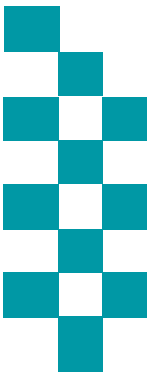


Public Accountability Board



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

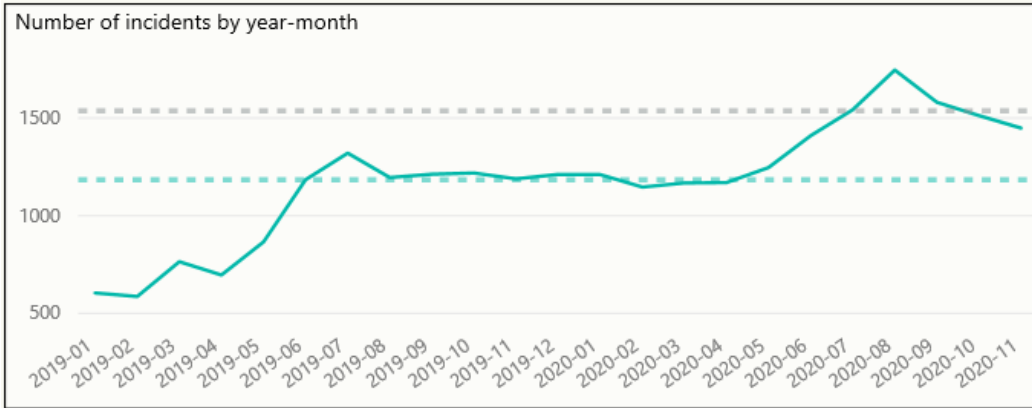
999

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 16.91% of all incidents in the last 22 months and have accounted for 23.02% of all incidents in November 2020.

Incidents with highest number of Mental Health Tag (01st January '19 – 30th November '20)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	10935	39.88%
MISSING PERSON	1783	6.50%
DOMESTIC INCIDENT	2773	10.11%
VIOLENCE	3734	13.62%
ASB NUISANCE	1515	5.53%

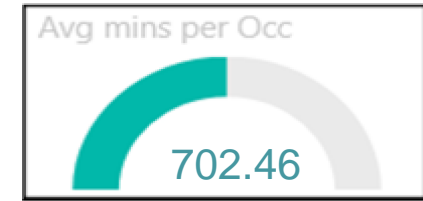
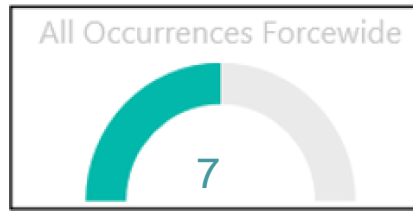
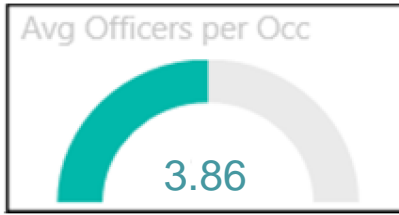
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

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

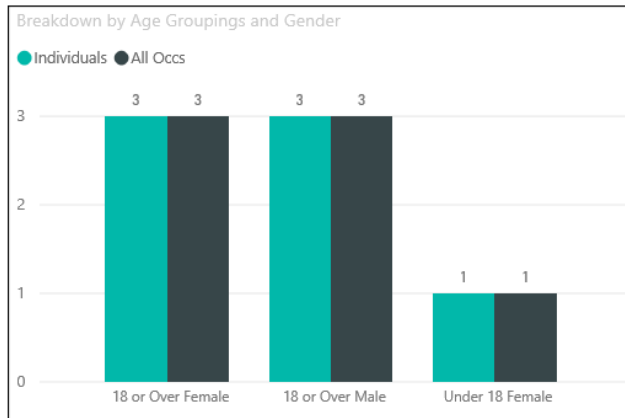


By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	7
Total	7

- November 2020 is significantly lower in volume than the average incident volume levels previously seen.
- 0 detainees required to be taken out of the county this month
- 1 incidents required Police transportation:
0 following Risk assessment
- 42.86% of detentions resulted in Admission

Gender/Age Breakdown and Repeat Nominals



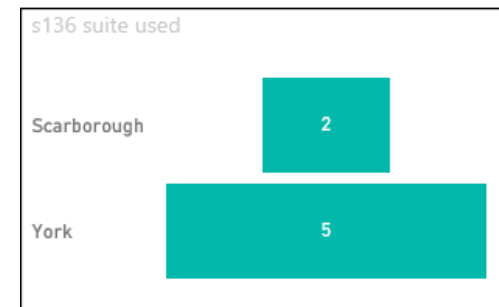
Mode of Transport



Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	4	57.14%
Admitted	3	42.86%
Total	7	100.00%

HBPOS Usage



Force Levels (Incidents and Crimes Committed November 2020)

