

Corporate Services

Performance & Insight Report

Themes 1 - 7

Performance to December 2013

Government Protective Marking Scheme: this document is Not Protectively Marked

Report Author: Management Information team (Business and Finance Department)

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
1	% of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	<ul style="list-style-type: none"> 90% To be in the top five Forces nationally 	-3.1 pp ² ●	-0.6 pp ↔	<p>Performance is stable when considering the long term trend with the Force remaining below the 90% target.</p> <p>Satisfaction for incidents in the 12 months to October is 86.9%. It was 87.4% for the comparative period in the previous year.</p> <p>The Force is in line with peers nationally and is above the Most Similar Group (MSG) average (based on 12 months of interviews ending September 2013).</p> <p>While there is no underlying difference between the divisions in terms of the headline figure (City 86.2%, County 87.3%), theft from vehicle crime satisfaction remains a differentiating factor, with deterioration in the City. Further details on this measure are available at Appendix B.</p>
2	% of victims and witnesses satisfied with the services provided in court	<ul style="list-style-type: none"> 90% satisfied with service received 85% feel confident to give evidence in court Improved satisfaction levels compared to 2012-13 	+4.5 pp ●	↔ ³	<p>In December, 96.7% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the 90% target has been achieved in eleven of the last twelve months.</p> <p>Year-to-date figures show an average satisfaction level of 94.5% (April - December 2013), while 88.0% felt confident to give evidence (April - June 2013). Further details on this measure are available at Appendix C.</p>
3	% of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues	<ul style="list-style-type: none"> 60% by 2015-16 	-8.8 pp ●	-8.0 pp ↓	<p>There is no new data for this measure.</p> <p>The agreement level is 51.2% for 12 months interviews ending June 2013. Performance is below target although there has been positive movement since the previous quarterly results.</p> <p>The Force remains below peers and there is a statistically significant disparity to the national average. Further details on this measure are available at Appendix D.</p>

¹ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

² Percentage points

³ Should be treated with caution due to limited amount of data available

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
4	% reduction of people that have been repeat victims within the previous 12 months	<ul style="list-style-type: none"> Reduce the number of repeat victims of Domestic Abuse, Hate Crime & Anti-Social Behaviour by 5% year on year compared to 2012-13 	-5.3% ●	-9.8% ↓	<p>Year-to-date (April to December 2013) there has been a 9.8% reduction in the number of people that have been repeat victims of Domestic Violence, Hate Crime or Anti-Social Behaviour (ASB) within the previous 12 months when compared to the same period of last year. This equates to 686 fewer repeat victims.</p> <p>The Force is currently achieving target on this measure, with performance being driven by a reduction of 14.2% in repeat ASB victims when compared with the same period last year.</p> <p>Whilst this is positive it should be noted that as ASB accounts for the majority of the volume on this measure, strong performance in terms of ASB repeat victims is serving to mask an increase in repeat victims of Domestic Violence, with the Force currently experiencing an increase of 7.8% (103 victims) when compared to last year. It should be worth noting that this represents a slight improvement in performance, with the comparable figure at the end of quarter two being 10.5%.</p> <p>Considering Domestic Violence repeats at a divisional level; the City continues to have the larger percentage increase, with City North showing deterioration compared to quarter two. On the County; Ashfield, Bassetlaw and Gedling have seen improvements in performance and are all currently recording a year-to-date reduction in repeat victims of Domestic Violence.</p> <p>Through working with partners the Force aims to reduce the number of repeat victims by providing effective intervention at the time of the first incident. An increase in repeat victims of Domestic Violence is a concern and suggests that positive action to tackle repeat victimisation in this area is not proving effective. A report containing further analysis of repeat victims, with emphasis on Domestic Violence repeats is at Appendix F. Tables showing a breakdown of performance by offence type and BCU can be viewed at Appendix E.</p>

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
5	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	<ul style="list-style-type: none"> 40% reduction in all Killed and Seriously Injured (KSIs) by 2020 (from 2005-2009 average) 	-18.8% ●	-23.5% ↓	<p>Performance in the 2013 calendar year is positive, with the Force continuing to record significant reductions in the number of persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads. The reductions during quarters one, two and three (January – September) have been so strong that the Force is easily achieving the 9.0% adjusted target for the current year, and also remains in a favourable position against the long-term Road Safety Partnership target of a 40% reduction by the year 2020⁴.</p> <p>Reductions are recorded in all of the road-user groups when compared to last year, with the largest percentage reduction in the fatalities group.</p> <p>Quarter four provisional data suggests that the current trend will continue, allowing confidence that Nottinghamshire is experiencing a consistent reduction in the number of persons Killed or Seriously Injured on the roads.</p> <p>Looking ahead to performance in 2014, it is hoped that the Force will maintain this momentum, with the calendar of roads policing activity for the year supporting further reductions in KSIs.</p> <p>Further detail on KSI performance can be viewed at Appendix G.</p>

⁴ Nottinghamshire Road Safety Partnership target, reduction when compared to the 2005-2009 baseline

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process


Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁵		
			Target	Trend	Summary
1	% of Crown Court files to be submitted by the police to the CPS on time and without deficiencies	<ul style="list-style-type: none"> To improve the current timeliness and quality of files 	CC Quality +0.4pp ●	↔ ⁶	<p>Performance on this measure remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of data⁷.</p> <p>The Crown Court continues to meet target in terms of both file quality and timeliness, with the current year to date (data is to October 2013) error rate and late rate lower than the positions reported last month. Examining monthly performance for files submitted to the Crown Court suggests an improvement in quality, with the error rate reducing month-on-month through the majority of this year.</p> <p>The Magistrates Court is achieving the file quality target, but not the timeliness target, with a late rate that is slightly higher than that reported last month. Monthly performance for files submitted to the Magistrates Court appears to show a high level of fluctuation, meaning that it is not possible to provide an indication of trends in the long-term. This is further compounded by the fact that the Magistrates Court also failed to return any data to the Force for the month of September. Further detail is available at Appendix J.</p>
			CC Timeliness +1.7pp ●		
			MC Quality +0.1pp ●		
			MC Timeliness -0.6pp ●		
1	Crown Court and Magistrates Court conviction rates	<ul style="list-style-type: none"> To be better than the national average To be consistently in line with CPS national averages 	CC +4.3pp ●	↔	<p>Nottinghamshire Criminal Justice Area is showing a year-to-date conviction rate of 84.5% for cases prosecuted through the Magistrates' Courts (MC) and 85.6% for cases prosecuted through the Crown Court (CC).</p> <p>Both courts have achieved target year-to-date, having recorded conviction rates higher than the national average. The Crown Court has the stronger performance against target, being more than four percentage points better than the national average. In addition to this the Crown Court is showing the greater improvement when compared to last years position, with an increase of 3.6 pp at the end of quarter two. Further detail on this measure is available at Appendix K.</p>
			MC +0.1 pp ●		

⁵ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

⁶ Performance on all of the criminal justice measures remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of available data

⁷ Where information on direction of travel is provided for this measure, it will reflect the current month's position compared to last months position.

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁵		
			Target	Trend	Summary
2	% of effective trials in the Magistrates' and Crown Courts	<ul style="list-style-type: none"> Reduce % of ineffective trials compared to 2012-13 Achieve an effective trial rate of 50% for Crown Court and 50% for Magistrates Court 	CC -6.3pp ●		<p>There is no new data available for this measure⁸. Year-to-date figures to November 2013 show that the current effective trial rate is 43.8% for the Crown Court and 41.4% for the Magistrates Court, meaning that neither court is achieving the target 50% effective trial rate.</p> <p>Performance across both courts has been fairly static over the last 14 months, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers on acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain unchanged this year.</p> <p>Current trends suggest that the 50% target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts. Further detail on this measure can be viewed at Appendix L.</p>

⁸ The Crown Court was unable to provide data for the month of December

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
1	Reduction in All Crime across the Force	<ul style="list-style-type: none"> 10% reduction compared to 2012-13 	+10.6% ●	+0.6% ↔	<p>The Force has seen further improvements in All Crime performance this month, with December recording a 5.9% (332 offences) reduction compared to December 2012. This is the largest month-to-date reduction of the year so far and follows on from successful reductions of 5.8% in October and 4.1% in November. The effect of December's reduction on the year-to-date performance is apparent, with the Force now recording a similar number of offences compared to last year (a 0.6% or 333 offence increase). In terms of divisional performance, the City is currently recording a decrease in All Crime (-0.2% or 54 offences), while the County is recording a slight increase (+1.4% or 387 offences)</p> <p>The Force remains more than 5,400 offences over target and it would no longer be possible for the 10% reduction to be achieved at the end of the year. Despite this, recent monthly reductions in offences, coupled with forecast figures, suggest that the Force can expect to end the 2013/14 performance year with fewer crimes than in 2012/13.</p> <p>The current year-to-date increase in crime continues to be driven by performance in a number of key offence types including Violence Against the Person (VAP), Burglary Dwelling, Robbery and Theft & Handling, with all continuing to record increases year-to-date. Despite these increases, improvements noted in the previous report continue, with VAP, Burglary Dwelling and Robbery recording reductions in December.</p> <p>In terms of areas of concern; Theft & Handling offences continue to increase and despite targeted activity to address shoplifting offences, these continue to rise. A full table showing performance by crime type can be viewed at Appendix M, while performance by area is at Appendix N.</p> <p>The Force's Priority Areas continue to show mixed performance, with the majority now recording increases in crime. A summary table of performance for these areas can be viewed at Appendix O.</p> <p>Current performance for All Crime is discussed in more detail at Appendix P.</p>

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
2	Reduction in Anti-Social Behaviour incidents across the Force	<ul style="list-style-type: none"> 8% reduction year on year, from 2013-14 to 2015-16 A 50% reduction in ASB incidents across the Force by 2015-16 compared to 2011-12 	-0.3% ●	-8.3% ↓	<p>The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction; however there is further evidence that the current downward trend is continuing to lose momentum with a year-to-date reduction currently recorded at 8.3%. This is 0.8 percentage points (pp) lower than last month and 16.0pp lower than performance at the end of the first quarter.</p> <p>Although both the City and County are recording year-to-date reductions (City -1.8%, County -12.8%), the Force's overall reduction is clearly masking a split in performance across the two divisions, with County recording a more substantial reduction.</p> <p>A full breakdown of ASB incidents by area can be viewed at Appendix Q, while performance in the priority areas is at Appendix R. A detailed report on ASB performance is available at Appendix S.</p>
3	The detection rate (including Positive Outcomes) for recorded offences	<ul style="list-style-type: none"> A rate of 37% (including positive outcomes) for All Crime To monitor Home Office disposals as follows; Charge/Summons, Caution/Reprimand/Warning Taken into consideration, Penalty Notice for Disorder, Cannabis Warning, Community Resolution. 	-5.4pp ●	-4.6pp ↓	<p>The Force is currently recording a detection rate of 31.6% year-to-date, a 4.6 percentage point (pp) drop compared to same period of last year and 5.4pp below the Police & Crime Plan target. When considering detections awaiting approval the rate increases to around 33%, still below the 37% target set.</p> <p>Detection rates on the BCUs are similar to those seen at Force level (33.5% on the City, 32.3% on the County).</p> <p>One driver behind the drop in detection rate is a reduction in the volume of detections recorded against an increase in offence volume. The reduction in detection volume appears to be predominately driven by a large drop in the volume of TIC disposals, across both City and County. This drop seems to have been partially driven by external forces and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target. A detailed report on positive outcomes can be viewed at Appendix T.</p>

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
1	Number of alcohol related admissions to hospital	<ul style="list-style-type: none"> A reduction in the number of alcohol related admissions to hospital compared to 2012-13 	-11.1% ●	-11.1% ↓	<p>There is no new data available for this measure. Nottinghamshire police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire. The volume of admissions in quarter four (Q4) of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.</p> <p>These totals represent decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3). Both local authorities recorded increases compared to the same quarter the previous year.</p> <p>Assessing 2012/13 as a whole, both the local authorities and the overall Force area have recorded an increase compared to 2011/12, (Force +0.2% or 50 admissions, Nottingham +0.2% or 16 admissions and Nottinghamshire +0.2% or 34 admissions). These low level increases appear in line with a general reduction in percentage increases year-on-year over the last four years. Further detail on this measure is available at Appendix U.</p>
1	The number of alcohol related crimes (proxy measure)	<ul style="list-style-type: none"> Monitor the number of crimes which appear alcohol related 	N/A	N/A	<p>Year-to-date figures reveal that 15.9% of All Crime in Force was alcohol related, compared to 18.3% last year. (Year-to-date: City 17.4%, County 14.6%). Over the same time periods, 29.7% of Violent Crime (All VAP, Robbery but excluding Sexual Offences) was alcohol related in 2013/14, compared to 33.3% in 2012/13.</p> <p>Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices will be monitored this year with a view to setting a target in later years. Further detail on this measure is available at Appendix UU</p>

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	<ul style="list-style-type: none"> 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13 	-12.5% ●	-2.2% ↓	<p>The target for this measure is to increase the number of confiscation and forfeiture orders and the Force is currently recording a slight decrease in the number of orders, with 133 orders this year compared to 136 last year (a reduction of 2.2%).</p> <p>This reduction in the number of orders means that the Force has not achieved the target volume of orders year-to-date, with 133 orders compared to a target of 150 orders, meaning that the Force has fallen short of target by 17 orders or 12.5% based on year-to-date figures. It is worth noting that despite monthly fluctuations at the start of the year, this year-on-year picture appears to be fairly stable, with the current gap to the target and comparisons to last year both being similar to last month.</p> <p>So far this year the Force has recorded a total order value of £707,260.59 (down £587,726.76 compared to last year) which equates to an average order value of £5,317.75, a decrease of 44.2% compared to the average order value recorded during the same period of last year (£9,521.97). Again, it should be noted that this position is similar to that recorded last month. A detailed report for this measure can be viewed at Appendix VV.</p>

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
2	Force threat, harm and risk (THR) assessment level	<ul style="list-style-type: none"> To reduce THR to below the 2012-13 level 	●	↓	<p>There is no update on the THR level since last month. The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm. In terms of the management of each active Organised Crime Group by the police, each group has a specific management plan and Lead Responsible Officer, with progress monitored through the Level I and Level II Force Tasking and Coordination process in line with NIM guidelines.</p> <p>In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and EMSOU operations.</p> <p>The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent.”</p>

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
1	First-Time Entrants (FTEs) into the Youth Justice System	<ul style="list-style-type: none"> 10% reduction (year on year) compared to 2012-13 	-5.7% ●	-14.9% ↓	<p>The Force continues to remain above target for this measure with a reduction of 14.9% (62 FTEs) when compared to last year, meaning that the 10% reduction target has been achieved. Performance appears to be stabilising however, as the current percentage reduction has decreased in the past two months.</p> <p>As noted in the previous report, a marked difference can be seen between the City and County divisions in terms of reductions. The County has recorded a reduction of 28.4% whilst the City has seen no improvement and has recorded the same number as last year (199). This difference remains unchanged throughout the year, with the County recording large reductions of more than 40% in four months of this year.</p> <p>Further detail on First-Time Entrants including discussion of; offence gravity and FTE gender and age can be viewed at Appendix W.</p>

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending

Measure		Target Profile	Current Performance – Year-to-date to December 2013		
			Target	Trend	Summary
2	<p>National – reduce the offending of offenders managed and supervised by Integrated Offender Management (IOM) that cause significant harm</p> <p>Local - Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)</p>	<ul style="list-style-type: none"> 10% reduction (year on year) compared to 2012-13 Reduce (proven) reoffending to be below the national average To monitor the Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years) 	+3.5pp ●	N/A	<p>There is no new data available for this measure. National data published by the Ministry of Justice covering the 12 months to December 2011 suggests that Nottinghamshire had a 'proven' re-offending rate of 37.6%, 3.0 percentage points above the national average of 34.1%, placing the Force 31st out of 36 areas.</p> <p>When considering the Force's Acquisitive Crime cohort (data to end of December 2013), there are currently 315 IOM nominals managed by the Force with just under half of these on the City. The majority of nominals are adult^[1] (73.7%) with 8% currently classed as a juvenile.</p> <p>Cross referencing the 315 nominal's against named offenders and/or suspects for offences^[2] recorded in 2013/14^[3] reveals that 192 (60.9%) IOM nominals have been recorded as the offender in 472 offences and a named suspect in a further 404 offences and, excluding Domestic Incidents, account for 1.4% of recorded crime in 2013/14. Further detail is available at Appendix X.</p>

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to December 2013 ⁹		
			Target	Trend	Summary
1	Make efficiency savings	▪ Save £8.6m by March 2014	N/A	N/A	<p>The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14.</p> <p>Detailed plans are in place to ensure the savings target is met.</p> <p>Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.</p>
2	Ensure balanced budget	▪ Overall spend v restated budget	+0.9% ●	N/A	<p>The full year net revenue budget for 2013-14 is £196.998m. During September the Quarter Two forecast was undertaken which resulted in an agreed restated full year budget of £198.375m.</p> <p>Actual net expenditure for April – December 2013 was £149.523m against a restated budget of £148.200m</p> <p>The resulting position against restated budget was an overspend of £1.323m (+0.9% of budget), meaning that the Force is currently over budget and is within approved target at this time. More detail on this measure can be viewed at Appendix Y.</p>
3	Total number of days lost due to sickness (Officer)	▪ 3.7% for Officers and Staff (8.2 days)	+9% ●	-14% ↓	<p>The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.03% in December 2013 from 4.53% in March 2013 and 4.69% in December 2012.</p> <p>HR is continuing to work closely with line managers to reduce the number of officers on long term sick.</p> <p>Officer sickness absence in the 12 months to December 2013 amounted to a cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.</p> <p>More detail on this measure can be viewed at Appendix Z.</p>

⁹ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to December 2013 ⁹		
			Target	Trend	Summary
3	Total number of days lost due to sickness (Staff)	<ul style="list-style-type: none"> 3.7% for Officers and Staff (8.2 days) 	+1.9% ●	-14.0% ↓	As at the end of December 2013, the rolling 12 month average staff sickness rate was 3.77%. This has reduced from 4.40% in December 2012. This represents a reduction of 14% over the past year. More detail on this measure can be viewed at Appendix AA .
4	BME representation	<ul style="list-style-type: none"> To reduce the gap in current Black Minority Ethnic (BME) representation within the Force and local BME community representation in respect of: Recruitment for officers and staff to reflect the local community 	●	+0.3% ↔	<p>Current BME representation in Force stands at 4.3% (December 2013). This shows little change from the proportion recorded in March 2012, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months.</p> <p>The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).</p>

Appendix A

User Guide to the Performance and Insight Report

This document sets out a summary of the performance of Nottinghamshire Police in relation to key measures to deliver against the strategic priority themes as set out in the Police and Crime Plan 2013-18.

