency)	5.00	3.00	3.00	3.00	2.00	1.00	1.41	1.41				
Commissioned Services	12.55	11.74	13.24	13.24	13.24	13.24	13.24	13.24				
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14	1049.62				
Total Staff against budget FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40	1081.88				
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03	1033.03				
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31	43.31	42.31	39.84	38.84				
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53	10.00				
Total Staff FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40	1081.88				

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 12.48 FTE from the previous month. A number of new starters have joined NYP within the Control Room.

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

HR OVERVIEW

Citizens in Policing

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

The actual number of Special Constables has decreased by 2 from last month, an intake took place in August

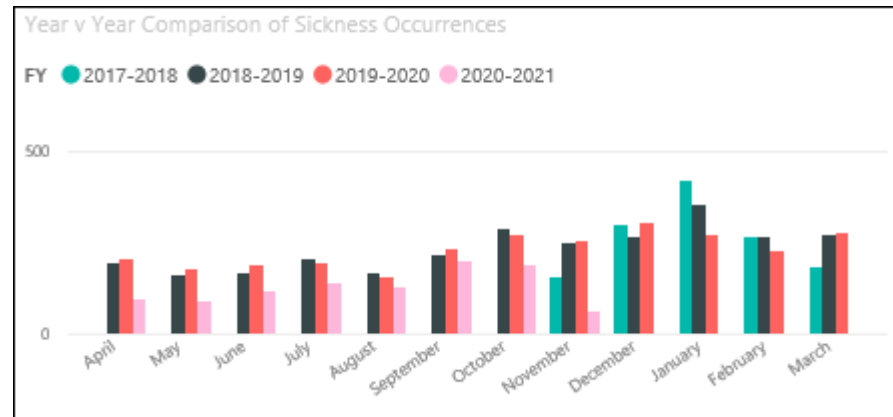
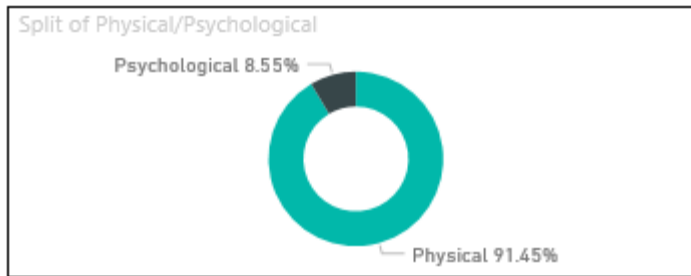
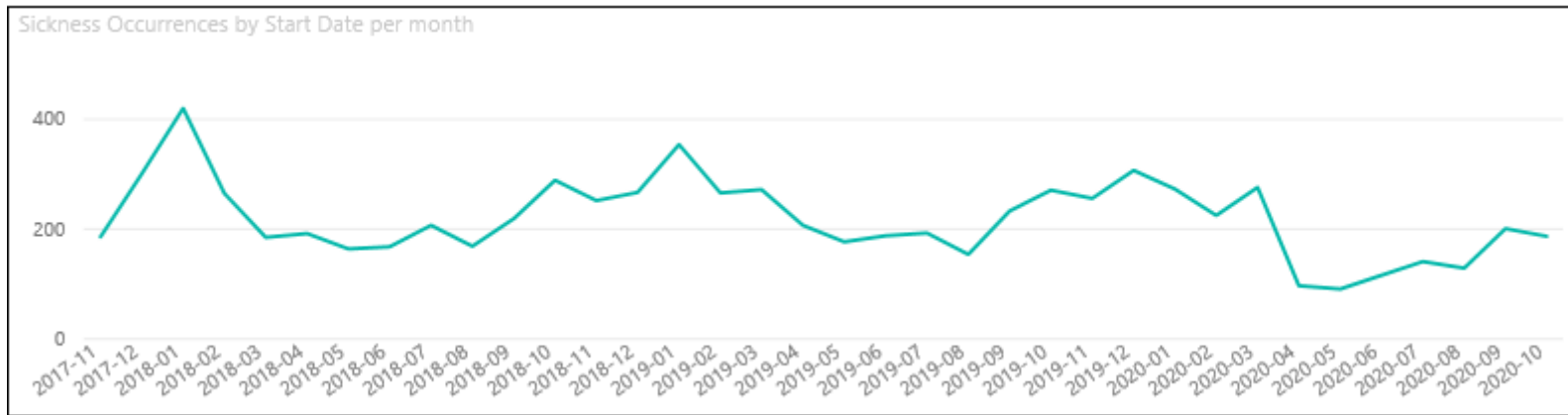
We currently have 271 volunteers in the following roles;

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

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

HR OVERVIEW

Sickness Data



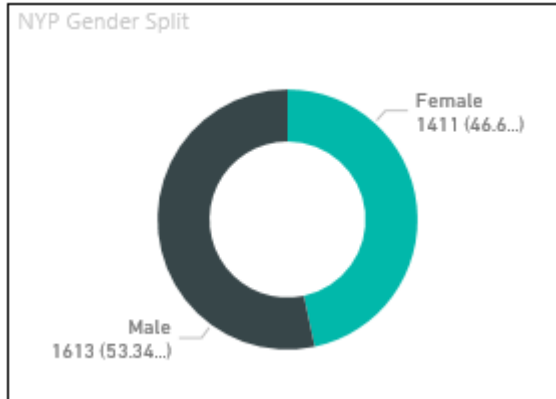
Current initiatives

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports

WORKFORCE DIVERSITY DATA

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

Gender Data



Rank	Male	Female
Constable	61.36%	38.64%
Sergeant	73.36%	26.64%
Inspector	73.26%	26.74%
Chief Inspector	57.14%	42.86%
Superintendent	60.00%	40.00%
Specials	66.67%	33.33%
PCSO	48.33%	51.67%
Police Staff	40.00%	60.00%

Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.70%
BAME	3.54%
Not Stated	0.76%
Total	100.00%

Rank	White	BAME	Not Stated
Constable	95.39%	3.83%	0.78%
Sergeant	96.07%	3.49%	0.44%
Inspector	96.51%	3.49%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.33%	6.67%	0.00%
Specials	89.52%	6.67%	3.81%
PCSO	97.50%	2.50%	0.00%
Police Staff	96.32%	2.98%	0.70%

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

NYP Ethnicity Split

SDE	% of Total
White	95.39%
BAME	3.90%
Not Stated	0.71%
Total	100.00%

Table below shows the North Yorkshire 2011 Census Population Data

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