Count of all Incidents and type

Count of Incidents

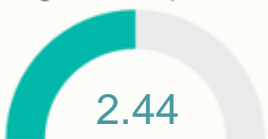
6295

Total Crimes Committed

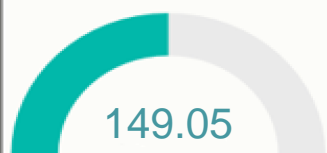
2970

Average Officers and Time Spent

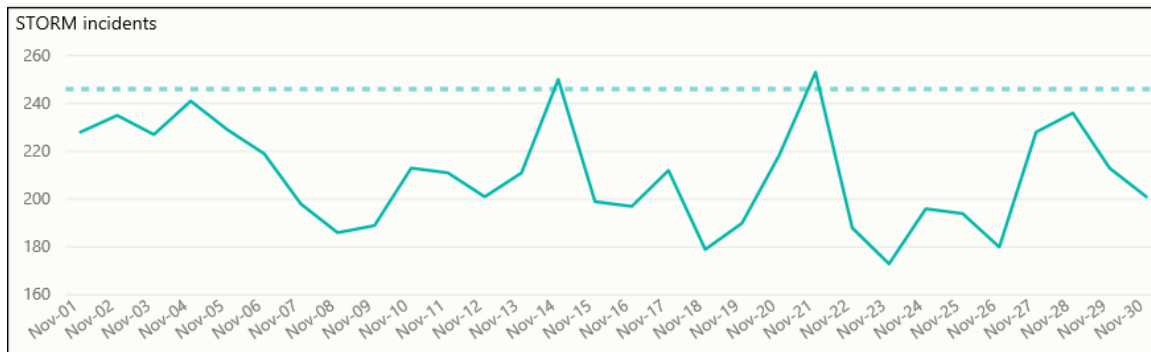
Average resources per incident



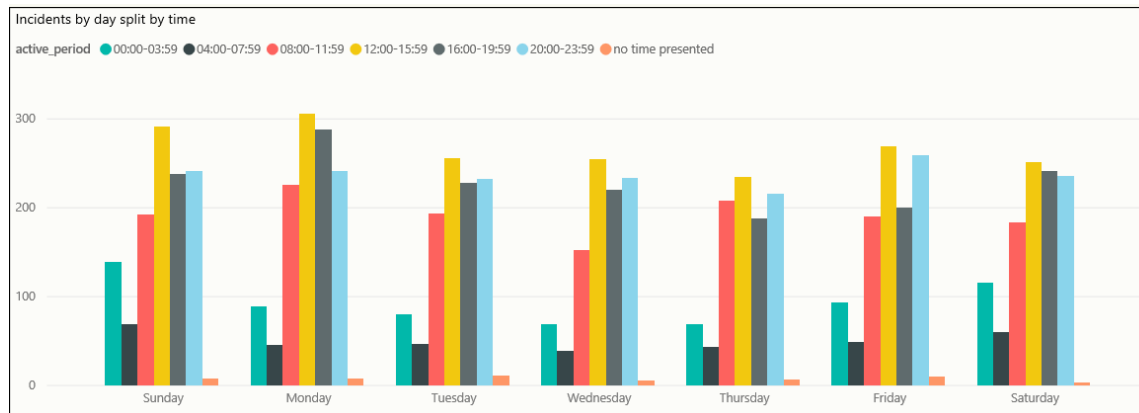
Average minutes per incident



Incident Volumes by Date



Incident Volumes by Day and Time Group



Highest Wards by volume of Crime

Castle	Westfield	Heworth	Skelton, ...	Central
93	78	Selby South	Clifton	Low Har...
Eastfield	Guildhal...	Huntingto...	North Bay	Holgate
81	74			

Volume by Crime type

Crime	2020-11	Total
Violence Against The Person	893	893
Theft	476	476
Arson & Criminal Damage	393	393
Fraud	385	385
Burglary	213	213
Public Order Offences	193	193
Vehicle Offences	137	137
Drug Offences	124	124
Sexual Offences	61	61
Misc Crimes Against Society	50	50
Possession Of Weapons	28	28
Robbery	17	17
Total	2970	2970

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

Count of all Incidents and type

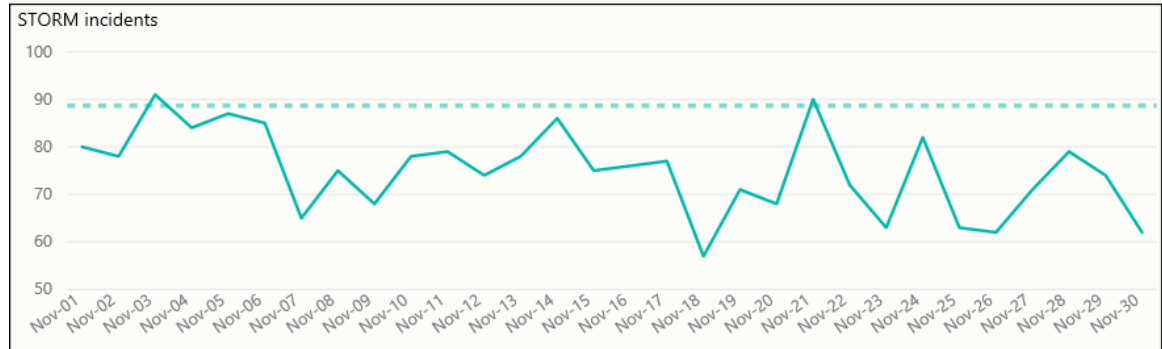
Count of Incidents

2250

Total Crimes Committed

1115

Incident Volumes by Date



Average Officers and Time Spent

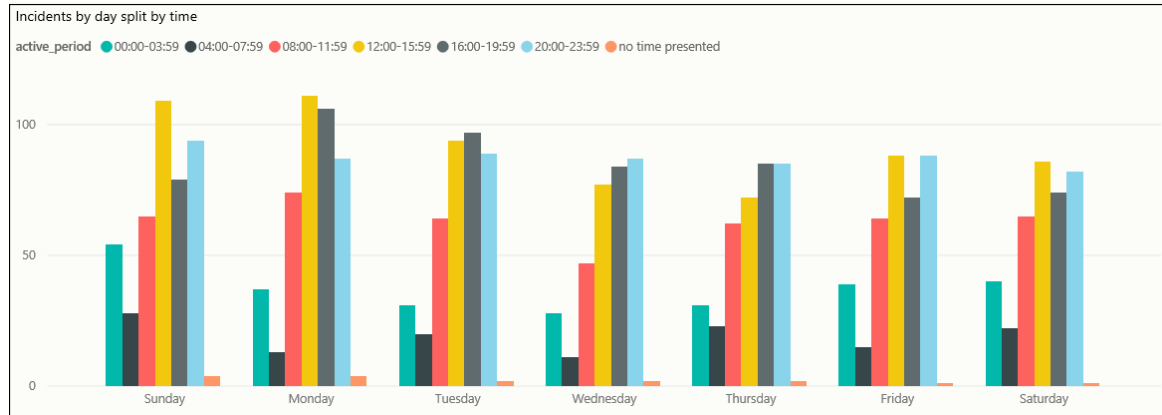
Average resources per incident

2.49

Average minutes per incident

152.25

Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Westfield	78	Guildhall In...	74	Heworth	66	Huntington and Ne...	58	Clifton	54	Hull Road (NYP)	48	Selby North	39
		Selby South	62	Skelton, Rawcliffe a...	54	Holgate	50	The Groves (NY...	42			Fishergate	38

Volume by Crime type

Crime	2020-11	Total
Violence Against The Person	348	348
Theft	233	233
Arson & Criminal Damage	152	152
Fraud	125	125
Burglary	59	59
Vehicle Offences	58	58
Public Order Offences	55	55
Drug Offences	35	35
Sexual Offences	24	24
Misc Crimes Against Society	14	14
Possession Of Weapons	6	6
Robbery	6	6
Total	1115	1115