The seven themes are used to provide direction and focus to support the delivery of the Police and Crime Plan and are as follows:

- Theme 1: Protect, support and respond to victims, witnesses and vulnerable people
- Theme 2: Improve the efficiency, accessibility and effectiveness of the Criminal Justice system
- Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
- Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour
- Theme 5: Reduce the threat from organised crime
- Theme 6: Prevention, early intervention and reduction in offending
- Theme 7: Spending your money wisely

Within the seven themes are a number of key measures to allow monitoring of Force performance, in order to highlight risks and implement the appropriate control measures required to improve performance.

The summary tables in the front of the report provide an overview of current performance for each of the key measures, and these tables are organised according to the seven strategic themes. The information provided in the tables is as follows:

Measure and Target Profile columns

These provide a description of the measure and the target set by the Police and Crime Commissioner

Target column

Shows current performance against target. Where available, this will be shown as a numeric (mainly percentage) value along with a direction of travel, so for example; -10% on the ASB measure would denote that current volume is 10% lower than target volume. This numeric value will be accompanied by a coloured circle showing whether the measure is on target, close to achieving target or not achieving target, as shown in the box below.

KEY to Performance Comparators	
Performance Against Target	
●	Significantly better than Target >5% difference
●	Better than Target
●	Close to achieving Target (within 5%)
●	Significantly worse than Target >5% difference

Trend column

Provides an indication of current trend and direction of travel. As with the target column, this data will be presented, where possible, as a numeric (again usually percentage) value. For the majority of measures this figure will represent the change in performance when compared to the equivalent period of the previous year, with a + or – symbol denoting the direction of travel, i.e. whether the change is an increase or decrease on the previous position. This figure will be accompanied by an arrow which provides an indication of current trend, with the direction of the arrow representing direction of travel (increase, decrease or stable) and the colour of the arrow showing whether this is positive, neutral or negative performance (as an increase in a measure such as detection rate will be positive performance, whereas an increase in a measure such as All Crime will be negative). This is summarised in the box below.

KEY to Performance Comparators	
Trend	
↑	Increase – Improvement in Performance
↓	Decrease – Improvement in Performance
↔	Stable Trend – little change in Performance
↑	Increase – Deterioration in Performance
↓	Decrease – Deterioration in Performance

Date parameters

The majority of measures in the report use performance year-to-date data (April to the end of the current month), and will compare this period to the equivalent year-to-date period of the previous year in order to provide an indication of performance over time. The main exceptions to this are satisfaction and confidence data, which both use 12 months to date data, and which tend to lag behind crime and detections data by a few months. It should also be noted that for a number of the measures for which the data is sourced externally, the date parameters may differ to those commonly used in Force. Where different parameters are used, this will be specified in the text summary for the measure affected, and unless otherwise stated, comparisons to previous performance will refer to the equivalent period of the previous year.

Diagnosing Exceptional Performance

Any measures which are demonstrating exceptional performance will be discussed in further detail in the appendices of the report. Where this is the case it will be stated in the summary for that measure. A measure will be considered an exception if it is significantly off target, has a deterioration in recent performance, (for example a marked decrease in satisfaction levels) or if there are any other significant changes in performance which are of concern.

For the purposes of this report, the statistical techniques applied to determine statistically significant changes in performance for the majority of the measures examine the standard deviation, the moving range and linear regression using Pearson's correlation coefficient and t-tests.

For more information on the statistical techniques employed in the report please contact the Performance and Insight team:

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Commonly used acronyms

ASB – Anti-Social Behaviour

BCU – Basic Command Unit

BME – Black Minority Ethnic

CSEW – Crime Survey for England and Wales

HMIC – Her Majesty's Inspectorate of Constabulary

MSG – Most Similar Group of Forces; or Most Similar Group of BCU's

PCC – Police and Crime Commissioner

PSD – Professional Standards Directorate

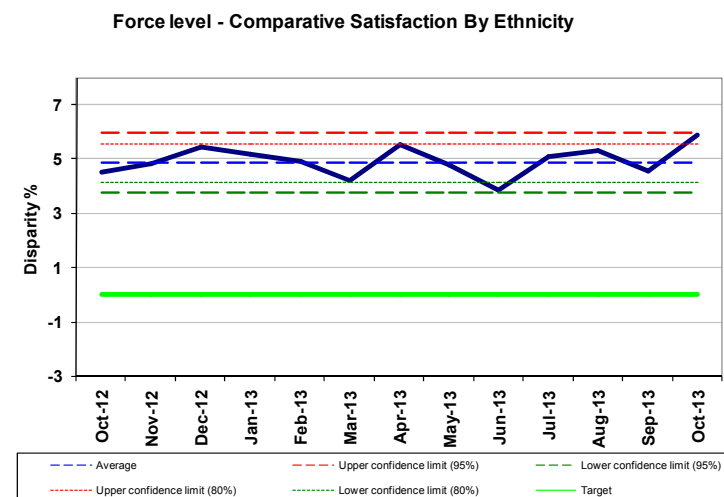
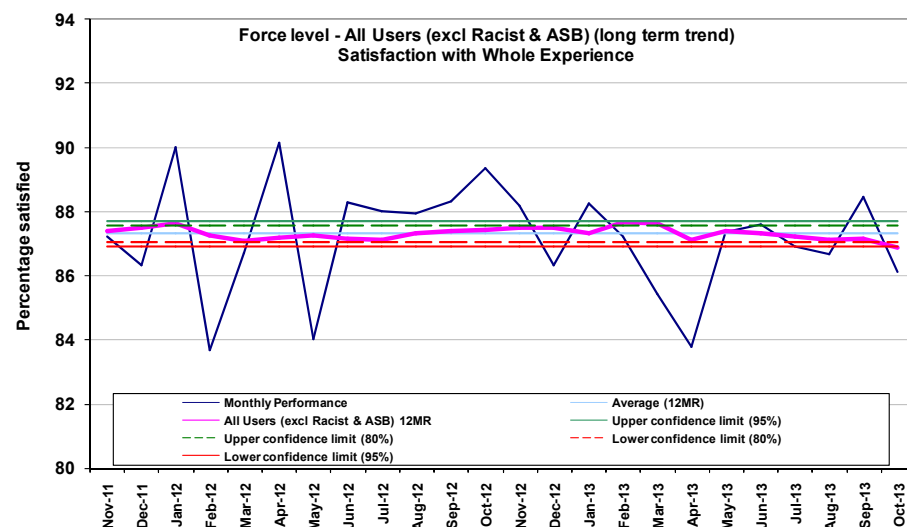
RTC – Road Traffic Accident

Data Sources	
Theme 1: Protect, support and respond to victims, witnesses and vulnerable people	
Satisfaction with serviced received from police	Nottinghamshire Police internal user satisfaction surveys
Victim and witness satisfaction with court services	Victim Support Witness Service Quality of Service forms collected from Nottinghamshire courts
Confidence in police and local council	Crime Survey for England and Wales (formally the British Crime Survey)
Repeat victims	Nottinghamshire Police CRMS Crime Recording & Management System and Vision Command & Control system
Persons Killed or Seriously Injured on the roads	Nottinghamshire Road Safety Team and Force internal POETS incidents system
Complaints	Nottinghamshire Police internal Centurion system
Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process	
Court file timeliness and quality	Nottinghamshire Police Crime and Justice department
Court conviction rates	HM Courts Service
Court effective trial rates	HM Courts Service
Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour	
All Crime Detection Rate	Nottinghamshire Police CRMS Crime Recording & Management System
ASB	Nottinghamshire Police Vision Command & Control system
MSG and national comparisons	Home Office Project Fusion website
Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour	
Alcohol-related admissions to hospital	Public Health England LAPE website
Successful completions of OCU and non OCU	Nottinghamshire County Council

Data Sources	
Strategic Priority Theme 5: Reduce the threat from organised crime	
POCA confiscation and forfeiture orders	Force internal Joint Asset Recovery Database
Force threat, harm and risk level	Nottinghamshire Police Intelligence Team
Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending	
First-Time Entrants	Nottingham City and Nottinghamshire County Youth Offending Teams
Re-offending	Home Office
Strategic Priority Theme 7: Spending your money wisely	
Efficiency Savings	
Balanced Budget	Nottinghamshire Police e-financials General Ledger
Staff and Officer Sickness	Nottinghamshire Police HRMS
BME Representation	Nottinghamshire Police HRMS

Appendix B

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	<i>Percentage of victims of crime satisfied with the service they have received from the Police</i>
Target	<i>90% completely, very or fairly satisfied with the service they have received (to be in the top five forces nationally)</i>



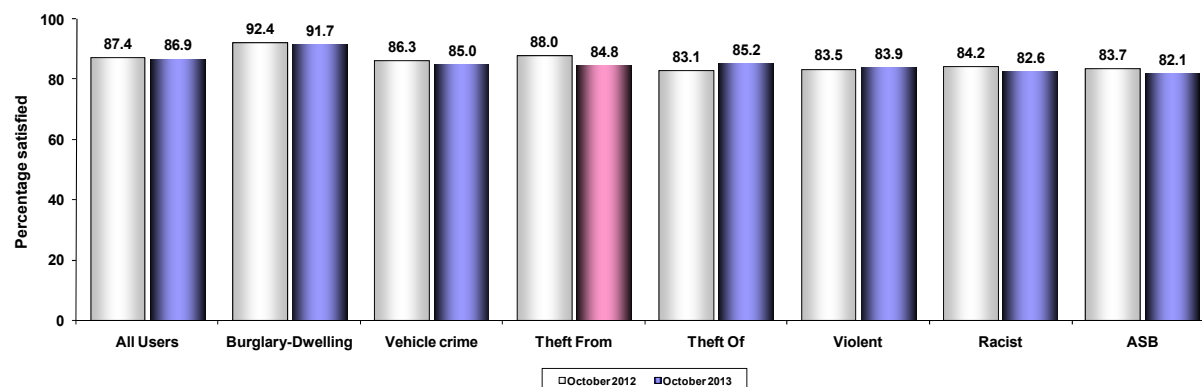
Source: Nottinghamshire Police User Satisfaction Surveys for incidents reported to the end of October 2013 (completely, very or fairly satisfied with whole experience).

12 months-to-date performance:	86.9% for incidents reported in the 12 months to the end of October 2013
Target performance:	Currently 3.1 percentage points below target

Insight

Progress remains relatively steady over the last year, as can be observed in the chart on the preceding page¹⁰. The Force is around three percentage points of achieving the target profile for the 'All Users' group and continues to exceed the target when considering dwelling burglary.

The gap between the two divisions has closed (City 86.2%, County 87.3%). In terms of command areas, City Central, City North and City South are performing in line for 'All Users' satisfaction. South Nottinghamshire is performing better than the Force overall, while Mansfield & Ashfield remains below average. Vehicle crime satisfaction, particularly theft from vehicle crime, continues to be the key differentiating factor between the divisions. While City North has seen a real advance in theft of vehicle crime satisfaction this command area has suffered a decline in theft from vehicle crime satisfaction.



At force level, with the exception of theft from vehicle crime, satisfaction levels for the 'All Users' group and other constituent surveyed crime types are stable compared with the previous year.

Vehicle crime satisfaction remains a performance risk¹¹.

Theft from vehicle crime satisfaction in the City has deteriorated over the year (81.1%) and the rate remains significantly lower than that in the County (87.4%).

Analysis¹² has again illustrated a few apparent statistical differences between the two divisions in terms of perceived service for theft from vehicle crime. Informing victims about what the police will do, offering advice (including crime prevention), and investigating the scene of the crime stand out. It has previously been noted that anecdotal evidence from victim surveys suggests that the public feel the police do not do enough to investigate their crime. The latest data again highlights a difference between the City and County in victim satisfaction with what the police have done to date to investigate their crime. Management of victim expectations in relation to crime scene investigator's (CSI) attendance, or the policy of a CSI only attending the scene where there is forensic evidence such as blood, could be contributory factors.

¹⁰ The percentage of victims who are satisfied with the service they receive is measured through ongoing User Satisfaction Surveys conducted by Nottinghamshire Police, and is calculated as the weighted average of the percentage of users completely, very or fairly satisfied with whole experience (overall service) for each of dwelling burglary, vehicle crime (theft from vehicle and theft of vehicle), and violent crime. It should also be noted that, following Home Office guidance, the Force will now return only fully completed surveys. This takes effect for survey interviews conducted from April 2012 onwards (incidents reported in February 2012). Data previously reported for incidents reported in the 12 months to February 2012 and March 2012 has been revised accordingly.

¹¹ This has been highlighted in the Performance & Insight Reports, covering Performance to May 2012 through to Performance to November 2013.

¹² Analysis of user satisfaction surveys for victims of theft from vehicle crime reported in the 12 months to the end of October 2013.

Restricted

Satisfaction with keeping victims informed of progress for the 'All Users' group is stable at 79.5% when compared with the same time last year. There remains a gap between the City (77.8%) and County (80.9%), with this being notable for dwelling burglary and vehicle crime, particularly theft from vehicle crime.

The disparity in comparative satisfaction between minority ethnic (BME) and white users¹³ is 5.9 percentage points and there is possible evidence that this has widened when compared with the same time last year (chart above right). The gap has fluctuated between 5.9 and 4.2 percentage points over the twelve months. Satisfaction for both BME and white users has been relatively stable over this period while there is a significant difference between these two groups for dwelling burglary and violent crime.

Positively there is no gap in the comparative satisfaction measure for ease of contact or treatment. However the disparity is significant with respect to both: keeping victims informed of progress; and police actions, particularly in relation to dwelling burglary and violence.

Whereas there is no real difference between users in the County, the City BCU poses an organisational risk due to the large proportion of BME communities who reside within the conurbation and the lower levels of reported satisfaction. Examination indicates that violent crime in the City is currently the major influence behind the force wide satisfaction gap.

Satisfaction for anti-social behaviour (ASB) incidents, which is excluded from the 'All Users' group, is stable at 82.1%¹⁴ for the 12 months to the end of October 2013 and the two territorial divisions are broadly in line with each other. There remains a sustained focus on ASB satisfaction through the Local Policing Board (formerly Citizen Focus Board).

Satisfaction for victims of racist incidents, which similarly does not contribute towards the 'All Users' measure, remains broadly stable over the year at 82.6%. Encouragingly, both City North and City South have seen good progress over the year, and this may reflect implementation of the enhanced service for victims of hate crime that commenced in April 2012.

In March 2013 Nottinghamshire Police commenced a three-month pilot project to survey victims of domestic abuse. Findings from the pilot, that surveyed 150 people¹⁵, show that nine in every ten victims were satisfied with the whole experience (89.9%), and that keeping victims informed of progress appears to be the aspect of service that has the most room for improvement. The domestic abuse survey is now continuing in line with other victim satisfaction surveys and further analysis will be conducted when 12 months worth of data is available.

¹³ The measure is the disparity in satisfaction between white users and minority ethnic users (BME), where satisfaction for each group is calculated as the weighted average of the percentage of users completely, very or fairly satisfied with whole experience (overall service) for each of dwelling burglary, vehicle crime (theft from vehicle and theft of vehicle), violent crime and racist incidents. For the 2011-12 survey year the RTC survey is no longer a statutory requirement and is therefore not included in this measure.

¹⁴ The percentage of victims of ASB incidents who are satisfied with the service they receive is measured through ongoing User Satisfaction Surveys conducted by Nottinghamshire Police, and is calculated as the percentage of users completely, very or fairly satisfied with whole experience (overall service) for victims of ASB incidents. To accommodate the additional work required to survey 50 victims of domestic abuse each month, the Force now aims to complete 50 ASB surveys per month. It should be noted that ASB surveys are not a Home Office statutory requirement and therefore there is no comparative peer force data.

¹⁵ The participating victims relate to domestic abuse crimes that were reported between January 2013 and March 2013.

Actions

Current Actions

The importance of keeping people informed of progress is discussed at divisional Operational Performance Review meetings with particular emphasis on performance at Neighbourhood Policing Area level. The key influencing factors for satisfaction with this aspect of service continue to be reinforced.

Victims of crime have shared their personal experiences with all Inspectors in the Force in a series of briefings to further improve customer satisfaction. The initial 'Valuing Victims' briefings were delivered between April and July. The briefings involved guest speakers from Victim Support and covered information about changes to working practices and the use of Management Information.

A system to monitor team and individual officer performance and provide feedback from victims of crime in relation to satisfaction with actions, follow-up and treatment has been developed. This is now in place across the Force.

A decision has been taken by the Chief Officer Team to implement TrackMyCrime. This is a secure crime tracking portal for members of the public that will enable officers to provide victims with real time updates at any time, and also allow victims to provide additional information about their crime. It should be noted that TrackMyCrime does not replace existing methods of communication but is an additional option.

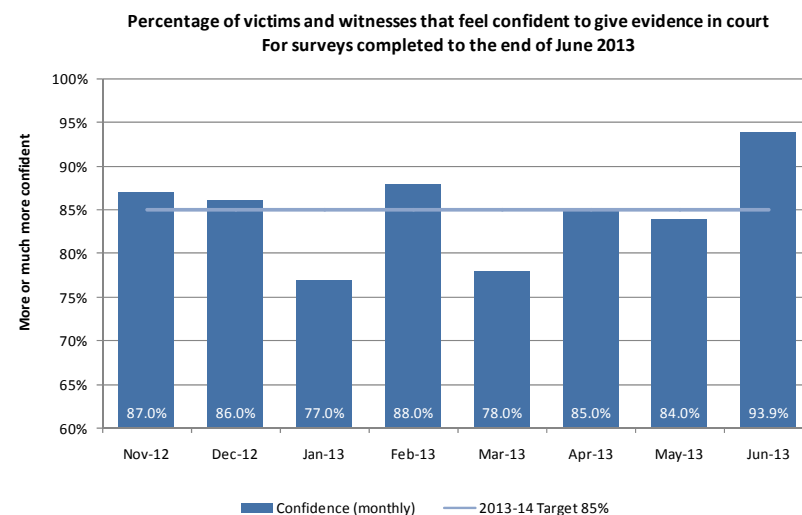
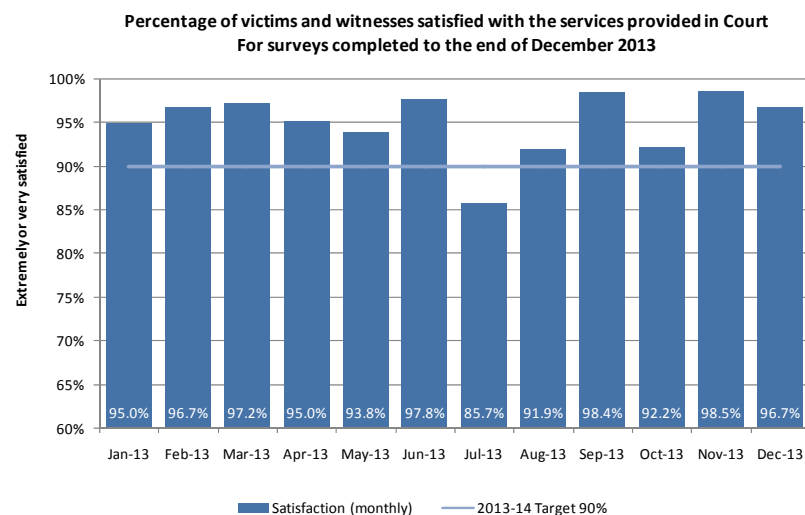
A Task and Finish group, established in City South, recommended an action plan to improve the satisfaction of victims of Hate Crime through delivery of an enhanced level of service. The implementation of the plan, which commenced from April 2012, provides individual support, a 'wrap around' service with 'after care' agreed with the victim. Good practice has been extended.