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

Count of all Incidents and type

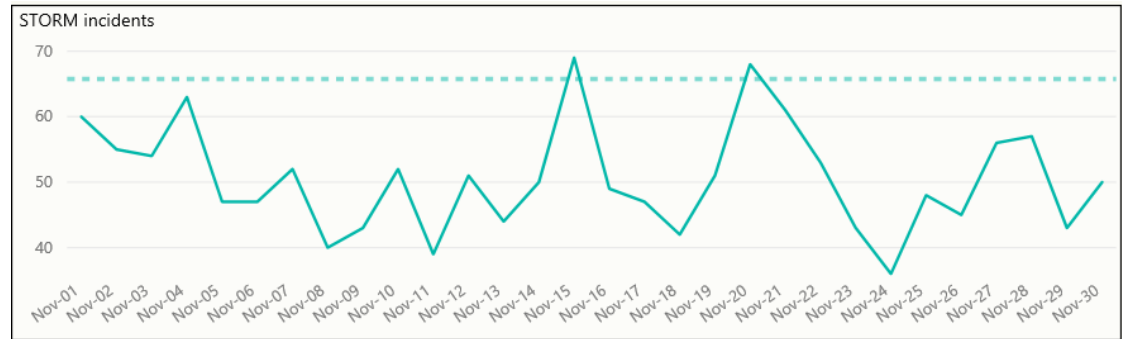
Count of Incidents

1515

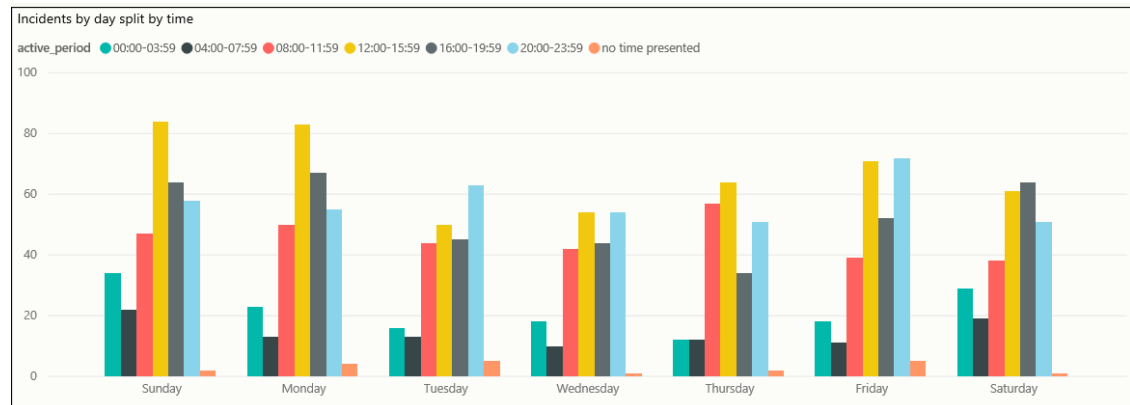
Total Crimes Committed

720

Incident Volumes by Date



Incident Volumes by Day and Time Group



Volume by Crime type

Crime	2020-11	Total
Violence Against The Person	250	250
Arson & Criminal Damage	110	110
Theft	92	92
Public Order Offences	70	70
Fraud	66	66
Burglary	36	36
Drug Offences	28	28
Vehicle Offences	24	24
Misc Crimes Against Society	13	13
Sexual Offences	13	13
Possession Of Weapons	12	12
Robbery	6	6
Total	720	720

Average Officers and Time Spent

Average resources per incident

2.48

Average minutes per incident

145.45

Highest Wards by Crime Volume

Castle	Eastfield	North Bay	Central	Woodlands	Falsgrave Park
93	81	52	51	40	31
				Stepney	Derwent Valley
				38	26

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

Count of all Incidents and type

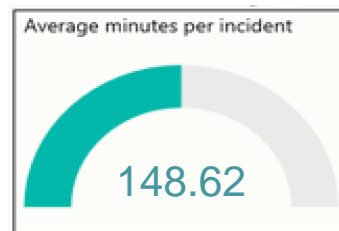
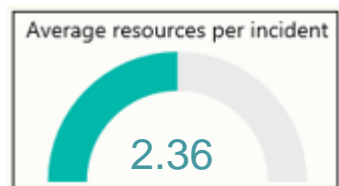
Count of Incidents
2514

Total Crimes Committed
1125

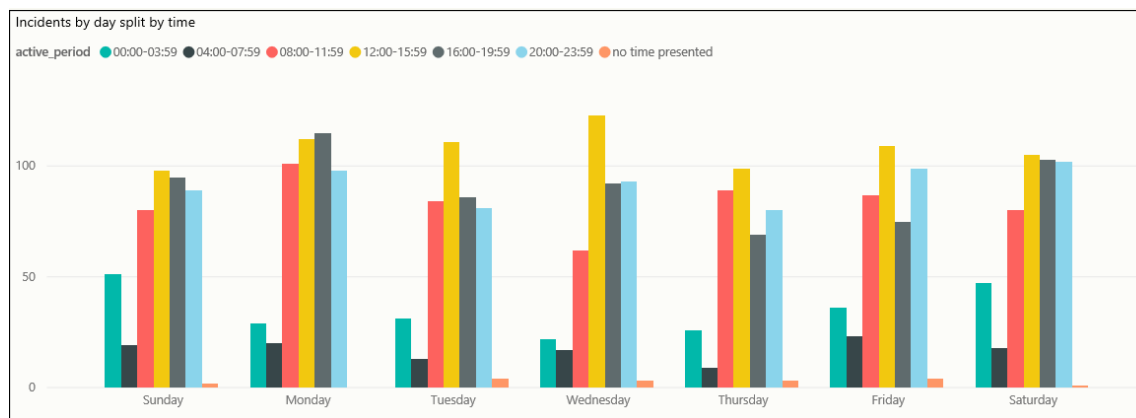
Incident Volumes by Date



Average Officers and Time Spent



Incident Volumes by Day and Time Group



Highest Wards by Crime Volume

Low Harrogate	Ripon Mi...	Granby	Woodfi...	Rossett	Knarebo...
50	33	33	29	26	Stray
High Harrogate	Harlow M...	Northalle...	Starbeck	Salter...	Colburn
	33	30	28	24	

Volume by Crime type

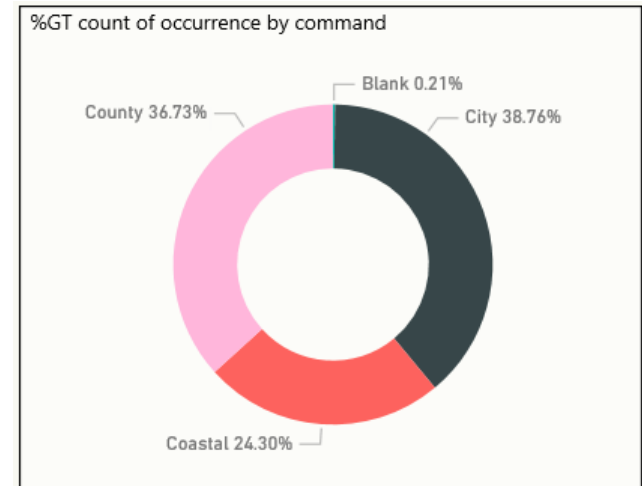
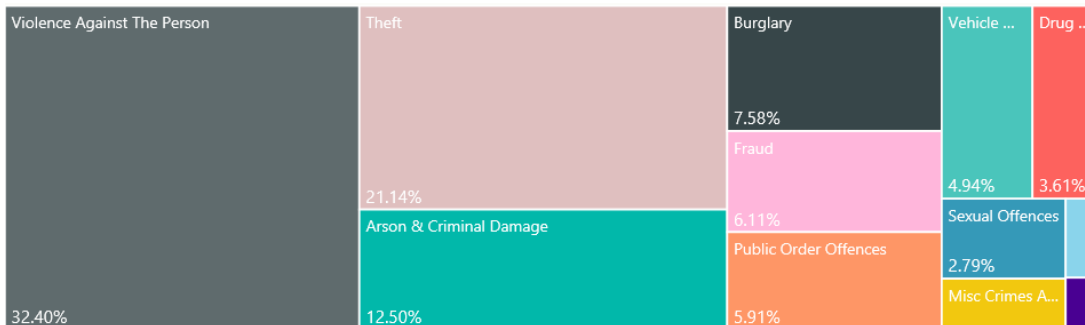
Crime	2020-11	Total
Violence Against The Person	293	293
Fraud	192	192
Theft	150	150
Arson & Criminal Damage	131	131
Burglary	118	118
Public Order Offences	67	67
Drug Offences	59	59
Vehicle Offences	55	55
Sexual Offences	23	23
Misc Crimes Against Society	22	22
Possession Of Weapons	10	10
Robbery	5	5
Total	1125	1125

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	4163	3851	3361	-12.72%
Burglary	2610	2565	1556	-39.34%
Drug Offences	1103	1139	1186	4.13%
Misc Crimes Against Society	503	665	454	-31.73%
Possession Of Weapons	203	246	270	9.76%
Public Order Offences	1578	2151	2260	5.07%
Robbery	150	154	143	-7.14%
Sexual Offences	872	965	554	-42.59%
Theft: All Other Theft	3327	3060	1948	-36.34%
Theft: Bicycle Theft	925	795	576	-27.55%
Theft: Shoplifting	3015	3100	1694	-45.35%
Theft: Theft From Person	330	342	92	-73.10%
Vehicle Offences	1650	1599	1094	-31.58%
Violence Against The Person	9469	11181	9386	-16.05%
Grand Total	29898	31813	24574	-22.75%

% split of all crimes by Command

% Split of Crime Types



CRIME FOCUS – Financial Year To Date

HAM & RICH			
	2020/2021	% diff Same Period '19	
CRIME	3703	-14.91%	
Burglary	202	-32.67%	
Theft: Other	310	-29.06%	
Theft: Shoplifting	205	-29.31%	
Criminal Damage	490	-7.02%	
Drug Offences	118	-6.35%	
Violence Offences	1233	-15.84%	

SCAR & RYE			
	2020/2021	% diff Same Period '19	
CRIME	7034	-19.44%	
Burglary	309	-36.42%	
Theft: Other	517	-27.29%	
Theft: Shoplifting	327	-52.88%	
Criminal Damage	922	-12.85%	
Drug Offences	337	11.96%	
Violence Offences	2575	-20.06%	

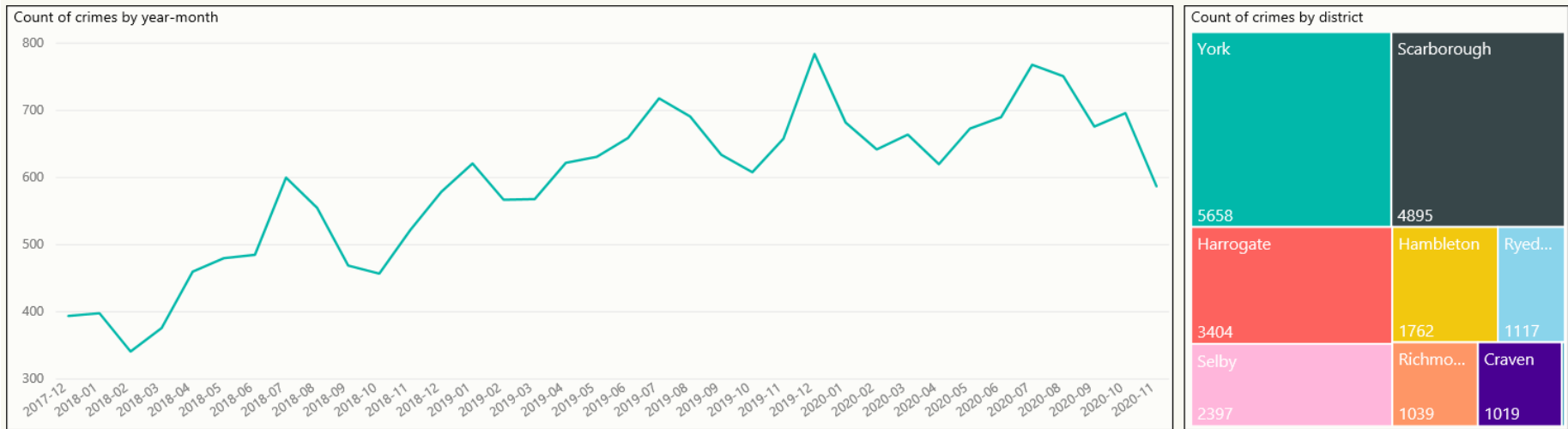
CRAVEN			
	2020/2021	% diff Same Period '19	
CRIME	1444	-16.44%	
Burglary	160	-28.25%	
Theft: Other	110	-31.68%	
Theft: Shoplifting	52	-61.76%	
Criminal Damage	149	-10.78%	
Drug Offences	79	61.22%	
Violence Offences	433	-13.23%	

YORK			
	2020/2021	% diff Same Period '19	
CRIME	7514	-23.97%	
Burglary	329	-44.98%	
Theft: Other	470	-46.35%	
Theft: Shoplifting	628	-47.88%	
Criminal Damage	842	-14.43%	
Drug Offences	300	-12.02%	
Violence Offences	2517	-16.49%	

HARROGATE			
	2020/2021	% diff Same Period '19	
CRIME	5078	-19.79%	
Burglary	358	-37.41%	
Theft: Other	362	-40.17%	
Theft: Shoplifting	342	-37.59%	
Criminal Damage	632	-16.95%	
Drug Offences	218	2.83%	
Violence Offences	1591	-14.78%	