A Task and Finish group led by the County Superintendent for Crime, has been established to develop a plan to address the reduction in vehicle crime satisfaction. In addition to this, a scheme to improve the response to Grade 3 incidents of theft, criminal damage and anti-social behaviour¹⁶ was piloted in the County. The new scheduled appointment service aims to increase levels of satisfaction as one of the objectives and includes an appointment slot for all Grade 3 incidents that require an interaction with a member of the public. A phased implementation, which commenced in March 2013, sees the introduction of the proposed service that utilises both station based appointments and managed incident car appointments.

¹⁶ Grade 3 incidents are classed as non-emergency or non-urgent calls that require attendance.

Appendix C

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	<i>Percentage of victims and witnesses satisfied with the services provided in Court</i>
Target	<i>90% satisfied with service received and 85% feel confident to give evidence in court</i>



Source: Victim Support Witness Service Quality of Service Forms collected from all Nottinghamshire Courts including Crown Court in the period to the end of December 2013.

12 months-to-date performance:	94.9% average of those satisfied or very satisfied (January to December 2013)
Year-to-date performance:	94.5% average of those satisfied or very satisfied (April 2013 to December 2013)
Target performance:	Currently 4.9 percentage points above the target (based on 12-months-to-date performance)

Insight

All witnesses are invited to complete a Victim Support Witness Service Quality of Service form when arriving at Court¹⁷. The importance of providing feedback is explained to individuals and the information received from victims and witnesses is used to improve their experience of the Criminal Justice System (CJS) and increase willingness to participate. The aim is to capture data from 25% of the total witness number and the average response rate is in excess of this figure.

The Quality of Service form presents a number of questions relating to a person's experience with the CJS. In particular victims and witnesses are asked 'How satisfied were you with the service you received?' and 'Did our service make you feel more confident to give evidence?'.

Performance on the satisfaction measure remains well positioned in comparison with target. In December, 96.7% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the target has been achieved in eleven of the last twelve months. Although there is insufficient historical data to assess the long-term trend, the short-term trend, which utilises the 3-month rolling average, shows a stable position.

While there is data for December in relation to two other measures captured through the Quality of Service form, corresponding figures for the period between July and November are not currently available¹⁸:

- In December, more than eight in every ten respondents (85.5%) said they felt much more confident or more confident to give evidence in Court compared with the target profile of 85%. It has previously been reported that the short-term trend illustrated evidence of possible improvement and the average performance for the 6-months between January and June 2013 was marginally below target at 84%.
- A further question asks victims and witnesses 'Did our service make you feel safer?'. Performance on this aspect is not as strong as the two aforementioned measures. In December 75% of respondents said they felt either more safe or a little more safe. It has previously been reported that the average performance for the 6-months between January and June 2013 was 76% with evidence of possible improvement in the short-term trend.

The disparities between the three measures perhaps suggest that victims and witnesses feel supported through court process however they are not necessarily feeling any safer in the general sense of the word.

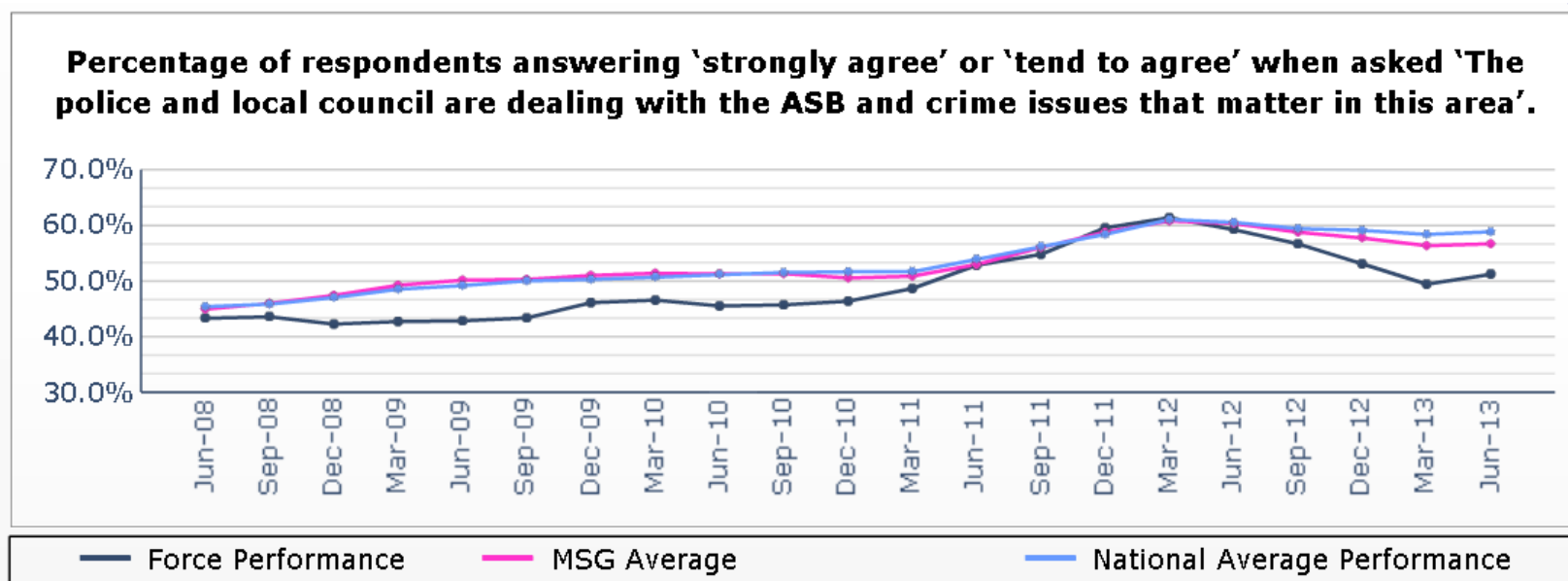
¹⁷ Data is collected from all Nottinghamshire Courts including the Crown Court and includes cases prosecuted by Nottinghamshire Police and other forces. Monthly figures are available back to October 2012 and relate to all survey forms completed in that particular month. Data is a snapshot at a given point in time and data is subject to change.

Source: Victim Support Witness Service Quality of Service Forms completed in the period to the end of December 2013.

¹⁸ It is anticipated that the historical data will be available in the future.

Appendix D

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	<i>Percentage of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues</i>
Target	60% agree by 2015-16



12 months-to-date performance:	51.2% agreement (12 months of interviews to the end of June 2013)
Target performance:	Currently 8.8 percentage points below the 2015-16 target

Insight

Nottinghamshire Police remains below target although there has been positive movement in the agreement level since the previous quarterly results. Public confidence continues to be measured through the Crime Survey for England and Wales (CSEW), which undertakes face to face interviews with members of the public in Nottinghamshire on an ongoing basis.

The latest figure represents a statistically significant change for Nottinghamshire when compared with the same time last year when Nottinghamshire was 59.3% for interviews in the 12 months to the end of June 2012¹⁹.

While both national and MSG²⁰ averages have also recorded positive movement in the last quarter, Nottinghamshire Police remains below peers with a statistically significant disparity to the England and Wales average. Hertfordshire and Leicestershire are the top two forces in Nottinghamshire's MSG. A 2.3 percentage point improvement is required to match the next highest ranked force (Kent) during the next quarter²¹.

There are several other CSEW measures that can be used to assess public confidence, including: how good a job the police are doing; reliability; treating people fairly; treating people with respect; and understanding issues that affect the community.

The percentage of respondents answering 'good' or 'excellent' to the question 'Taking everything into account, how good a job do you think the police in this area are doing?' has remained static over the last year and Nottinghamshire is within the lower quartile nationally. The CSEW also indicates a fall in agreement levels in relation to other indicators including: 'They (the police in this area) understand the issues that affect this community'; 'They (the police in this area) would treat you with respect if you had contact with them for any reason.'; and 'They (the police in this area) can be relied on to be there when you need them'.

The CSEW questions regarding high levels of perceived ASB are no longer available by police force area. New questions about respondents' actual experiences of ASB in their local area were added to the 2011/12 CSEW questionnaire²². The questions ask whether the respondent has personally experienced or witnessed ASB in their local area, and if so, what types. Nationally, and in Nottinghamshire, 29% of respondents indicated that they had personally experienced or witnessed one of the ASB problems asked about in their local area in the previous year.

A key finding of the Respect for Nottingham 2012 Survey²³, conducted on behalf of the Nottingham Crime and Drugs Partnership, is that only 9% of the population (of the City of Nottingham) have a high perception of Anti-Social Behaviour (ASB).

¹⁹ Source: Crime Survey for England and Wales, perceptions of local police, interviews conducted in the 12 months to June 2013 compared with interviews conducted in the 12 months to June 2012. The CSEW notes that caution should be used in interpreting changes in these figures as a possible order effect may have affected the estimates in 2011/12.

²⁰ This reflects the new Most Similar Group of forces for Nottinghamshire which includes: Bedfordshire; Essex; Hertfordshire; Kent; Lancashire; Leicestershire; and South Yorkshire.

²¹ The next quarter covers interviews in the 12-months to June 2013, for which publication is expected after 17 October 2013.

²² The CSEW notes that the figures suggest a disparity between perceptions of ASB and actual experience of such incidents, however it is difficult to compare the two measures since the list of ASB categories used in the experience based questions on ASB is more expansive than those asked of respondents in relation to their perceptions. In addition, it is likely someone can experience an ASB incident without necessarily believing that it is part of a problem in their local area, if, for example, it was a one-off or isolated occurrence.

²³ Source: Respect for Nottingham Survey 2012, Final Report March 2013. The report contains a summary of the findings from the Respect for Nottingham survey commissioned by the Nottingham Crime and Drugs Partnership and conducted by Information by Design in 2012. The survey is conducted through face-to-face interviews with a random sample of 2,015 City residents designed to be representative of all wards and deprivation levels. It is a repeat of the 2011 survey and was again undertaken to explore the views and opinions of local residents about their local area and the city

Restricted

Overall, 11.5% of respondents had been personally targeted by some form of anti-social behaviour in the last six months. Of those residents who did report the ASB, around nine in every ten reported the incident to the police. However, less than half of these people were very or fairly satisfied with the response they received from the police – a reduction on the 2011 result. The Force's user satisfaction surveys indicate a stable trajectory over the last year for victims of ASB incidents in the City however there remains evidence of possible deterioration in the County²⁴.

In contrast to some of the positive changes seen over the last year the Respect for Nottingham 2012 Survey highlights some areas of concern. Of these, there has been a fall in the proportion of City respondents who agree that 'the Police and Local Council are dealing with the ASB and crime issues that matter in this area' - from 63% to 57%. Further analysis suggests that residents who do not agree with this statement are more likely to see 'gangs' and 'drugs' as issues locally.

Where ASB victims in Nottinghamshire are surveyed in relation to satisfaction with the service they have received from the police, they are similarly asked '...it is the responsibility of the police and local council working in partnership to deal with anti-social behaviour and crime in your area. Please say how much you agree or disagree...'. The latest satisfaction data shows that 62.0%²⁵ agree, which is broadly in line with the position a year ago and there is a stable long-term trend. While this measure of confidence for ASB victims is not directly comparable with either the CSEW or Respect figures, it does provide encouraging local context - over the last year both divisions have experienced some positive movement.

centre in relation to aspects of anti-social behaviour (ASB), crime and community safety and the strategic partnership between the Police and Council. The high perception of ASB is derived from a composite score based on responses to the questions about the seven anti-social behaviours similar to that previously measured under National Indicator 17: Noisy neighbours or loud parties; Intimidation as a result of groups/ gangs of young people hanging around on the street; Rubbish or litter lying around; Vandalism / criminal damage; People using or dealing drugs; People being drunk or rowdy in public places; and Abandoned or burnt out cars

²⁴ User Satisfaction Surveys conducted by Nottinghamshire Police for victims of ASB incidents. The latest satisfaction data covers incidents reported in the 12 months to the end of October 2013, and is compared with incidents reported in the 12 months to the end of October 2012.

²⁵ The question was introduced into survey interviews from June 2010 (April 2010 incidents) and replicates the question wording used in the Crime Survey for England and Wales. It should be noted that the survey results are not directly comparable as the CSEW, Respect for Nottingham and User Satisfaction Surveys cover differing time periods and use different survey methodologies, sampling frames, context of survey and question ordering etc. The latest satisfaction data covers incidents reported in the 12 months to the end of October 2013, and is compared with incidents reported in the 12 months to the end of October 2012. It should be noted that ASB surveys are not a Home Office statutory requirement and therefore there is no comparative peer force data.

Actions

Current Actions

A Public Engagement Strategy 2013-2018 has been developed within the strategic framework set by both the Police and Crime Commissioner (PCC) and the Force to deliver increased and more meaningful public engagement activity throughout Nottingham and Nottinghamshire. The aims of the strategy are to contribute positively to the Force's and PCC's policing priorities, and enhance the public's perception of Nottinghamshire Police by:

- Providing opportunities for all sections of the public to engage with, influence and find out more about policing in Nottingham and Nottinghamshire; and
- Encouraging the public and all key stakeholders, including partners, to work increasingly collaboratively with the force and contribute positively to its priorities.

In delivering the strategy, and the specific tactical plans that support it, a range of direct and indirect, one and two-way communications channels are available for use. These include, but are not limited to:

- Face to face, including events;
- Telephony;
- Email and letter;
- Posters, leaflets, flyers;
- Traditional media (print, broadcast and online);
- Social and digital media including: websites; Twitter; Facebook; YouTube;
- Marketing materials (including merchandising); and

Surveys (face to face, telephone and online)

The new Nottinghamshire Police website, a key component in delivering the engagement strategy, has been launched. It has been completely rebuilt to improve the user's browsing experience, increase accessibility, bring multimedia content to the audience and enhance two-way communication with the public.

Current Actions

A new risk assessment process for anti-social behaviour and hate crime was launched in August 2013. The new assessment form, which has been developed with partners, gives a numerical assessment of risk, making it easier for the police and partners to compare one assessment with another. It enables identification as to whether the level of risk is falling or increasing over time, enabling decisions to be made on how to proceed with cases based on evidence, rather than solely on the professional judgement of a supervisor.

Nottinghamshire Police has also commenced a project to evaluate Case Management systems that can be accessed by both police and partner agencies to allow a full partnership approach to the management of vulnerable and repeat ASB victims, thereby further reducing risk to vulnerable persons.

A new Stop and Search mobile data application has been introduced that allows stop and searches to be recorded by officers at the point of engagement. This replaces the previous paper-based process. Details of the encounter are captured together with GPS co-ordinates of the location to allow mapping of stop and search activity. Neighbourhood teams will then be able to present data at community engagement meetings to aid public understanding.

A Volunteer Police Cadets Scheme has been launched. The aim is to increase greater engagement between the force and young people aged between 16 and 18, especially those from minority, under represented and deprived sections of the community.

Appendix E

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	<i>Percentage reduction of people that have been repeat victims within the previous 12 months</i>

	Total Repeat Volume		Year-to-date performance		Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,821	2,905	-84	-2.9%	2,760	61	2.2%
County	3,494	4,096	-602	-14.7%	3,891	-397	-11.4%
Force	6,315	7,001	-686	-9.8%	6,651	-336	-5.3%

	Domestic Violence		Year-to-date performance		Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	611	528	83	15.7%	502	109	17.8%
County	818	798	20	2.5%	758	60	7.3%
Force	1429	1326	103	7.8%	1260	169	11.8%

	Hate Crime		Year-to-date performance		Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	24	12	12	100.0%	11	13	54.2%
County	20	21	-1	-4.8%	20	0	0.0%
Force	44	33	11	33.3%	31	13	29.5%

	Anti-Social Behaviour		Year-to-date performance		Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,186	2,365	-179	-7.6%	2,247	-61	-2.8%
County	2,656	3,277	-621	-19.0%	3,113	-457	-17.2%
Force	4,842	5,642	-800	-14.2%	5,360	-518	-10.7%

Appendix F

Strategic Priority	Theme 1 - Protect, support and respond to victims, witnesses and vulnerable people																																														
Measure	Percentage reduction of people that have been repeat victims within the previous 12 months																																														
Target	5% year-on-year reduction compared to 2012/13 (for Domestic Violence, Hate Crime, ASB)																																														
<table><tr><th rowspan="2"></th><th rowspan="2">Total Repeat Volume</th><th colspan="3">Year-to-date performance</th><th colspan="3">Target Position</th></tr><tr><th>2013/14</th><th>2012/13</th><th>Volume Change</th><th>Percentage Change</th><th>Current Target</th><th>Difference from Target</th><th>Percentage Difference from Target</th></tr><tr><td>City</td><td>2,821</td><td>2,905</td><td>-84</td><td>-2.9%</td><td>2,760</td><td>61</td><td>2.2%</td></tr><tr><td>County</td><td>3,494</td><td>4,096</td><td>-602</td><td>-14.7%</td><td>3,891</td><td>-397</td><td>-11.4%</td></tr><tr><td>Force</td><td>6,315</td><td>7,001</td><td>-686</td><td>-9.8%</td><td>6,651</td><td>-336</td><td>-5.3%</td></tr></table>										Total Repeat Volume	Year-to-date performance			Target Position			2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	City	2,821	2,905	-84	-2.9%	2,760	61	2.2%	County	3,494	4,096	-602	-14.7%	3,891	-397	-11.4%	Force	6,315	7,001	-686	-9.8%	6,651	-336	-5.3%
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Year-to-date performance:	9.8% reduction, or 686 fewer repeat victims for the period April – December 2013																																														
Target performance:	Year-to-date target has been achieved. Currently 5.3% or 336 incidents better than target																																														

Insight

At the end of the third quarter of the 2013/14 performance year the Force is recording a 9.8% reduction in the number of people that have been identified as a repeat victim²⁶ of Domestic Violence, Hate Crime or Anti-Social Behaviour (ASB) within the previous 12 months²⁷.