SELBY			
	2020/2021	% diff Same Period '19	
CRIME	2879	-13.62%	
Burglary	198	-48.17%	
Theft: Other	176	-34.08%	
Theft: Shoplifting	140	-36.65%	
Criminal Damage	324	-7.69%	
Drug Offences	130	20.37%	
Violence Offences	1031	-5.67%	

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	3025		79.21%
Cov-19 Related Tag	2838		
PSW	8213		-4.95%
Missing Person	171		-13.64%
Concern Safety	1687		-6.54%
Domestic Inc	464		-2.73%
KSI	298		-34.36%

SCAR & RYE		2020-2021	% diff Same Period '19/20
ASB	6139		49.40%
Cov-19 Related Tag	5831		
PSW	12758		-9.80%
Missing Person	326		-39.74%
Concern Safety	3159		-9.17%
Domestic Inc	990		8.32%
KSI	387		-16.41%

CRAVEN		2020-2021	% diff Same Period '19/20
ASB	1363		133.79%
Cov-19 Related Tag	1324		
PSW	3648		18.36%
Missing Person	43		-38.57%
Concern Safety	698		1.60%
Domestic Inc	134		-0.74%
KSI	139		-20.11%

YORK		2020-2021	% diff Same Period '19/20
ASB	6456		42.30%
Cov-19 Related Tag	5905		
PSW	13097		-17.04%
Missing Person	381		-15.52%
Concern Safety	3088		-14.70%
Domestic Inc	920		6.85%
KSI	354		-42.25%

HARROGATE		2020-2021	% diff Same Period '19/20
ASB	3622		28.26%
Cov-19 Related Tag	3496		
PSW	10222		-4.79%
Missing Person	257		-32.37%
Concern Safety	1997		-12.91%
Domestic Inc	590		3.51%
KSI	348		-30.95%

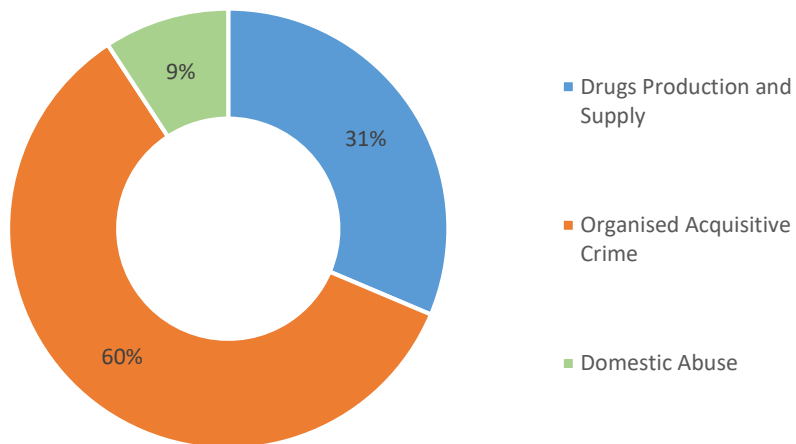
SELBY		2020-2021	% diff Same Period '19/20
ASB	2365		59.37%
Cov-19 Related Tag	2252		
PSW	5142		-8.23%
Missing Person	93		-32.61%
Concern Safety	1107		-10.00%
Domestic Inc	413		-3.05%
KSI	199		-10.76%

➤ ASB incidents have seen a significant increase in all areas. Cov19 related incidents have all been recorded as ASB which may explain the increase.

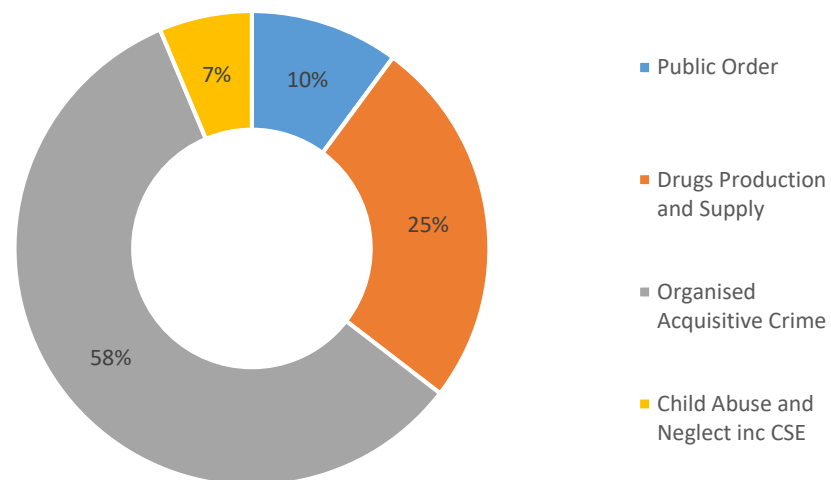
➤ PSW type incidents have significantly decreased across all areas which may be attributed to the current pandemic.