The strong reduction in the volume of repeat victims of ASB continues to drive overall performance on this measure, and the Force is currently recording a 14.2% reduction compared to last year. Although the current year-to-date reduction is smaller than reductions noted at the end of quarter one and two, if performance continues on its current trend it is expected that the target will be achieved.

Over the same period the Force is still recording a large percentage increase in the number of people that have been identified as a repeat victim of Hate Crime; however the actual volume increase remains relatively small with 11 more victims.

The main area of concern within this measure continues to be an increase in the volume of repeat victims of Domestic Violence, which impacts the overall volume increase in Domestic Violence offences the Force is recording. However, it is worth noting that the overall increase currently recorded by the Force has reduced from a 10.5% year-to-date increase at the end of quarter two, to a 7.8% increase as of the end of the third quarter.

To the end of December this year, there were 1,429 repeat victims of Domestic Violence identified compared to 1,326 victims during the same period last year, an increase of 103 victims. Of the 1,429 repeat victims this year, 230 (16.1%) identified as being a victim during the first two quarters this year have continued to report instances of Domestic Abuse during the third quarter.

More positively, of the 1,024 repeat victims identified at the end of the second quarter, 794 victims (77.5%) have not reported any further occurrences of Domestic Abuse²⁸ in quarter three, with the Force continuing to support these victims moving forward via Independent Domestic Violence Advocates and Multi-Agency Risk Assessment Conferences.

An additional 405 repeat victims have been identified during the third quarter this year, 53 (13.0%) of which having no previous contact with the police prior to 1st October 2013. Of those 53 victims, the majority of violent offences were preceded by non notifiable domestic incidents escalating in to low level assaults.

In terms of divisional performance, both the City and County are recording an increase in Domestic Violence repeat victims. The larger percentage increase is on the City, with an increase of 15.7% and this is similar to that recorded year-to-date to the end of quarter two. This compares to a 2.5% increase on the County which is an improvement compared to performance at the end of the second quarter. The lower

²⁶ A repeat victim is defined as an individual that has been a victim of that crime, or incident in terms of ASB, in both the current month and at least once in the preceding twelve months. So, for example, a repeat victim of Domestic Violence in June 2013 will have been a victim of Domestic Violence in June and at least once in the period between June 2012 and May 2013.

²⁷ Comparing the two periods: April 2013 to December 2013; and April 2012 to December 2012.

²⁸ Domestic Abuse is: notifiable Violence Against Person offences OR non notifiable incidents of a domestic nature

Restricted

rate of repeat victimisation on the County appears to directly correlate to the smaller increase in the volume of overall Domestic Violence recorded on the County, 21 additional offences (+0.9%), compared to the City which is currently recording a 18.2% increase, or 308 additional offences.

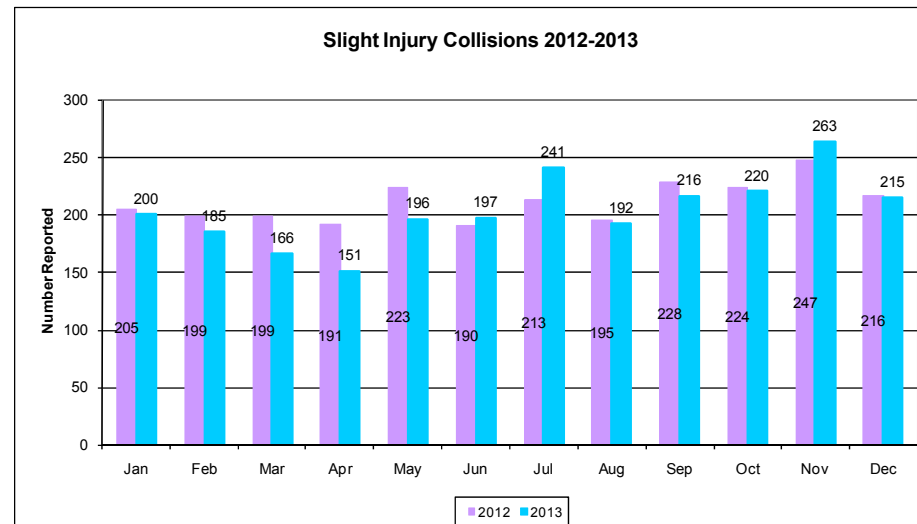
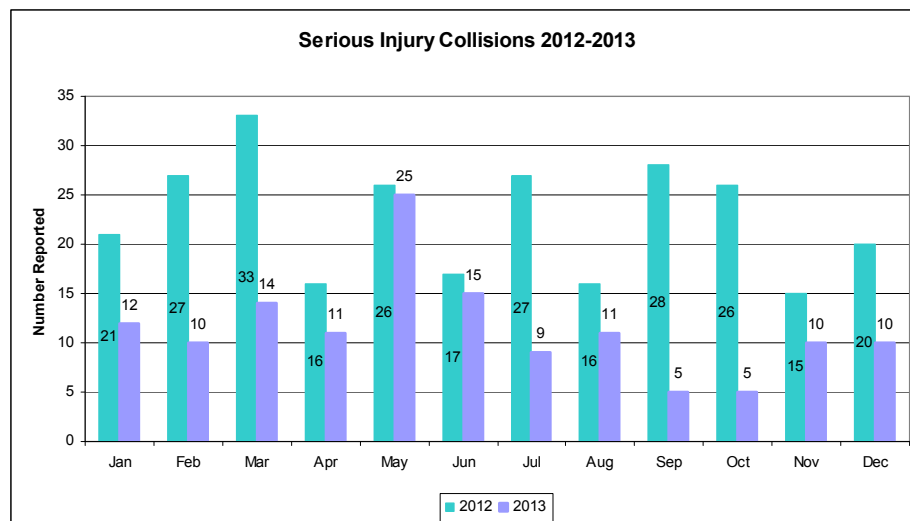
Breaking the County down to district level reveals that Ashfield, Bassetlaw and Gedling have all turned performance around compared to the end of the second quarter and are all recording year-to-date reductions compared to the previous year, with no change recorded on Rushcliffe. Both Broxtowe and Mansfield are recording year-to-date increases, with Newark & Sherwood continuing to record the largest percentage increase with 26 additional victims, albeit just three additional victims identified during the third quarter, an improvement compared to the end of quarter two.

The year-to-date increase on the City appears to be driven by the City Central area (+34.3% or 36 additional victims) as previously highlighted, however the City North area is recording a deterioration in performance over the last three months with a 14.6% increase (or 37 additional victims), nearly 5pp higher than year-to-date performance at the end of the second quarter. City South is also recording a year-to-date increase; however the overall rate has reduced from at the end of quarter.

In summary the Force continues to record an overall strong reduction in the number of repeat victims of Domestic Violence, Hate Crime and ASB in the current year, again mainly driven by strong reductions in terms of repeat victims of ASB. Although the Force is still recording increases in terms of the number of repeat victims of Domestic Violence the overall picture appears to be improving with the rate lower than that recorded at the end of the second quarter. As evidenced by the differences in performance in terms of repeat victims and overall levels of Domestic Violence recorded on both the City and County, there appears to be a direct correlation between higher rates of repeats victims and an increase in overall domestic violent crimes. Positively, both Newark & Sherwood and the City South area are recording signs of improvements compared to performance at the end of the second quarter, with Ashfield, Bassetlaw and Gedling all currently recording year-to-date reductions meaning the Force should end the year exceeding the Police and Crime Commissioner 5% reduction targ

Appendix G

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	<i>Number of People Killed or Seriously Injured on Roads in Nottinghamshire</i>
Target	<i>To reduce by 9.0% in 2013</i>



Year-to-date performance:	Reduction of 25.9% or 113 people Killed or Seriously Injured (KSI) (January to September 2013)
Target performance:	The reduction target of 9.0% (105 KSI casualties in 2013) has been achieved in the first three quarters of 2013. Currently 16.9pp better than the reduction target.

Insight

Performance in the 2013 calendar year is positive, with the Force continuing to record significant reductions in the number of persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads. The reductions during quarters one, two and three have been so strong that the Force is easily achieving the 9.0% adjusted target for the current year, and also remains in a favourable position against the long-term Road Safety Partnership target of a 40% reduction by the year 2020²⁹.

Quarter one to three figures (January – September 2013) reveal that KSIs have reduced by 25.9% (113 people) when compared to the same period of last year. The largest percentage reduction is seen in the Fatalities group, with a reduction of 40.7% (11 KSIs), while Serious injuries have reduced by 24.9% (102 KSIs). Although not counted in the KSI figures, Slight injuries are down 8.8% (211 slight injuries). The vulnerable road user groups show large reductions during the first three quarters of the year, with motorcyclist KSIs down 27.7% (26 KSIs), pedalcyclist KSIs down 9.4% (6) and pedestrian KSIs down 32.1% (27). Of note in the quarter three figures is the car drivers/passengers group, which originally saw no reduction in the quarter one figures. That position has changed in the third quarter with this group currently showing a calendar year-to-date reduction of 24.2% (40 KSIs).

Examination of historical data reveals that KSI figures typically increase in quarter two and three, however this has not been the case this year. Analysis of the data shows unprecedented reductions in road collisions through the entire Summer and early Autumn period and the indicative figures suggest that this pattern continued into October. It is suggested that recent operational activity may have had a preventative effect on serious road accidents during this time, with the Force running two high profile operations to target the 'Fatal 4' driving offences (speeding, mobile phone use, drug/drink driving & seatbelts). Operation Drosometer 2 (which ran force-wide during September and October) saw more than 15,000 motorists caught and prosecuted for using their mobile phone or not wearing a seat belt whilst driving. This is an exceptional volume of offenders processed, and it is believed that the visible presence of Nottinghamshire officers during the operation, combined with the national media attention it attracted, has served to minimise the usual seasonal increase in quarter two and three this year.

Considering performance into quarter four, provisional internal data³⁰ for October to December of this year shows a similar downward trend to that seen in the first three quarters of the year, with the Force having recorded 25 serious injury collisions compared to 61 in the same period in 2012. The picture is less positive in terms of fatalities, with the Force having recorded 11 fatalities in the month of December. It is important to note that although this headline makes for poor reading, in the context of overall KSI performance during 2013 it is unlikely to have a significant impact on the figures.

²⁹ Nottinghamshire Road Safety Partnership target, reduction when compared to the 2005-2009 baseline

³⁰ Source: Nottinghamshire Police POETS system. Quarter four provisional data based on the period 1st October 2013 – 31st December 2013

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In terms of the causation factors for fatal accidents, the early part of the year saw a shift from the usual 'fatal 4' causes, with fatigue, distraction and age-related issues playing a role in a large number of fatal KSIs. A change can then be seen in the latter part of the year, with quarters three and four having seen the fatal 4 factors feature heavily in the fatal KSI figures.

In terms of drink drive performance, year-to-date (January – December) the Force has recorded a total of 12,275 tests, a drop of 4.6% or 598 tests compared to the same period last year. The Force has recorded a slight decrease in the level of positive tests compared to last year; 9.7% of all tests carried out, compared to 10.3% in 2012.

Tests carried out at RTCs (Road Traffic Collisions) have dropped by 5.0% or 286 tests. This appears to be at odds with the increase in RTCs the Force has attended compared to last year (an increase of 6.9% or 578 RTCs). Positive tests at RTCs have recorded a similar proportion compared to last year, 7.0% in 2013 and 6.5% in 2012. The proportion of tests carried out at RTCs have dropped year-on-year from 95.1% to 82.4% (current Force policy is test every driver at an RTC).

The Force has arrested 1,273 individuals in 2013 (January – December) for Drink Drive offences, a reduction of 9.5% or 134 arrests compared to the same period last year. This reduction is in contrast to the increase recorded in 2012 over the same months in 2011 (5.9% or 79 more arrests). The month of December 2013 itself recorded a smaller month-on-month increase compared to November than recorded in the previous two years (a 5% increase compared to 24% in 2012 and 37% in 2011).

Performance in the first three quarters of 2013 has been excellent, with significant reductions in KSIs recorded. Not only is this positive for the Forces target position, but it also represents a significant saving in officer time as officers have less road incidents to attend, freeing up officer time for use on other policing priorities. Despite a spike in fatal accidents in the month of December, quarter four provisional figures suggest a continuation of the downward trend, and it is anticipated that the Force will end the 2013 calendar year in a strong position against the long-term reduction target. Looking ahead to performance in 2014, it is hoped that the Force will maintain this momentum, with the calendar of roads policing activity for the year supporting further reductions in KSIs.

Actions

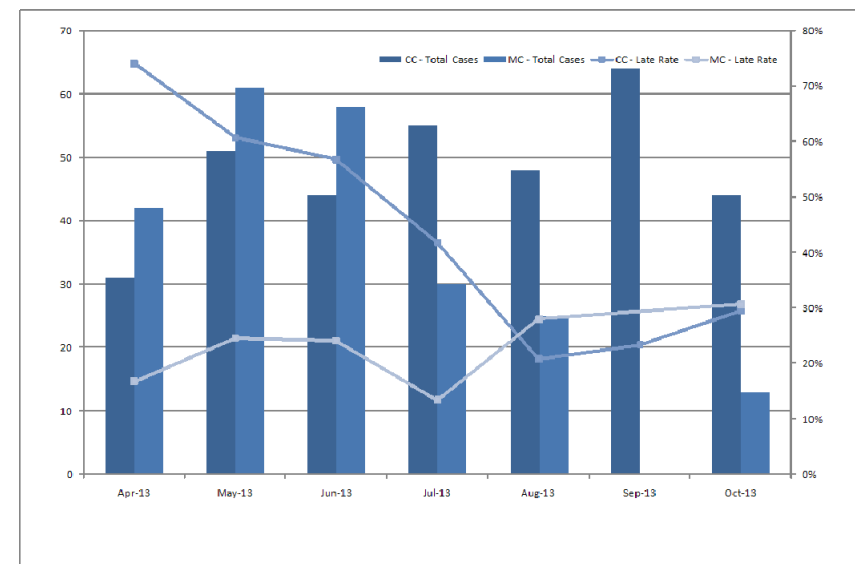
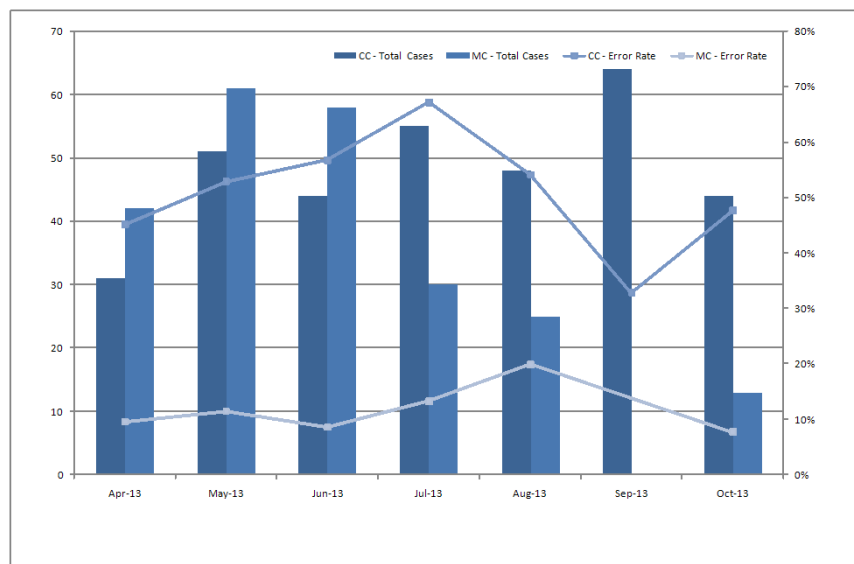
Roads Policing Calendar of Activity 2014³¹

	Operational Support Thematic activity	Force Level Activity	Specialist Activity	Tispol/DFT
January				
February	Careless / dangerous Inconsiderate driving			10-16 Coachman/ Mermaid
March	Careless / dangerous Inconsiderate driving		<div>Motor cycling</div> <div>↑</div> <div>↓</div> <div>Motor cycling</div>	10-16 Seat Belt
April	Fatal 4 – Operation Drosometer 3			14-20 speed
May				
June	SUMMER DRINK DRIVE CAMPAIGN			2-8 Alcohol/drugs
July	Young Drivers			21-27 Coachman/ Mermaid
August	Speed – High harm/risk offenders			18-24 Speed
September	Fatal 4 – Operation Drosometer 4		8-14 Seat belt	
October			6-12 Coachman/ Mermaid	
November	Careless / dangerous/environmental change Inconsiderate driving.			
December	CHRISTMAS DRINK DRIVE CAMPAIGN			8-14 Coachman/ mermaid

³¹ For further information on Nottinghamshire Police planned activity and operations please contact the report author

Appendix J

Strategic Priority	Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process
Measure	% of Crown Court and Magistrates Court files to be submitted to the Crown Prosecution Service on time and without deficiencies
Target	<i>To improve the current timeliness and quality of files</i>



Year-to-date performance - Crown Court (CC):	Quality - current error rate of 50.7% ³² Timeliness - current late rate of 41.5%
Target performance (CC):	Quality - 0.4 percentage points (pp) better than target Timeliness – 1.7 pp better than target
Year-to-date performance (MC):	Quality - current error rate of 11.4% Timeliness - current late rate of 22.3%
Target performance (MC):	Quality – 0.1 pp better than target Timeliness – 0.6 pp worse than target

³² Figures are based on the year-to-date period April 2013 – October 2013. Data for November is currently unavailable.

Insight

Case files that are submitted to the Crown Prosecution Service are monitored for quality and timeliness on a monthly basis within the Force's Criminal Justice department. The analysis provided below is based on the error rate, which is the proportion of submitted files which are of unsatisfactory quality, and the late rate, which is the proportion of files that are submitted late. It should be noted that the current return rate of files from both courts is fairly low, meaning that of the total files submitted to the courts by the police, only a small number are assessed for quality and timeliness and returned to the police. This means that the figures are a representation and are not based on the total sample. Further to this it is unlikely that the return rate represents a statistically robust proportion of the total, and therefore caution should be taken when drawing conclusions from the data. Work is ongoing to increase the return rate and it is anticipated that this will drive an improvement in the validity of the quality and timeliness data.

As there is limited data available for this measure, over time comparisons are based on current year to date performance compared to the previous month's year-to-date performance. The target for this measure is to improve the quality and timeliness of the files submitted, and this is evidenced by a decrease in the error rate and the late rate when compared to last month's position.

In terms of the files submitted to the Crown Court the Force continues to meet target for both file quality and timeliness, with year-to-date error rates and late rates lower than those reported last month. The Force recorded a year-to-date error rate of 50.7% (compared to 51.2% last month) and a late rate of 41.5% (compared to 43.3% last month). Examining monthly performance for files submitted to the Crown Court suggests an improvement in quality, with the error rate reducing month-on-month through the majority of this year. In the most recent three months the Force has recorded rates below the average (based on the previous 9 months), allowing confidence of an improvement in file quality. A month-on-month improvement is also apparent in terms of timeliness, although it should be noted that the monthly error rate in October was higher than the rates recorded in August and September.

A more mixed picture is seen when examining performance for files submitted to the Magistrates Court. The Force is currently achieving the quality target, with a year-to-date error rate of 11.4%, compared to 11.6% in the month before, however the Force is not meeting the target for timeliness, having recorded a higher late rate than last month (although it should be noted that the difference is slight at only 0.5%). Monthly performance for files submitted to the Magistrates Court appears to show a high level of fluctuation, meaning that it is not possible to provide an indication of trends in the long-term. This is further compounded by the fact that the Magistrates Court also failed to return any data to the Force for the month of September.

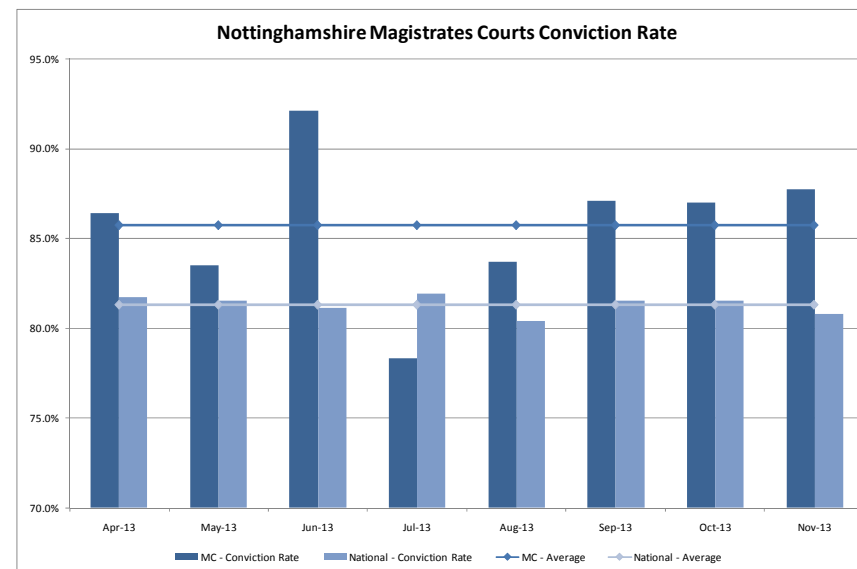
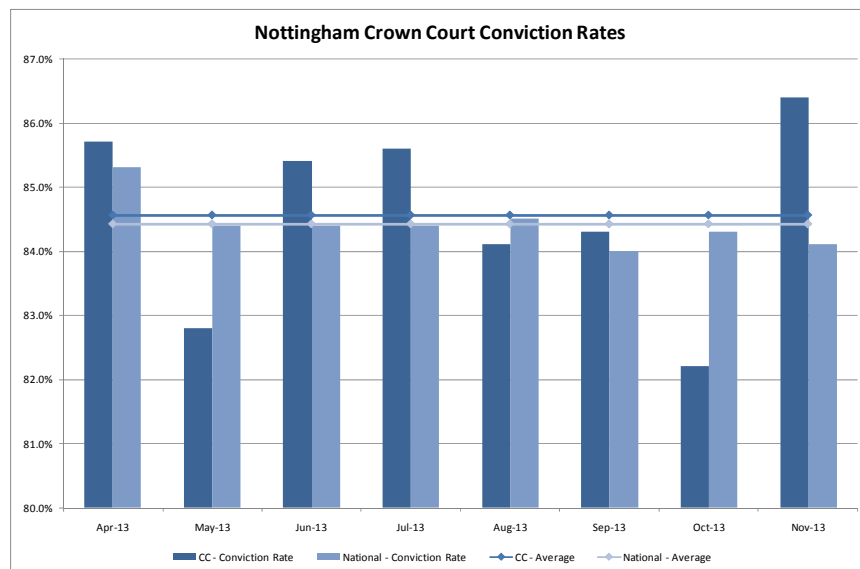
It is believed that the current quality issues are related to a lack of training and inadequate supervision and this is currently being addressed in Force. File quality and timeliness is managed through the Crime and Justice Operational Performance Review meetings and all officers of

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sergeant rank are required to complete accreditation training for file quality. The Force also has a file review team who are available to advise officers on preparing case files for submission to the courts.

Appendix K

Strategic Priority	Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process
Measure	<i>Crown Court and Magistrates Court conviction rates</i>
Target	<i>To be better than the national average</i>



Year-to-date performance - Crown Court (CC):	Year-to-date conviction rate of 85.6% (April to November 2013)
Target performance (CC):	Target achieved with a current rate of 85.6% better than the national rate of 81.3%
Year-to-date performance (MC):	Year-to-date conviction rate of 84.5%
Target performance (MC):	Target achieved with a current rate of 84.5% better than the national rate of 84.4%

Insight

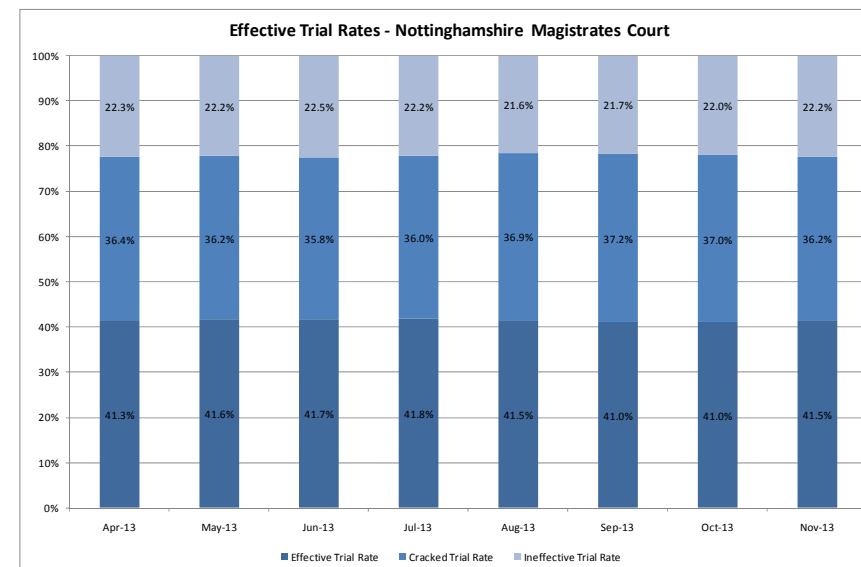
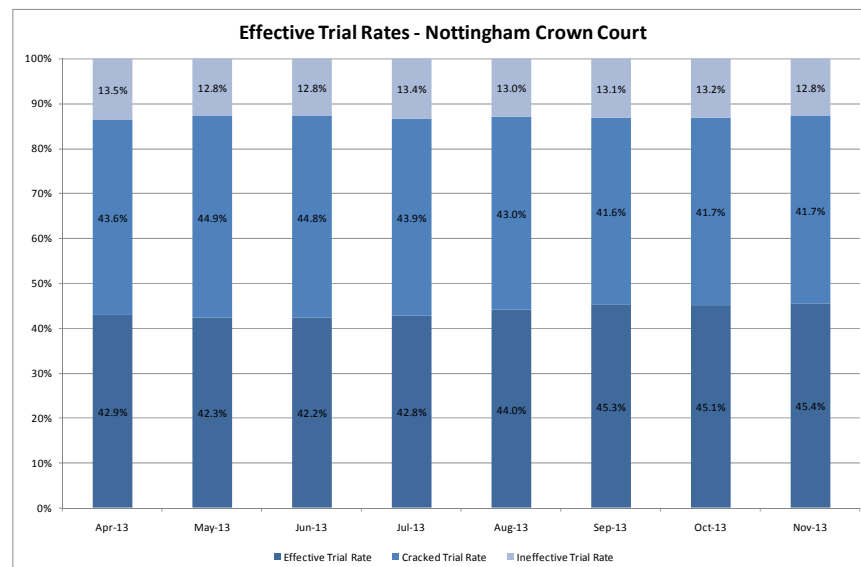
Conviction rates for both the Crown Court and the Magistrates Court remain stable in the short term picture, although due to a lack of historical data for this measure it is not possible to make a judgment of performance over the long term.

The Crown Court remains on target this month with a year-to-date rate of 85.6%, which is 4.3 percentage points higher than the national rate for the same period. The Crown Court performance is also in-line with regional performance, with the East Midlands region recording a year-to-date rate of 85.1%. Comparing quarter two of the current year (April – September 2013) with quarter two of last year reveals a slight uplift in the conviction rate for the Nottinghamshire Crown Court, with an increase of 3.6 pp. This increase is larger than the national average increase over the same period (1.8pp).

The Magistrates Court is also meeting target in the current year-to-date picture, with a rate of 84.5% against a national rate of 84.4%. This marks an improvement in performance as in previous months the Magistrates Court was recording a conviction rate below the national rate. Considering performance over time, the Magistrates Court has experienced a slight drop in conviction rate in quarter two when compared to the same period of last year, however as the difference is slight it is not of concern at this time.

Appendix L

Strategic Priority	Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process
Measure	<i>Crown Court and Magistrates Court effective trial rates</i>
Target	<i>To achieve a 50% effective trial rate for Crown Court and Magistrates Court</i>



Year-to-date performance - Crown Court (CC):	Year-to-date effective rate of 43.8% (April to November 2013), a difference of 0.2 percentage points compared to last year
Target performance (CC):	Target not achieved. Currently 6.3 percentage points below target
Year-to-date performance (MC):	Year-to-date effective rate of 41.4% , a difference of 0.3 percentage points compared to last year
Target performance (MC):	Target not achieved. Currently 8.6 percentage points below target

Insight

The charts shown above reveal that the effective trial rates for both the Crown Court and Magistrates Court have been stable since the start of the performance year. Examining previous performance shows a similar trend, with effective trial rates remaining at a similar level for some time. A slight improvement for both courts is seen in the current year-to-date picture, however the difference is relatively small and neither Court is achieving target at this time.

The Crown Court has a year-to-date effective trial rate of 43.8%, which is 0.2 percentage points below the rate recorded in the same period of last year. Despite this improvement the Crown Court performance is below the 50% target by 6.3 percentage points. The effective trial rate for the Magistrates Court is slightly lower at 41.4%, with little change compared to last year (+0.3 percentage points) and this area is also failing to meet the target year-to-date.

Proportions of cracked trials (which are those where the defendant offers an acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain stable. Around 13% of all trials (on average) were recorded as ineffective this year.

Examination of monthly data suggests little evidence of a genuine improvement in performance over time, and if performance continues at its current rate the target of a 50% effective trial rate will not be met at the end of the year. The Force continues to manage performance in this area through the Criminal Justice Operational Performance Review process, with effective trial rates monitored as part of this process. It is suggested that examination of the reasons behind ineffective trials will support a better understanding of the effective trial process, and allow the Force to identify potential avenues for improvement in the effective trial rate.

Appendix M

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
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Measure	All Crime Breakdown by Offence Type
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	Year-to-date performance				Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	December 2013	December 2012	Volume Change	Percentage Change
All Crime	51,751	51,418	333	0.6%	5,295	5,627	-332	-5.9%
Violent Crime	13,100	12,560	540	4.3%	1,421	1,563	-142	-9.1%
VAP	11,457	11,122	335	3.0%	1,276	1,338	-62	-4.6%
VAP with injury	6,170	4,918	1,252	25.5%	682	597	85	14.2%
VAP without injury	5,287	6,204	-917	-14.8%	594	741	-147	-19.8%
Sexual Offences	848	743	105	14.1%	77	108	-31	-28.7%
Burglary Dwelling	3,397	2,955	442	15.0%	367	397	-30	-7.6%
Robbery	795	695	100	14.4%	68	117	-49	-41.9%
Vehicle Crime	4,844	5,093	-249	-4.9%	541	505	36	7.1%
Theft of Motor Vehicle	1,068	1,008	60	6.0%	107	105	2	1.9%
Theft from Motor Vehicle	3,776	4,085	-309	-7.6%	434	400	34	8.5%
Burglary Other	3,348	3,427	-79	-2.3%	304	292	12	4.1%
Theft and Handling	15,837	14,772	1,065	7.2%	1,514	1,492	22	1.5%
Fraud and Forgery	67	1,005	-938	-93.3%	3	137	-134	-97.8%
Criminal Damage	7,702	8,140	-438	-5.4%	798	884	-86	-9.7%
Drug Offences	2,686	2,811	-125	-4.4%	281	293	-12	-4.1%
Other Offences	770	655	115	17.6%	66	64	2	3.1%

Appendix N

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
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Measure	All Crime Breakdown by Area
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	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	December 2013	December 2012	Volume Change	Percentage Change
Force	51,751	51,418	333	0.6%	46,276	5,475	10.6%	5,295	5,627	-332	-5.9%
City	22,733	22,787	-54	-0.2%	20,508	2,225	9.8%	2,301	2,582	-281	-10.9%
County	29,018	28,631	387	1.4%	25,768	3,250	11.2%	2,994	3,045	-51	-1.7%
Ashfield/Mansfield	10,253	9,795	458	4.7%	8,816	1,438	14.0%	1,086	1,110	-24	-2.2%
Ashfield	5,207	5,024	183	3.6%	4,522	685	13.2%	511	560	-49	-8.8%
Mansfield	5,046	4,771	275	5.8%	4,294	752	14.9%	575	550	25	4.5%
Bassetlaw/N & S	9,114	9,011	103	1.1%	8,110	1,004	11.0%	895	951	-56	-5.9%
Bassetlaw	5,247	5,124	123	2.4%	4,612	635	12.1%	497	541	-44	-8.1%
Newark & Sherwood	3,867	3,887	-20	-0.5%	3,498	369	9.5%	398	410	-12	-2.9%
South Nottinghamshire	9,651	9,825	-174	-1.8%	8,843	809	8.4%	1,013	984	29	2.9%
Broxtowe	3,569	3,495	74	2.1%	3,146	424	11.9%	370	347	23	6.6%
Gedling	3,598	3,660	-62	-1.7%	3,294	304	8.4%	383	401	-18	-4.5%
Rushcliffe	2,484	2,670	-186	-7.0%	2,403	81	3.3%	260	236	24	10.2%
City	22,733	22,787	-54	-0.2%	20,508	2,225	9.8%	2,301	2,582	-281	-10.9%
City Central	6,200	5,742	458	8.0%	5,168	1,032	16.6%	618	678	-60	-8.8%
City North	6,518	6,520	-2	0.0%	5,868	650	10.0%	690	711	-21	-3.0%
City South	4,449	4,517	-68	-1.5%	4,065	384	8.6%	431	481	-50	-10.4%
City Centre	5,566	6,008	-442	-7.4%	5,407	159	2.9%	562	712	-150	-21.1%

Appendix O

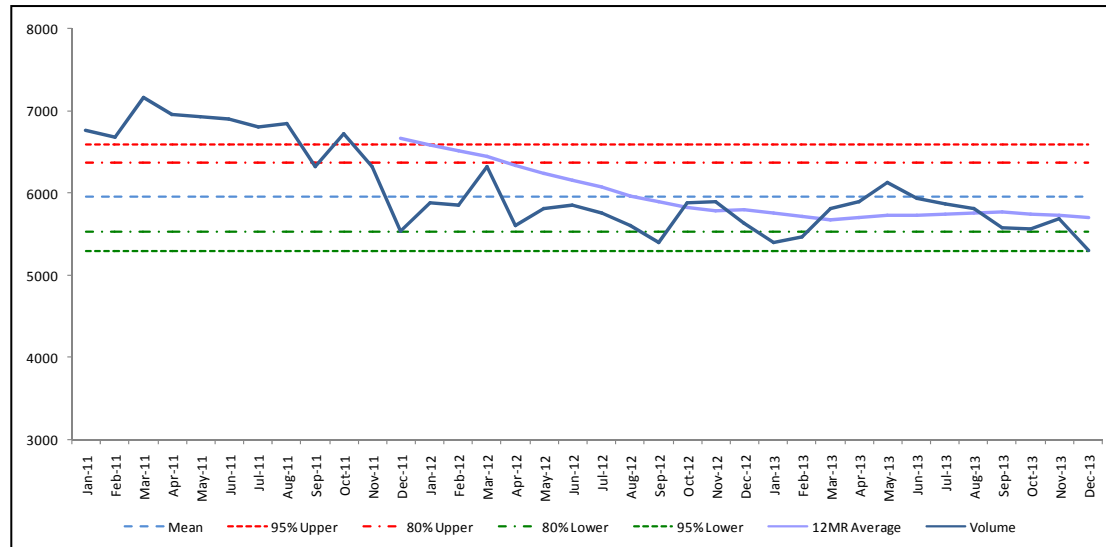
Strategic Priority Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure All Crime Breakdown Priority Areas

Partnership Plus Area	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Stretch Target	Difference from Stretch Target	Percentage Difference from Stretch Target	December 2013	December 2012	Volume Change	Percentage Change
Arboretum	1,109	981	128	13.0%	746	363	32.7%	101	119	-18	-15.1%
Aspley	1,198	1,323	-125	-9.4%	1005	193	16.1%	129	150	-21	-14.0%
Bridge	652	755	-103	-13.6%	574	78	12.0%	76	67	9	13.4%
Bulwell	1,433	1,427	6	0.4%	1085	348	24.3%	129	146	-17	-11.6%
St Ann's	938	831	107	12.9%	632	306	32.6%	90	94	-4	-4.3%
Carr Bank	237	227	10	4.4%	186	51	21.5%	17	28	-11	-39.3%
Portland	662	624	38	6.1%	512	150	22.7%	82	69	13	18.8%
Woodlands	656	586	70	11.9%	481	175	26.7%	99	78	21	26.9%
Hucknall Central	286	338	-52	-15.4%	277	9	3.1%	36	39	-3	-7.7%
Hucknall East	510	368	142	38.6%	302	208	40.8%	62	30	32	106.7%
Kirkby East	446	450	-4	-0.9%	369	77	17.3%	46	35	11	31.4%
Sutton Central/East	844	794	50	6.3%	651	193	22.9%	70	94	-24	-25.5%
Castle/Magnus	975	985	-10	-1.0%	827	148	15.2%	108	108	0	0.0%
Worksop	1,950	1,817	133	7.3%	1526	424	21.7%	187	224	-37	-16.5%
Eastwood South	557	413	144	34.9%	339	218	39.1%	50	47	3	6.4%
Netherfield And Colwick	435	473	-38	-8.0%	388	47	10.8%	42	47	-5	-10.6%

Appendix P

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	Total Number of Offences
Target	To reduce by 10% in 2013/14



Year-to-date performance:	Increase of 0.6% or 333 offences (April – December 2013 compared to April – December 2012)
Month-to-date performance:	Decrease of 5.9% or 332 offences in the month of December
Target performance:	Current performance is 10.6% or 5,481 offences over target

Insight

The Force has seen further improvements in All Crime performance this month, with December recording a 5.9% (332 offences) reduction compared to December 2012. This is the largest month-to-date reduction of the year so far and follows on from similar reductions of 5.8% in October and 4.1% in November. It is also important to note that December performance typically suffers as a result of seasonal increases in a number of key offence types, including Burglary Dwelling and Violence Against the Person (VAP), however there are suggestions that Force activity may have minimised the anticipated seasonal increase this year.