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

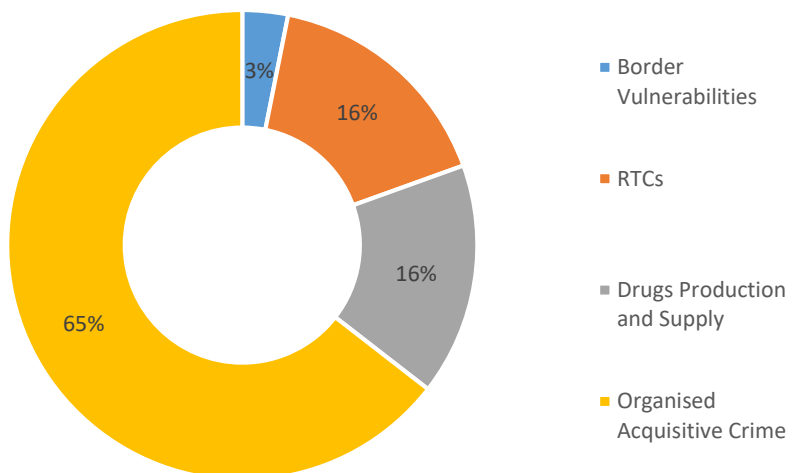
Split of 867 hours appointed to FSU



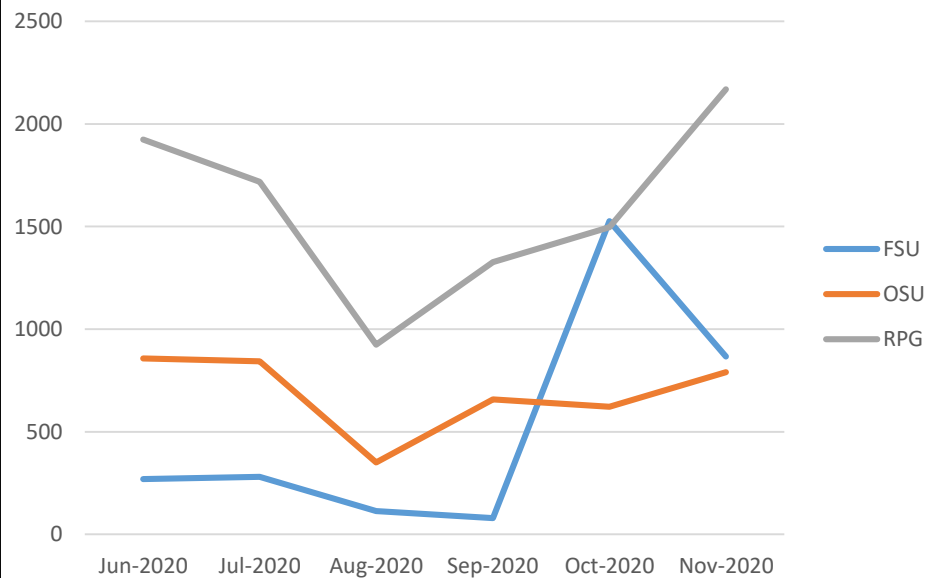
Split of 790 hours appointed to OSU



Split of 2169 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.

Vulnerable victims have recently been identified and appropriate referrals have been made.

Caring for the Vulnerable (New)

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

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

Ambitious Collaboration (Previously Reported)

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

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

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

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

Reinforcing Local Policing (Previously Reported)

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

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

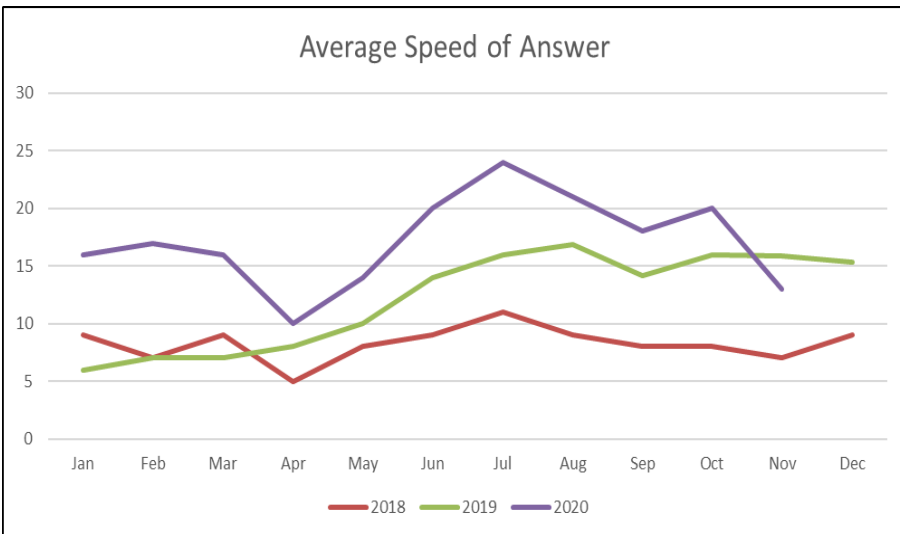
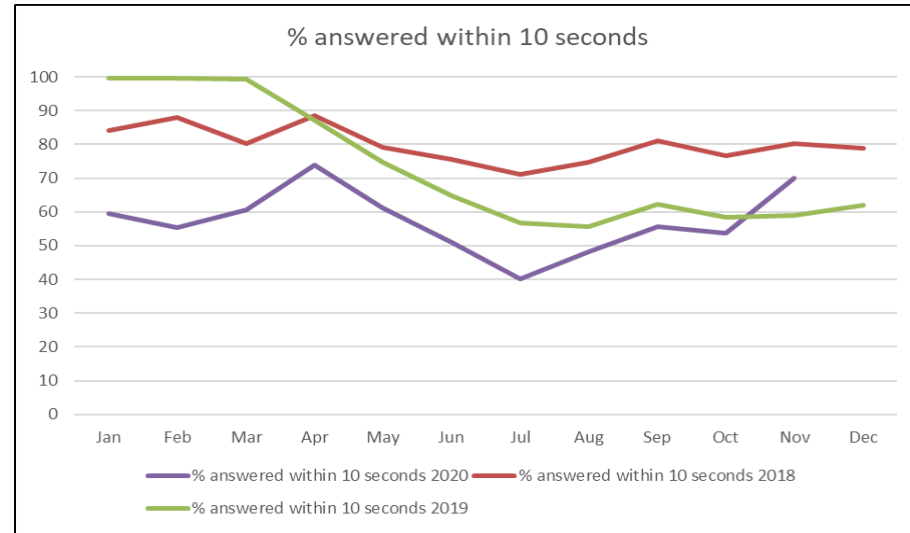
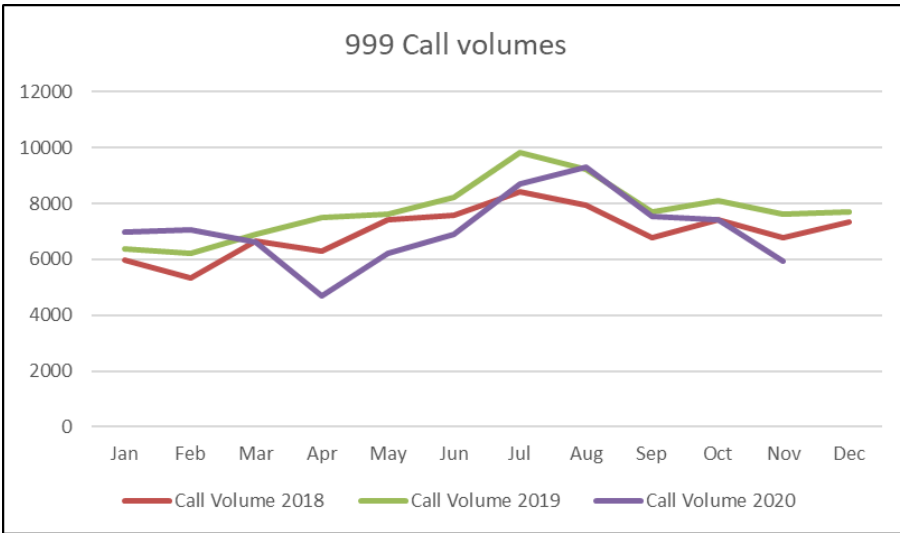
There has been a successful bid to the Safer Streets Fund to obtain over £500,000 for burglary prevention work initially in the Whitley Ward which which we have just expanded in to the Eggborough and Kellington areas.

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 and the recovery of a quad bike in Ryedale. Internal SharePoint and Intranet sites are up and running to communicate the work of RTF to police colleagues.