The effect of December's reduction on the year-to-date performance is apparent, with the Force now recording a similar number of offences compared to last year (a 0.6% or 333 offence increase). Although it is no longer possible for the 10% reduction to be achieved at the end of the year, recent monthly reductions in offences, coupled with forecast figures, suggest that the Force can expect to end the 2013/14 performance year with fewer crimes than in 2012/13.

The current year-to-date increase in crime continues to be driven by a number of key offence types including Violence Against the Person (VAP), Burglary Dwelling, Robbery and Theft & Handling, all of which continuing to record increases year-to-date. Despite these increases, improvements noted in the previous report continue, with VAP, Burglary Dwelling and Robbery recording reductions in December.

Violent offences continue to be an area of focus for the Force, and recent monthly reductions appear to suggest that planned activity to target offences of VAP and Robbery are having an effect. Robbery recorded the largest percentage reduction in December, with 49 fewer offences (a 41.9% reduction) compared to December last year. This strong performance has had a notable effect on the year-to-date position, with a current increase of 14.4% compared to 25.6% reported last month. A similar trend is seen in VAP offences, with the current year-to-date increase of 3.0% being the lowest recorded this year (the Force recorded an increase of 7.4% at the end of quarter one, and 5.7% at the end of quarter two). If the recent trend is maintained then it is anticipated that the Force will end the year with a similar number of VAP offences to last year. This is a positive position considering that the majority of forces are currently recording increases in VAP³³.

The Force also continues to focus efforts on Burglary Dwelling offences, with a number of targeted operations currently managed through the Force Burglary Gold working group. The Force recorded a 7.6% (30 offences) reduction in the month of December, solely driven by performance on the City (-20.9% or 47 fewer offences), while the County recorded an increase over the same period. The success of planned activity such as Operation Graduate in the City may have had an adverse effect on performance in the County, with suggestions that high

³³ Based on the year-to-date period April – November 2013 compared to April – November 2012. 25 out of 42 forces are recording an increase in VAP

visibility patrols in areas of the City have served to displace offending on to neighbouring County areas³⁴. Examination of performance over the current year reveals an improving year-to-date position for the Force, moving from increases of 32.9% at the end of quarter one, to 15.0% at the end of quarter three. Although this is a positive direction of travel, it is likely that the Force will end the performance year with an increase in Burglary Dwelling offences, with forecast figures predicting a year-end increase of around 12.5%³⁵. In order to achieve a reduction in Burglary Dwelling offences it is suggested that a force-wide improvement will be required. In particular it is recommended that the sharing of good practice may serve to bring County performance in line with the City.

Theft & Handling offences account for almost a third of the Force's total crime and therefore performance in this area can have a noticeable effect on the overall All Crime picture. The Force has again recorded a month-to-date increase in Theft & Handling offences, with 22 more offences (an increase of 1.5%) compared to December last year. Performance has remained stable this year, following significant reductions during the previous year. The current year-to-date increase stands at 7.2% (1,065 more offences) and this has been driven by Shoplifting offences, which have been rising at a sizeable rate since January 2013. The City and County are currently recording similar year-to-date increases (City: +18.9% or 447 more offences, County: +20.9% or 510 more offences), with City Central (City) and Bassetlaw (County) experiencing the largest percentage increases this year. The Force continues to work with the retail premises and partners in an effort to reduce shoplifting, particularly in premises that are known to suffer from a high number of repeat offences. However despite this targeted activity the Force is failing to have an impact on shoplifting volume this year.

There is little difference between the divisions when considering All Crime in terms of geographical performance. The County are recording a slight increase in offences year-to-date (1.4% or 387 more offences) while the City are showing the slightly stronger performance with a decrease in offences compared to last year (0.2% or 54 less offences).

City performance is driven by reductions on City South and City Centre, although all four of the City areas recorded reductions in crime in the month of December. Strong performance in December on City South and City Centre is the result of reductions in VAP and Theft & Handling, while City South also recorded a sizeable reduction in Robbery this month.

Performance on the County appears to be more mixed with South Nottinghamshire the only operational area currently recording a reduction year-to-date. Ashfield & Mansfield are recording the largest percentage increase on the County, with both Ashfield and Mansfield districts recording increases. While Ashfield continues to experience a high level of Burglary Dwelling and Theft & Handling offences, this area saw a decrease in All Crime for the month of December, including a reduction in Burglary Dwelling. Bassetlaw, Newark & Sherwood is recording a

³⁴ Analysis is current being undertaken to assess whether this is the case

³⁵ Predicted values are based on 36 months of recorded crime to September 2013. The confidence bands on the forecast suggest an increase of between 3.8% and 21.1%

slight increase year-to-date, driven by performance on Bassetlaw, with Newark & Sherwood recording a decrease over the same time period. Burglary Dwelling, VAP and Theft & Handling offences have influenced the increase on Bassetlaw, however there are suggestions that activity to tackle these key offence types may be proving successful, with reductions in Burglary Dwelling and Theft & Handling in December.

Performance in the priority areas³⁶ is mixed. While some are maintaining a year-to-date reduction in All Crime, the majority are experiencing a rise resulting in an increase for the priority areas as a whole. On the County the majority of partnership plus areas are experiencing a year-to-date increase, with the strongest performance seen in Hucknall Central. Three other County areas (Kirkby East, Castle/Magnus, Netherfield & Colwick) are recording smaller decreases, however this remains positive in light of the current Force-level increase in All Crime. On the City, strong performance is apparent on Aspley and Bridge, although it should be noted that Bridge saw a slight increase in offences in December.

The Force continues to see improvements in All Crime performance, with December recording a month-to-date reduction for the third successive month. Despite this success, the Force remains over target by more than 5,400 offences, and it will no longer be possible for the Force to achieve the 10% target. Forecast figures indicate that the Force can expect to record fewer crimes than in 2012/13 and it is therefore suggested that the Force focus activity on the priority crime types of Violence Against the Person and Burglary Dwelling in order to ensure that this year-end reduction is achieved.

³⁶ Within the Force area are a number of specific local areas which are known to experience high volumes of Crime and Anti-Social Behaviour. These 'priority areas' have been identified through a strategic assessment process carried out by the Safer Nottinghamshire Board (SNB) on the County, and the Nottingham Crime and Disorder Partnership (CDP) on the City, and all have been set 'stretch' targets for reducing All Crime this year. These localised areas have a direct effect on performance for the Force, as between them they account for almost a quarter of the Force's All Crime volume to date this year. The target reduction for the City priority areas is 24%, for Ashfield/Mansfield and South Nottinghamshire is 18% and for Bassetlaw/Newark and Sherwood is 16%. For more detail on the priority areas please contact the report author.

Actions

Crime Type	Location	Current Actions
All Crime	County	The County's Partnership Plus Areas are subject to costed delivery plans which are funded through the Safer Nottinghamshire Board. These plans are monitored and delivered through the Community Safety Partnerships for each of the County Operational Areas. The Partnership Plus areas are subject to an inflated All Crime reduction target of 18% (16% in Bassetlaw/Newark & Sherwood) due to the increased funding available to these areas to tackle Crime and Anti-Social Behaviour.
All Crime	City	The City's Priority Wards are monitored through the City Crime and Disorder Partnership and are subject to additional activity in order to tackle the high volume issues in these areas.
VAP	Hotspot areas	A micro-beat technique is being used to identify sub-beat level areas within hotspot locations for VAP offences, such as those areas in town and city centres where violence offences are likely to occur. It is intended that this technique will allow officers to prevent or diffuse potentially violent situations before they can escalate.
VAP	Force-wide	The Force has recently established a Violence Against the Person gold group, which is directing targeted activity across the Force.
Theft and Handling	City	Operation Dormice has commenced in the City, working to reduce shop thefts in the top retail premises by identifying and managing prolific offenders through the Integrated Offender Management team. This operation is now running on West Bassetlaw in response to high numbers of shoplifting offences this year.
Theft and Handling	Force	Operation Chasible continues to run on both City and County, in tandem with Operation Dormice. This is an ongoing operation to tackle shop theft in those retail premises with the highest levels of shoplifting. The operation involves liaising with retail premises to introduce a prevent and deter strategy, and introducing specific action plans for each affected store. CCTV and undercover officers are also being utilised in hotspot locations.

Restricted

Crime Type	Location	Current Actions
Theft and Handling	City	Ongoing engagement between the licensing team and the City's licensed premises in order to reduce theft from person offences in nightclubs and bars, particularly of mobile phones. This includes the use of ID scanners in the City's licensed premises, which was initially piloted in Rock City.
Burglary Dwelling	Force-wide	The Force has recently established a Burglary gold group, which is directing targeted activity across the Force.
Burglary Dwelling	Force	Operation Graphite launched a period of intensive activity in October in an effort to effectively manage the Force's most prolific burglary offenders.
Burglary Dwelling	Force	Operation Optimal Forager commenced in September and features cocooning of households who are direct neighbours of burgled houses, and dedicated patrols in identified hotspot areas. This focuses on face to face contact with householders offering bespoke crime prevention advice, and in the case of vulnerable victims in particular, support to secure their property.

Appendix Q

Strategic Priority Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure *Anti-Social Behaviour Breakdown by Area*

	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	December 2013	December 2012	Volume Change	Percentage Change
Force	27,586	30,076	-2,490	-8.3%	27,670	-84	-0.3%	2,299	2,251	48	2.1%
City	12,110	12,335	-225	-1.8%	11,348	762	6.3%	1,059	961	98	10.2%
County	15,476	17,741	-2,265	-12.8%	16,322	-846	-5.5%	1,240	1,290	-50	-3.9%
Ashfield/Mansfield	5,875	6,958	-1,083	-15.6%	6,401	-526	-9.0%	465	532	-67	-12.6%
Ashfield	2,934	3,451	-517	-15.0%	3,175	-241	-8.2%	212	218	-6	-2.8%
Mansfield	2,941	3,507	-566	-16.1%	3,226	-285	-9.7%	253	314	-61	-19.4%
Bassetlaw/N & S	4,987	5,592	-605	-10.8%	5,145	-158	-3.2%	425	395	30	7.6%
Bassetlaw	2,757	3,039	-282	-9.3%	2,796	-39	-1.4%	239	217	22	10.1%
Newark & Sherwood	2,230	2,553	-323	-12.7%	2,349	-119	-5.3%	186	178	8	4.5%
South Nottinghamshire	4,614	5,191	-577	-11.1%	4,776	-162	-3.5%	350	363	-13	-3.6%
Broxtowe	1,753	1,921	-168	-8.7%	1,767	-14	-0.8%	128	128	0	0.0%
Gedling	1,689	2,018	-329	-16.3%	1,857	-168	-9.9%	132	151	-19	-12.6%
Rushcliffe	1,172	1,252	-80	-6.4%	1,152	20	1.7%	90	84	6	7.1%
City	12,110	12,335	-225	-1.8%	11,348	762	6.3%	1,059	961	98	10.2%
City Central	3,338	3,313	25	0.8%	3,048	290	8.7%	242	256	-14	-5.5%
City North	3,936	3,907	29	0.7%	3,594	342	8.7%	362	279	83	29.7%
City South	3,061	3,051	10	0.3%	2,807	254	8.3%	261	243	18	7.4%
City Centre	1,775	2,064	-289	-14.0%	1,899	-124	-7.0%	194	183	11	6.0%

Appendix R

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour										
Measure	Anti-Social Behaviour Breakdown – Priority Areas										
Partnership Plus Area	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target (Force)	Difference from Force Target	Percentage Difference from Force Target	December 2013	December 2012	Volume Change	Percentage Change
Arboretum	764	719	45	6.3%	661	103	13.5%	80	55	25	45.5%
Aspley	705	757	-52	-6.9%	696	9	1.3%	60	45	15	33.3%
Bridge	415	447	-32	-7.2%	411	4	1.0%	32	43	-11	-25.6%
Bulwell	840	939	-99	-10.5%	864	-24	-2.9%	59	65	-6	-9.2%
St Ann's	806	823	-17	-2.1%	757	49	6.1%	74	64	10	15.6%
Carr Bank	176	193	-17	-8.8%	178	-2	-1.1%	10	16	-6	-37.5%
Portland	273	411	-138	-33.6%	378	-105	-38.5%	24	48	-24	-50.0%
Woodlands	238	264	-26	-9.8%	243	-5	-2.1%	23	39	-16	-41.0%
Hucknall Central	189	217	-28	-12.9%	200	-11	-5.8%	14	19	-5	-26.3%
Hucknall East	323	343	-20	-5.8%	316	7	2.2%	20	28	-8	-28.6%
Kirkby East	232	245	-13	-5.3%	225	7	3.0%	14	14	0	0.0%
Sutton Central/East	437	566	-129	-22.8%	521	-84	-19.2%	42	29	13	44.8%
Castle/Magnus	592	625	-33	-5.3%	575	17	2.9%	60	37	23	62.2%
Worksop	969	1,127	-158	-14.0%	1037	-68	-7.0%	94	76	18	23.7%
Eastwood South	294	259	35	13.5%	238	56	19.0%	18	7	11	157.1%
Netherfield And Colwick	152	235	-83	-35.3%	216	-64	-42.1%	10	21	-11	-52.4%

Appendix S

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	<i>Reduction in Anti-Social Behaviour incidents across the Force</i>
Target	<i>8% reduction year on year from 2013-14 to 2015-16</i>
<p>Year-to-date performance: Reduction of 8.3% or 2,490 incidents (April – December 2013 compared to April – December 2012)</p> <p>Month-to-date performance: Increase of 2.1% or 48 more incidents in the month of December</p> <p>Target performance: Year-to-date target has been achieved. Currently 0.3% or 84 incidents better than target</p>	

Insight

The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction; however there is further evidence that the current downward trend is continuing to lose momentum with a year-to-date reduction currently recorded at 8.3%. This is 0.8 percentage points (pp) lower than last month and 16.0pp lower than performance at the end of the first quarter.

The reduction in the overall rate has slowed due to month-on-month increases in both July and August. Although an increase throughout the summer months is not unusual and is in keeping with typical seasonal patterns recorded in Force, during the 2012/13 performance year the Force recorded month-on-month decreases from May through to December (with the exception of a slight increase in August). This exceptional performance served to create a low baseline which is proving difficult for the Force to achieve in the current year.

Continuing this theme, December was the third month of the year which recorded an increase compared to the same month last year (the three months being; July, August and December). Despite this, in terms of month-on-month volume, December did follow a similar pattern to that recorded in 2012 and 2013, with volume dropping by over 10% compared to November.

Forecasts suggest that the Force is still expected to record a year-on-year reduction of around 10.4%³⁷.

Although both the City and County are recording year-to-date reductions (City -1.8%, County -12.8%), the Force's overall reduction is clearly masking a split in performance across the two divisions, with County recording a more substantial reduction.

This performance seems at odds with last year, where both divisions recorded reductions of around 33-35%. However as has been previously highlighted, last year appears to have been exceptional in terms of recorded volumes. Comparing current divisional performance to 2011/12 (City -1.9%, County -12.0%) instead, we can see that reductions appear to be more in line and a similar pattern is found when comparing current reductions to 2010/11 as well. This suggests that despite the apparent disparity between the current City and County year-to-date reductions, this pattern is consistent with previous years and appears to be normal variance between the two divisions.

On the City, City North, South and Central have all recorded similar performance year-to-date, low volume increases of around 0.3% - 0.8%, City Centre on the other hand has recorded a reduction of 14.0% or 289 fewer incidents. This reduction is lower than that recorded last year, but considerably better than that in 2011/12 (+3.3%) and 2010/11 (+0.7%).

³⁷ Confidence limits for this forecast suggest that the Force year end change will be between -0.7% and -20.0%

Restricted

On City Centre the month of December recorded an increase of 6.0% compared to previous year, however seasonal patterns in previous years for this area have been erratic, with changes ranging from +15.0% to -41.9% going back to December 2010. Of the four City areas; City Central, City South and City Centre all recorded volume reductions compared to November, with only City North recording an increase on November.

On the County, all three areas have recorded similar reductions compared to last year, (Ashfield Mansfield -15.6%, Bassetlaw Newark & Sherwood -10.8% and South Nottinghamshire -11.1%), with consistent reductions being recorded across all three areas in the previous three years as well (although in 2012/13 the reductions were notably larger). Looking at December compared to December last year, all three areas have recorded a decrease and comparing December to November again all three areas have recorded reductions, for both comparisons Ashfield and Mansfield have recorded the largest reduction (near 20%).