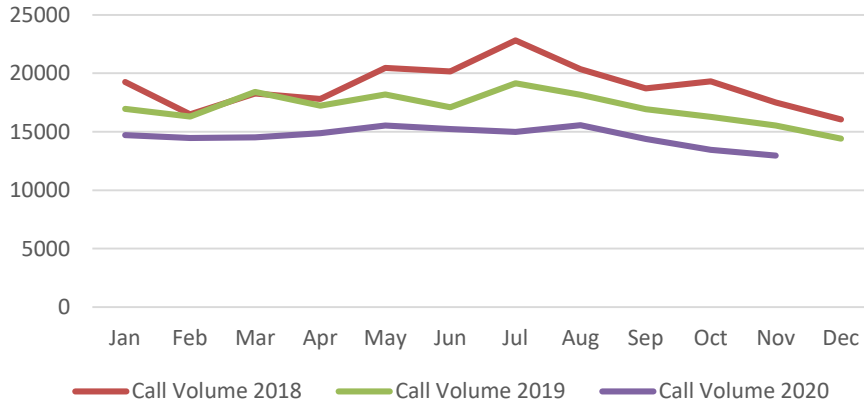
Initial Contact – 999



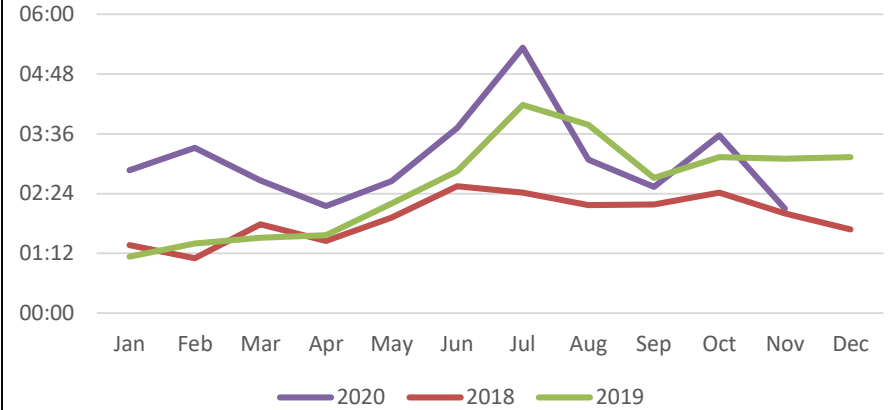
- 12.30% decrease in calls compared to November 2018
- 21.85% decrease in calls compared to November 2019

Initial Contact - 101

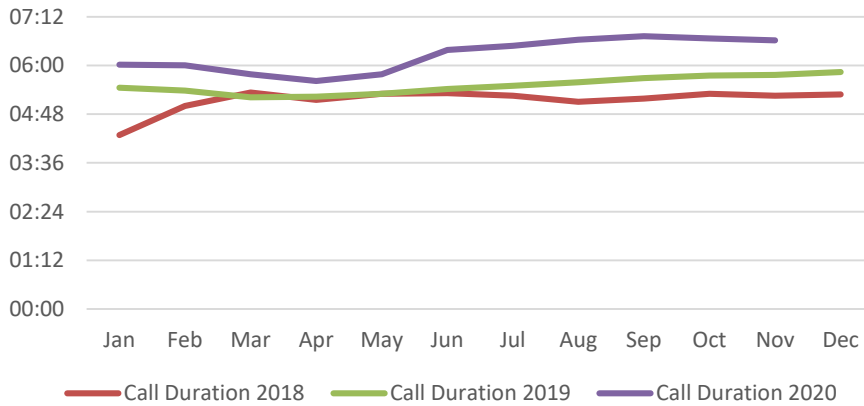
Call Volume



Average Speed of Answer



Average Call Duration



- 25.97% decrease in call volume compared to November 2018
- 16.58% decrease in call volume compared to November 2019

Local Policing – Police and Crime Plan 2017-2021

Hambleton	2019/2020	2020/2021	Diff
Burglary	202	144	-28.71%
Road	3392	2624	-22.64%
Mental Health	1403	1974	40.70%

Scarborough	2019/2020	2020/2021	Diff
Burglary	388	244	-37.11%
Drug Offences	272	287	5.51%
ASB	3475	5032	44.81%

Richmondshire	2019/2020	2020/2021	Diff
Drug Offences	39	32	-17.95%
Burglary	98	58	-40.82%
ASB	543	1074	97.79%

Ryedale	2019/2020	2020/2021	Diff
Burglary	98	65	-33.67%
Drug Offences	29	50	72.41%
ASB	634	1107	74.61%
Road	2293	1647	-28.17%

Harrogate	2019/2020	2020/2021	Diff
Burglary	572	358	-37.41%
ASB	2824	3622	28.26%
Road	5342	4076	-23.70%
Cyber	326	659	102.15%

York	2019/2020	2020/2021	Diff
Violence	3014	2517	-16.49%
Burglary	598	329	-44.98%
ASB	4537	6456	42.30%
Cyber	486	825	69.75%

Craven	2019/2020	2020/2021	Diff
Burglary	223	160	-28.25%
Road	1757	1705	-2.96%
Crime	1728	1444	-16.44%

Selby	2019/2020	2020/2021	Diff
Drug Offences	108	130	20.37%
Burglary	382	198	-48.17%
ASB	1484	2365	59.37%
Cyber	171	372	117.54%

➤ 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 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
- 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.

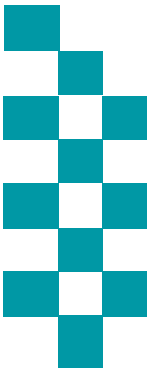
Public Accountability Board

Part b) People



Reporting Period: As at end of November 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	1505.34	1496.95	1490.95	1507.95	1502.20

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 0.42 FTE from the previous month. The number of leavers was more than projected; 3 individuals retired from the Force rather than the 2 that were projected. Nine Officers left for other reasons rather than the 5 projected, this figure includes retrospective leavers, which hadn't been included within previous MTPP.

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 at 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	230.69	229.70	240.70	237.70	233.23

*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 2.56 FTE. There were no leavers this month, although 3 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 7.19 FTE over the FTE budget.