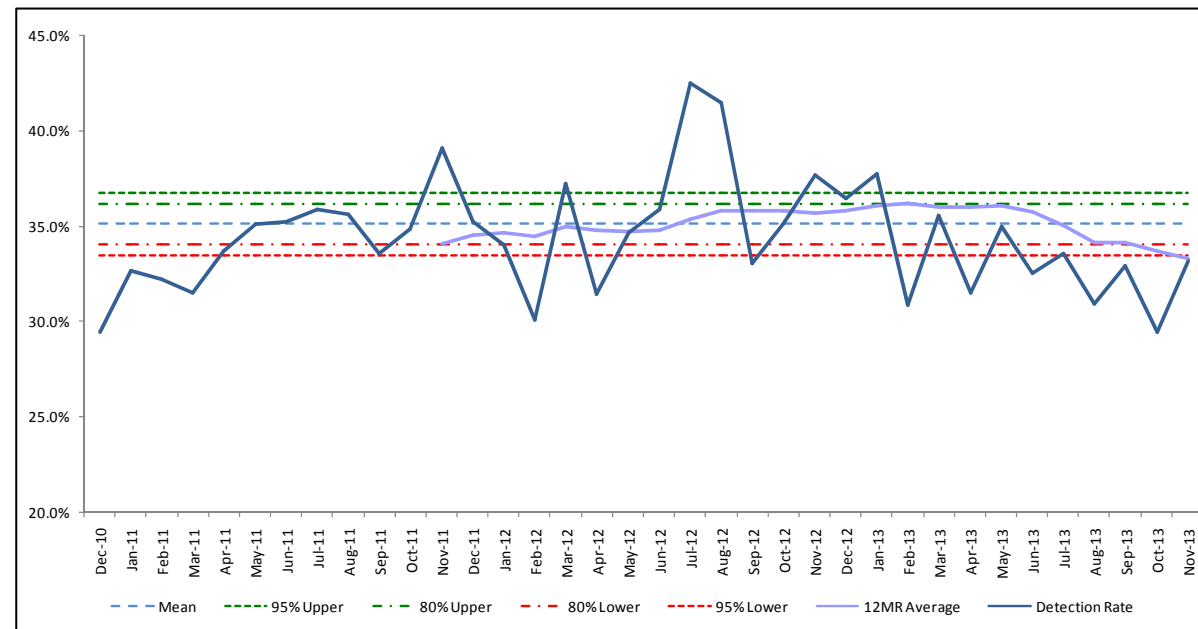
While current performance remains on target the Force has seen a slow-down in reductions in recent months. Forecasts do however suggest that the Force will end the year either on target, or close to target. The driver behind this loss in momentum appears to be two fold: firstly seasonal increases in July and August were higher than expected levels; and secondly, general Force level performance appears to following patterns observed in previous years prior to 2012/13, a year which recorded a significantly larger reduction than expected. Both City and County are continuing to perform in line with year previous to 2012/13.

Actions

Crime Type	Location	Current Actions
Operation Animism	Force-wide	Local Operation Animism plans are ongoing in an attempt to reduce ASB, particularly in public areas such as town/city centres where large concentrations of ASB incidents are often seen.
Locally-managed ASB	Local	ASB continues to be managed at a local level in Force, allowing neighbourhood teams to target activity towards the type of ASB incidents which feature in their area. This method has proved successful in a number of areas and it is believed that by sharing examples of good practice the Force will see further reductions in incidents.
ASB Case Management	Force-wide	The Force is looking into the possibility of a new Case Management System to record details on ASB incidents, including victim and offender information. A similar system is currently being used successfully by Derbyshire Police.
ASB and the Night-time Economy	City Centre	An operation to target Crime and ASB volume as a result of the Night Time Economy (NTE) in the City Centre has recently been launched by the Force. It is intended that ASB in the City Centre, particularly that relating to the NTE, will be reduced through the targeted activity which includes high visibility patrols engaging with the public, early intervention and a low tolerance approach to incidents.

Appendix T

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	<i>Detection Rate including Positive Outcomes</i>
Target	<i>Achieve a rate of 37%</i>



Year-to-date performance:	Detection rate of 31.6% , a reduction of 4.6 percentage points compared to last year-to-date
Month-to-date performance:	Detection rate of 28.0% , a reduction of 6.8 percentage points compared to December 2012
Target performance:	Year-to-date the Force is 5.4 percentage points (pp) away from its target of 37.0%

Insight

The Force is currently recording a detection rate of 31.6% year-to-date, a 4.6 percentage point (pp) drop compared to same period of last year and 5.4pp below the Police & Crime Plan target. Despite the low rate, the Force has around 209 offences which are still 'Awaiting Detection Approval'³⁸. Once these are finalised the Force detection rate for the year so far will rise to 33.0%, still a considerable distance away from target. Reviewing detection performance as a whole, the Force has recorded a reduction in detection volume of 7.8% or 1,435 less detections than last year, and this is compared to an increase in overall offence volume of 0.7% (339 more offences than last year).

In terms of detection rates, the Force is recording reductions in all offence types year-to-date compared with last year. Theft Offences are currently recording a detection rate of 20.7%, a decrease of 1.8pp compared to last year-to-date. The most notable reduction in detection rate within this category is for Shoplifting (a 7.6pp reduction). The reduction in detection rate is particularly impacted by the increase in total number of Theft Offences (1,216 more crimes compared to last year). Shoplifting has seen an increase of 957 offences and has contributed the most to the overall increase of Theft offences.

Possession of Weapon offences have seen a 20.4pp reduction in detection rate compared with the same period last year. Despite the relatively low proportion of All Crime these offences make up, only 75.6% of these have been detected (compared to 96.0% last year). The nature of these offences should see a high detection rate and this issue should be addressed. A similar decrease of 7.7pp is noted within the Possession of Drugs category.

In terms of the method of positive outcomes used to detect crime, there continues to be uplift in the number of offences where a Community Resolution has been used. Year-to-date, Community Resolutions account for 17.9% of all detected crime, whereas during the comparative period last year the equivalent figure was 14.9%. As Community Resolutions are often used as an alternative to Cautions, a subsequent reduction in the proportion of Cautions issued can be seen over the same period (3.4pp). The proportion of detections recorded as a Charge / Summons has seen a slight increase in proportion being recorded compared to last year, with over half of all detections detected using this method. There also remains a clear drop off in the number of TICs³⁹ with 56.7% fewer recorded by the Force compared to last year.

³⁸ Offences awaiting paperwork to be completed and scanned on to the Forces Crime Recording System

³⁹ TIC is a disposal method used where offenders admit to committing other offences that are suitable to be Taken into Consideration (TIC) along side the offence(s) for which they are being investigated.

Restricted

Force level Outcome Breakdown:

YTD Apr-Dec For All Crime	2012/13	% Prop. of Total	2013/14	% Prop. of Total
Cautions	4,512	24.2%	3,532	20.8%
Charge / summons	8,796	47.2%	8,873	52.3%
Community Resolution	2,785	14.9%	3,043	17.9%
Other	1,093	5.9%	934	5.5%
Penalty Notice for Disorder	417	2.2%	150	0.9%
TICs not previously recorded	42	0.2%	21	0.1%
TICs previously recorded	995	5.3%	428	2.5%

Divisional level Outcome Breakdown:

YTD Apr-Dec For All Crime	City				County			
	2012/13	% Prop. of Total	2013/14	% Prop. of Total	2012/13	% Prop. of Total	2013/14	% Prop. of Total
Cautions	1,830	22.2%	1,510	19.8%	2,682	25.8%	2,022	21.6%
Charge / summons	4,098	49.7%	4,060	53.4%	4,698	45.2%	4,813	51.4%
Community Resolution	1,385	16.8%	1,422	18.7%	1,400	13.5%	1,621	17.3%
Other	582	7.1%	457	6.0%	511	4.9%	477	5.1%
Penalty Notice for Disorder	170	2.1%	71	0.9%	247	2.4%	79	0.8%
TICs not previously recorded	5	0.1%	0		37	0.4%	21	0.2%
TICs previously recorded	180	2.2%	89	1.2%	815	7.8%	339	3.6%

Reviewing performance for both the City and County divisions, year-to-date both divisions are recording similar rates (City 33.5%, County 32.3%) and both have recorded reductions compared to the previous year (City -2.7pp, County -3.9pp). For the month of December, both divisions have again recorded comparable detection rates (City 30.5%, County 31.2%) with County recording a sizeable reduction in detection rate compared to the same month last year (6.1pp). This is likely to improve as detections are approved.

Restricted

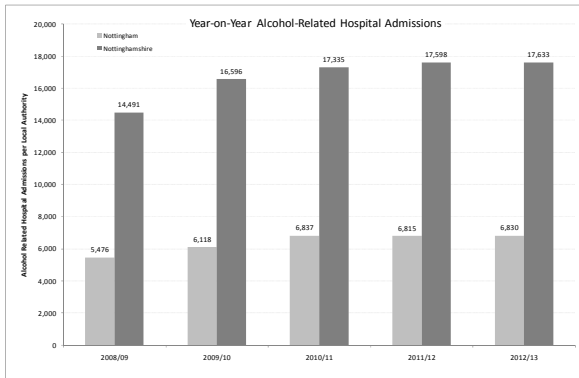
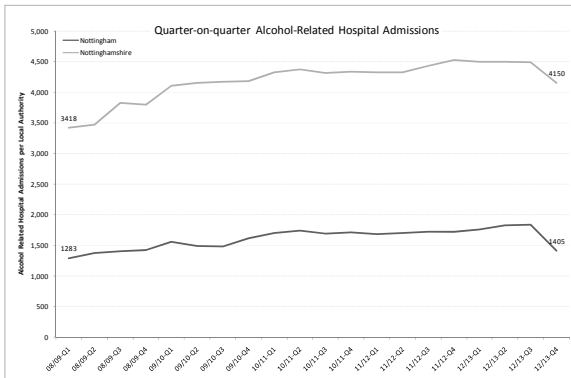
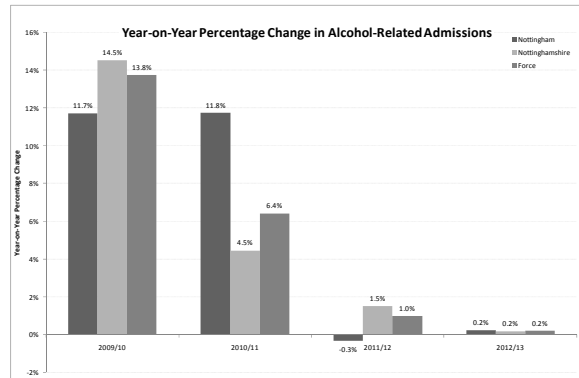
Examining the use of Community Resolution by offence type, proportions remain high for: Shoplifting (34.5% of all Community Resolutions), VAP with injury (16.4%), VAP without injury (16.6%) and Criminal Damage (15.1%). These proportions are broadly similar to those recorded last year and last month except for Shoplifting which has seen a 10.4 pp increase in the proportion of Community Resolutions used.

The overall year-to-date detection rate for the Force is considerably lower than the current target of 37.0%. Year-to-date detection rates throughout the year have remained static at around 33.0%. This performance is particularly troubling when combined with the overall increase in offence volume the Force has recorded over the same period. The drop in detection volume appears to be predominately driven by a large drop in the volume of TIC disposals, across both City and County. This drop seems to have been partially driven by external forces and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.

Actions

Crime Type	Location	Current Actions
Sanction Detections	Force-wide	The Force will continue to use Converter Teams to maximise detection opportunities, with a review process undertaken to ensure that the resources put into the programme are equal to the benefits received.
Sanction Detections	Force-wide	A Review of Converter Teams has now been completed and recommendations put forward to senior management for consideration.
Community Resolution Disposals	Force-Wide	The Force continues to promote the use of Community Resolution disposals where appropriate and all officers are currently offered the opportunity to attend a workshop which provides information and guidance on the use of Community Resolution as a method of detection.
Detections	Force-Wide	Under the Improving Investigations project, all Force detectives will be required to attend an Investigators Conference in order to learn new techniques and share examples of best practice.

Appendix U

Strategic Priority	Theme 4 – Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour		
Measure	Number of alcohol-related admissions to hospital		
Target	A reduction in alcohol related hospital admissions compared to 2012/13		
			
			
Current performance:	Total Force Area has recorded a reduction in alcohol related admissions to hospital of 11.1% or 693 less admissions (January – March 2013 compared to January – March 2012)		
Target performance:	Target of a reduction in alcohol-related admissions has been achieved ⁴⁰		
City Local Authority Performance:	Reduction of 18.5% or 319 admissions		
County Local Authority Performance:	Reduction of 8.3% or 374 admissions		
Timeliness:	Current quarterly data is 2012/13 Quarter 4 – released 10/09/2013		

⁴⁰ The target in the Police and Crime Plan is for a reduction in total alcohol-related hospital admissions in 2013/14 compared to 2012/13. Unfortunately the most current data available (via www.lape.org.uk) is only provisional data to quarter four of 2012/13 (which was released in September 2013). Because of this, performance data will be discussed in terms current available data to March 2013, until such a time when 2013/14 data is available.

Insight

The information in this report is based upon on the methodology developed by the North West Knowledge and Intelligence Team (NWKIT). Following international best practice, the NWKIT methodology includes a wide range of diseases and injuries in which alcohol plays a part and estimates the proportion of cases that are attributable to the consumption of alcohol.

Nottinghamshire police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire. The volume of admissions in Q4 of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.

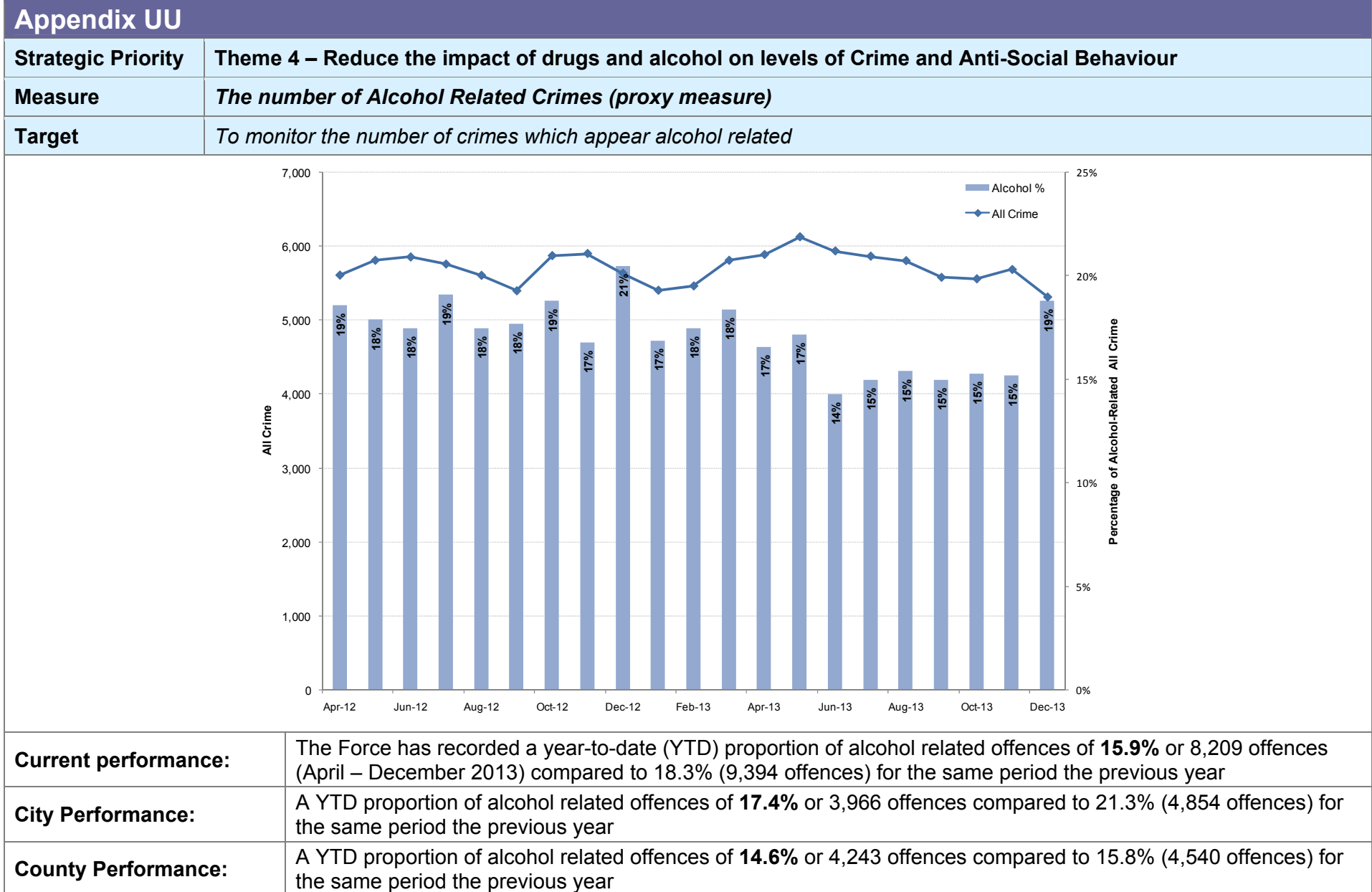
These totals represent sizable decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3), both local authorities recorded increases compared to the same quarter the previous year.

Comparing the Force area as a whole, in quarter four of 2012/13 the Force recorded a decrease of 11.1% or 693 admissions compared to the same quarter in the previous year. This is a change in trend from quarter three, when the Force recorded an increase of 2.9% or 180 admissions compared to the same quarter in the previous year.

Assessing 2012/13 as a whole, both the local authorities and the overall Force area have recorded an increase compared to 2011/12, (Force +0.2% or 50 admissions, Nottingham +0.2% or 16 admissions and Nottinghamshire +0.2% or 34 admissions. These low level increases appear in line with a general slow down in percentage increases year-on-year over the last four years.

Nationally, the rate of admission⁴¹ in the fourth quarter of 2012/13 in England was 476 per 100,000 population, a 3% decrease from the corresponding quarter in 2011/12. The East Midlands region shows a notably larger decrease, with a rate of 413 per 100,000 population in quarter 4 of 2012/13 representing an 8% decrease on the same quarter of the previous year.

⁴¹ Provisional data on the rate of hospital admissions for alcohol-related harm for every 100,000 members of the population. The rates have been standardised using the European age profile. They are derived from the Hospital Episode Statistics (HES) and cover the first three quarters of 2012/13. The rate per 100,000 population is not available at Local Authority level.



Insight

Due to aforementioned concerns around data quality⁴², a numerical target has not been set around this area; rather the Force will be expected to monitor alcohol related crime levels with a view to obtaining a better understanding of this area as a whole.

Over the 2012/13 performance year the Force recorded an overall proportion of alcohol related crime of 18.1%, with the highest month of the year being December (23.8%). In terms of divisional proportions in 2012/13 the City's was 21.0%, with the highest month being October (24.2%). The County recorded an overall proportion of 15.7% and its highest month was December with a proportion of 18.7%.