HR OVERVIEW

Staff

BUDGET:	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
OPFCC												
Project Staff (incl Agency)												
Commissioned Services												
Corporate Services												
Chief Constable												
Total Staff FTE Budget for the month (after vacancy factor)												
ACTUAL:												
OPFCC	15.61	15.61	17.60	16.61	16.61	15.61	16.61	17.61	18.61			
Project Staff (incl Agency)	5.00	3.00	3.00	3.00	2.00	1.00	1.41	1.41	1.00			
Commissioned Services	12.55	11.74	13.24	13.24	13.24	13.24	13.24	13.24	12.97			
Chief Constable	992.27	1009.97	1014.90	1016.77	1033.17	1038.83	1038.14	1049.62	1061.78			
Total Staff against budget FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40	1081.88	1094.36			
Permanent Staff FTE	973.50	986.20	995.62	991.78	1004.18	1008.84	1014.03	1033.03	1037.66			
Temporary Staff FTE (not including agency)	37.40	37.59	36.59	42.31	43.31	42.31	39.84	38.84	48.24			
Agency Staff FTE	14.53	16.53	16.53	15.53	17.53	17.53	15.53	10.00	8.46			
Total Staff FTE	1025.43	1040.32	1048.74	1049.62	1065.02	1068.68	1069.40	1081.88	1094.36			

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. 8 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	102.00			
Actual Volunteers (including Police Cadets)	300.00	300.00	301.00	301.00	301.00	299.00	277.00	271.00	274.00			

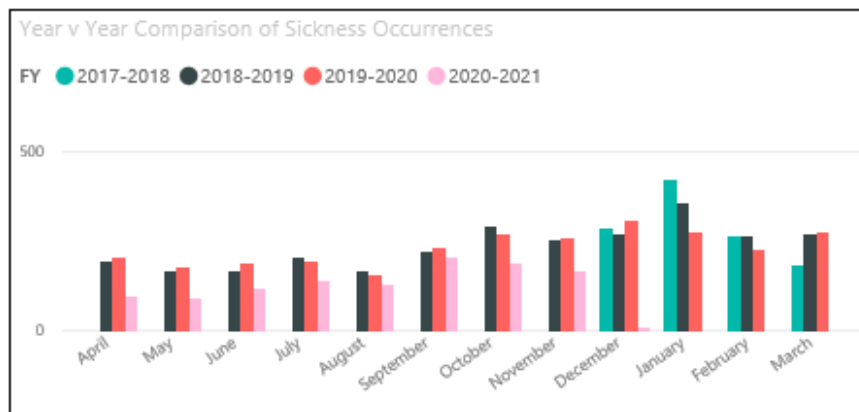
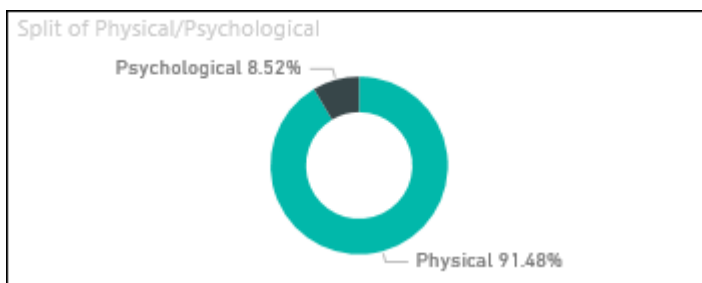
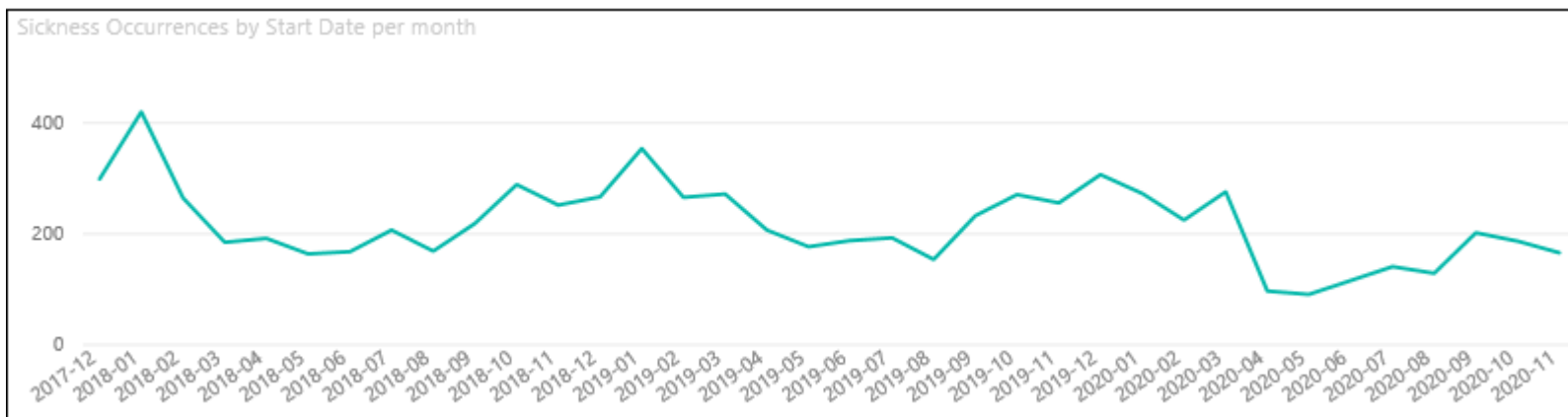
The actual number of Special Constables has decreased by 6 from last month, an intake took place in August

We currently have 274 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



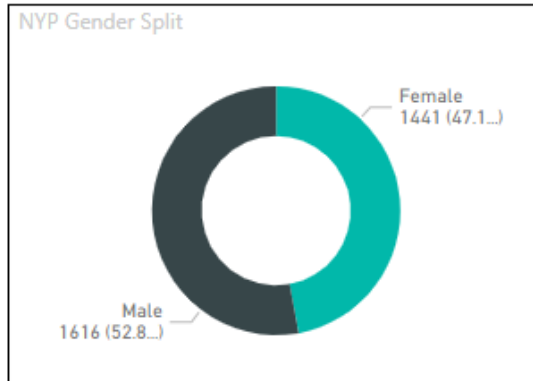
Current initiatives

- 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

WORKFORCE DIVERSITY DATA

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

Gender Data



Rank	Male	Female
Constable	61.28%	38.72%
Sergeant	74.36%	25.64%
Inspector	73.26%	26.74%
Chief Inspector	55.00%	45.00%
Superintendent	60.00%	40.00%
Specials	67.65%	32.35%
PCSO	48.33%	51.67%
Police Staff	39.41%	60.59%

Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.71%
BAME	3.53%
Not Stated	0.75%
Total	100.00%

Rank	White	BAME	Not Stated
Constable	95.38%	3.82%	0.80%
Sergeant	96.15%	3.42%	0.43%
Inspector	96.51%	3.49%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.33%	6.67%	0.00%
Specials	89.22%	6.86%	3.92%
PCSO	97.50%	2.50%	0.00%
Police Staff	96.27%	3.05%	0.68%

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

SDE	% of Total
White	95.44%
BAME	3.84%
Not Stated	0.72%
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%