Comparing proportions year-on-year (comparing April-December 2013 to April- December 2012), the Force, despite recording an increase in overall crime volume, has recorded a proportional drop in the number of offences which were alcohol related – dropping from 18.3% in 2012 to 15.9% in 2013. This pattern is repeated across both the City and County, with both divisions recording year-on-year drops, the City from 21.3% to 17.4% and the County from 15.8% to 14.6%.

Based upon surveys carried out on behalf of the Crime Survey for England and Wales (CSEW), in 2011/12 47% of violent offences⁴³ were identified where the victim believed the offender(s) to be under the influence of Alcohol, an increase of 3 percentage points on the previous year.

Reviewing current Violent Crime (Including VAP and Robbery but excluding Sexual Offences) across the Force, year-to-date (April – December) 29.7% of offences were alcohol related, a drop of 3.6 percentage points compared to the same period the previous year. Both these proportions appear at odds with the national figures provided by the CSEW. For both years VAP offences have recorded the highest proportion of alcohol related offences (2012/13 – 36.0%, 2013/14 – 30.9%). Divisionally, the City is currently recording a year-to-date proportion of 27.0% (highest offence group is VAP – 28.5%), whilst the County is recording a proportion of 32.1% (highest offence group is again VAP – 33.0%). The month of December 2013 recorded a rate of 34.3% for Violent Crime and recorded a general spike in overall alcohol-related crime similar to that recorded in December 2012, suggesting an expected degree of seasonality.

⁴² Unfortunately the Force currently has data quality concerns around the effective use of "Alcohol" tags when recording offence details – a situation the Force is looking to rectify during the course of the current year. To allow the monitoring of this measure in the meantime the Performance & Insight team has produced a bespoke query which utilises a number of wild card searches on MO note details to ascertain whether or not the offence in question is alcohol related. This process is by no means fool proof but does allow some degree of monitoring at present and also provides a baseline to compare tagging activity against. Please note that since Mays report (data to April) further amendments have been made to the query used to identify alcohol related offences resulting in higher rates. Year-to-date and details for last year have been updated accordingly.

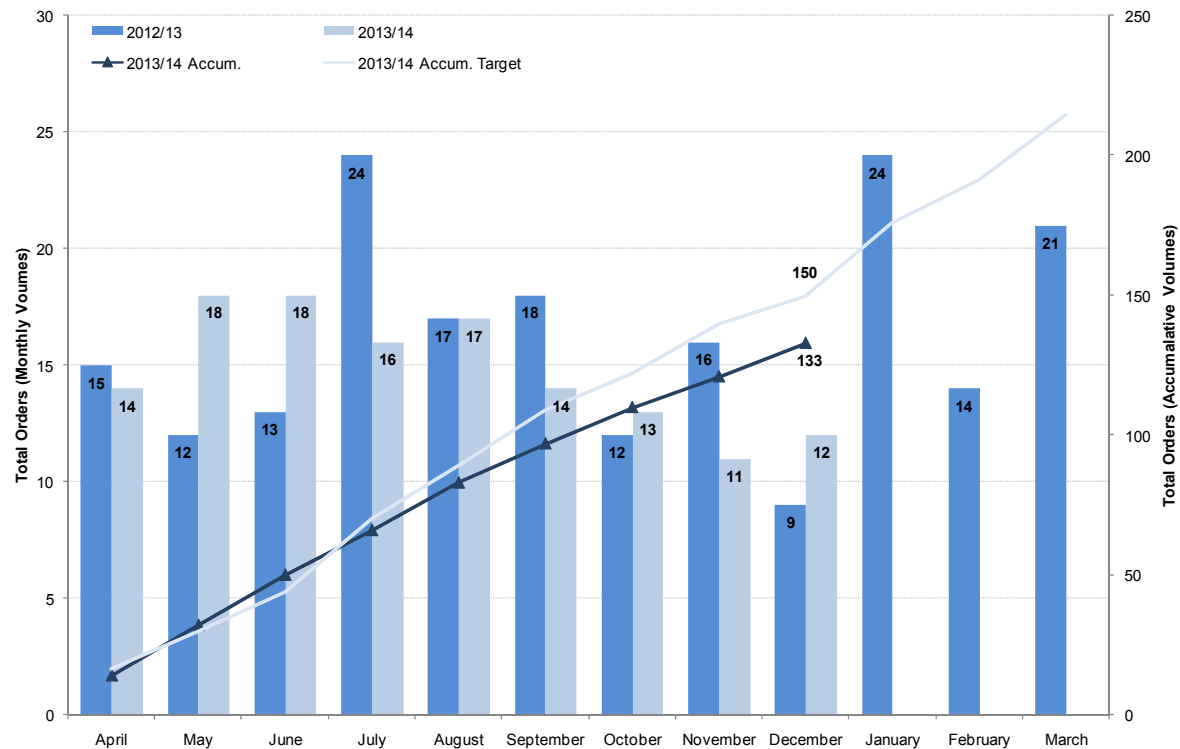
⁴³ Violent offences in this case refer to; Wounding, Assault with minor injury, Assault without injury and Robbery.

Actions

Operation	Current Actions
Force-wide	Substance Misuse Performance Framework in consultation with Force leads for sign off.
Force-wide	System for improving Alcohol / Drug Tagging being developed between Performance and Insight and Crime Management Bureau
Force-wide	Initial discussion with Contact Management understanding processes for Alcohol tagging of Incidents
Nottingham City	“Super strength” project in partnership with Nottingham City Council with the ambition of removing supers strength alcohol from sale in the City
Force-wide	Violence Seminar on the 09 th April 2013 investigating Public Space, Night Time Economy and Alcohol related Violence issues

Appendix VV

Strategic Priority	Theme 5 – Reduce the threat from organised crime
Measure	<i>The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders</i>
Target	<i>To Increase the Volume of POCA Orders by 10%</i>



Year-to-date performance:	A total of 133 orders recorded this year, a reduction of 2.2% on the 136 recorded in the same period of last year
Year-to-date performance (value):	A total of £707,260.59 has been recovered from 133 recovery orders. Average value per order is £5,317.75 . This represents a decrease in average order value of £4,204.22 (-44.2%) compared to last year
Target performance:	Force is worse than target by 17 orders or 12.5% (against a target of a 10% increase or a YTD target total of 150 orders)

Insight

For 2013/14 the Force has a target of increasing its overall volume of POCA orders (Confiscation and Forfeiture orders) by 10% compared to that achieved in 2012/13. Reviewing past performance against this measure, in 2012/13 the Force recorded a reduction in total orders of 7.1% (dropping from 210 to 195) and in 2011/12 the Force recorded a reduction of 1% (dropping from 212 to 210). Despite this challenging performance in past years an increased emphasis on POCA throughout the Force, particularly in raising officer awareness of use of POCA orders should allow the Force to drive an increase in overall order volume.

Based upon the 195 orders (Confiscation and Forfeiture orders) recorded in 2012/13 the Force is expected to record a total of 215 orders in 2013/14 in order to achieve the 10% increase target. For the current year-to-date period the Force has recorded 133 orders (15 Forfeiture orders and 118 Confiscation orders) compared to the 136 orders recorded for the same period last year (14 Forfeiture order and 122 Confiscation orders). This represents a decrease in order volume of 2.2% comparing this year to last.

In terms of order value the Force recorded a total value of £1,345,863.18 in 2012/13 which equates to an average order value of £6,901.86 for the year. Reviewing current year-to-date values the Force has recorded a total order value of £707,260.59 which equates to an average order value of £5,317.75, a decrease of 44.2% compared to the average order value recorded in the same period last year (£9,521.97). While this represents a sizeable difference, it is worth noting that the average value for 2012/13 was inflated by a significant investigation concluding in September 2012, which resulted in an order to the value of almost £270,000.

A new POCA process was launched in Force from 1st April 2013. When a crime number is allocated to an offence the investigating officer will receive a POCA support pack in which they will be asked to consider whether use of POCA legislation would support investigation of the offence in question. The aim is to integrate money laundering opportunities as part of the investigative strategy from the outset, thus facilitating a stronger likelihood of prosecution and the identification and seizure of assets at an early stage rather than post conviction. In addition to this, in the new financial year the Force has been reviewing more detailed management information around POCA performance.

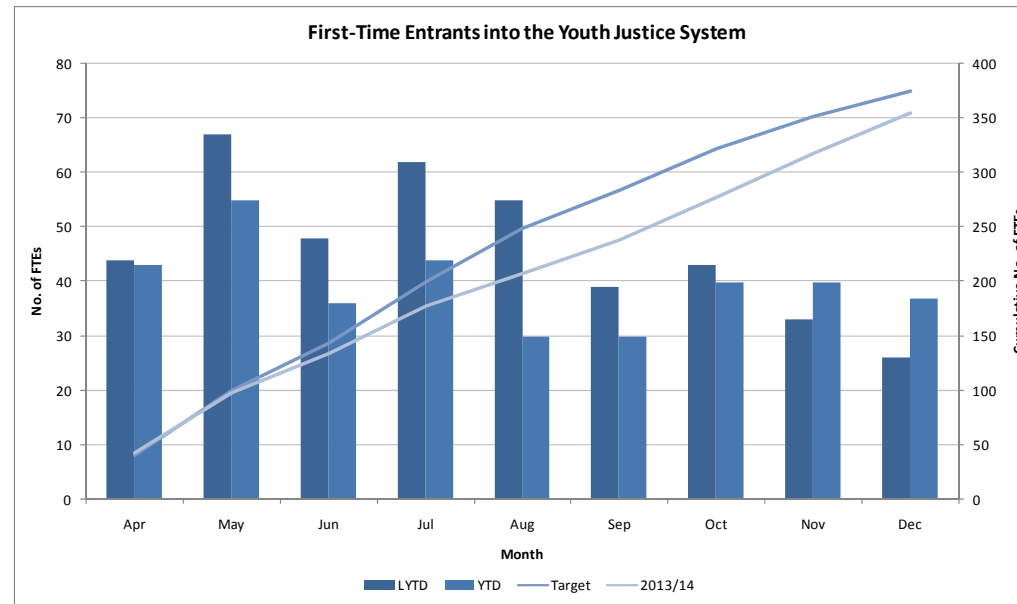
For the months of April to December in 2013 the Force has failed to achieve its target, recording a total of 133 orders compared to the 136 recorded for the same period last year and a target of 150. In addition to this drop in order volume, there has also been a marked decrease in order value (the year-to-date total being over half a million pounds lower than last year). Although volatility around this measure is to be expected, performance does not appear to be improving in line with expectations driven by the new POCA processes in place. One potential driver of this could be the release of several members of the Financial Investigation Unit to EMSOU (the regional East Midlands Special Operations Unit), from which no substantive orders have been generated yet.

Actions

Location	Current Actions
Force-wide	The Financial Investigation Unit is currently reviewing its processes to ensure maximum benefit is being accrued by the Force in respect of POCA legislation.
Force-wide	The unit has been re-launched with far more communication and support for those officers working on the front line.
Force-wide	Work is underway to consider whether money taken from those involved in crime can be put back into areas of policing and the community from where it was taken.
Force-wide	POCA Performance data is now compiled and circulated monthly throughout COT

Appendix W

Strategic Priority	Theme 6 – Prevention, early intervention and reduction in reoffending
Measure	<i>The number of First-Time Entrants into the Youth Justice System</i>
Target	<i>To reduce the number of First-Time Entrants by 10% in 2013/14</i>



Current performance:	There have been 355 First-Time Entrants (FTEs) this year (April - December 2013). This is a reduction of 14.9% (62 FTEs) compared to last year
Target performance:	Year-to-date target has been achieved. Currently 5.7% or 20 FTEs better than target
City Division Performance:	There have been 199 FTEs this year. This is a reduction of 0.0% (0 FTEs) compared to last year
County Division Performance:	There have been 156 FTEs this year. This is a reduction of 28.4% (62 FTEs) compared to last year

Insight

The Force continues to remain above target for this measure with a reduction of 14.9% (62 FTEs) when compared to last year, meaning that the 10% reduction target has been achieved. Performance appears to be stabilising however, as the current percentage reduction has decreased in the past two months.

As noted in the previous report, a marked difference can be seen between the City and County divisions in terms of reductions. The County has recorded a reduction of 28.4% whilst the City has seen no improvement and has recorded the same number as last year (199). This difference remains unchanged throughout the year, with the County recording large reductions of more than 40% in four months of this year.

The gender profiles of FTEs are in line with the information provided in previous months, with 76.1% of FTEs being male and 23.9% being female. These are similar proportions to those recorded for the same period last year. In terms of reductions by gender, both male and female FTEs are recording reductions on last year (17.9% and 3.4% respectively).

In terms of the age profile of FTEs this year, the majority of FTEs were aged between 15 and 17 at the time of arrest (70.7%), and this proportion shows a slight increase on that recorded in the same period of last year (up from 64.5%). All ages have recorded a reduction in FTEs except the 16 year old category which has seen an 18.6% increase.

The number of entrants who describe their ethnicity as BME remains disproportionate to the ethnic profile of the Force area⁴⁴, with 21.4% of FTEs recorded this year stating their ethnicity as BME, this is also an increase on the 18.5% recorded in the previous year. The reason for this is that the recorded number of BME First-time Entrants remains relatively unchanged across all ethnic groups this year, whereas the number of White entrants has dropped dramatically, resulting in an increased proportion of BME FTEs this year.

The main types of offences committed by FTEs are Theft & Handling (mainly shoplifting), Violence Against the Person (mainly Common Assault), Drug Offences, and Criminal Damage. The overall reduction in FTEs can be attributed to the reduction in Theft and Handling, which has seen a decrease of 58.0% (65 fewer FTEs) this year. This strong reduction is likely to be the result of an increase in the use of Community Resolutions (which are predominately used for youth offenders and low-level offences such as shoplifting) as an alternative method of disposal. Areas which are showing the largest increases in FTEs are Criminal Damage offences (51 FTEs compared to 31 in the same period of last year) and Violence Against the Person (123 FTEs compared to 105 in the same period last year).

⁴⁴ Source: 2011 Census Population Estimates (ONS published 11 December 2012), Force area BME proportion of 11.2%.

In terms of the severity of the offences committed this year (offences are graded on a scale of 1-8, 1 being least serious), the majority of offences are graded low on this scale (between 1-3). The largest volume reduction recorded is in Grade 3 offences, with 65 fewer FTEs committing offences of this grade this year compared to last. It is likely that this is related to the decrease in Theft and Handling offences over the same time period. The more serious grade offences (6-8) have all recorded reductions over the same period.

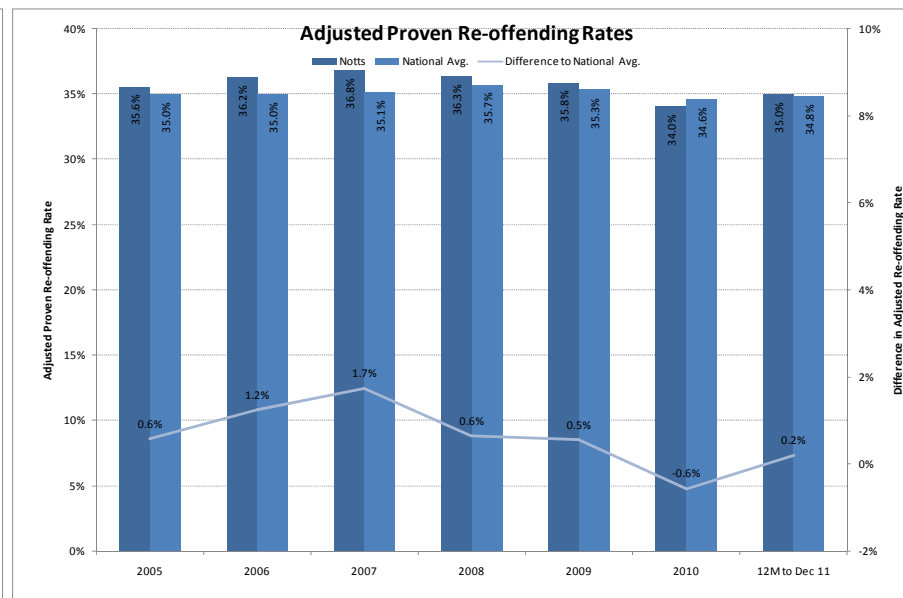
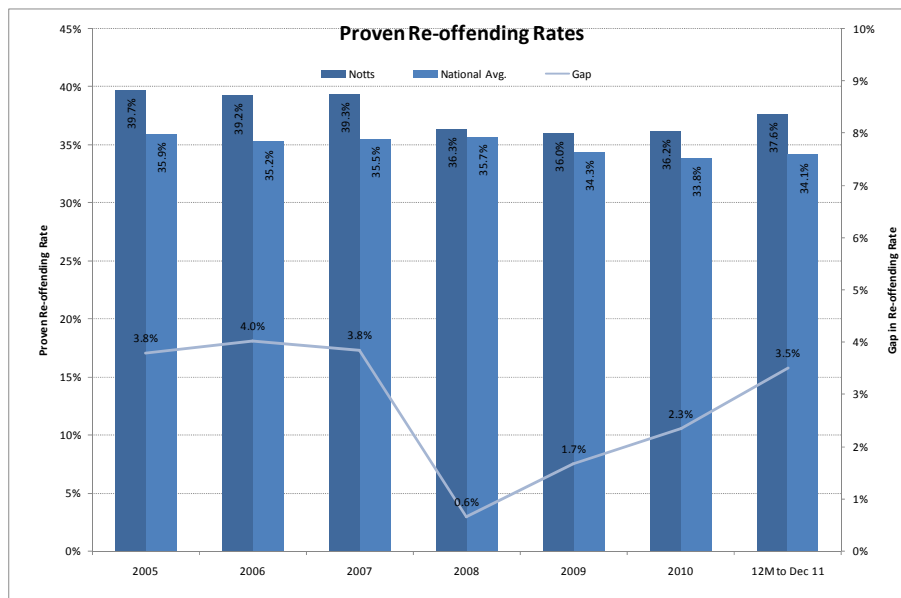
Performance at the end of quarter three remains positive; the number of FTEs continues to decrease and the current reduction target has been achieved based on year-to-date figures. However, reductions currently observed are slowing compared to those seen at the start of the year. An area of particular concern is the performance on the City which is currently showing no improvement on last year. It is suggested that this be addressed to ensure the target is still met at the end of the year.

Actions

Operation	Location	Current Actions
Community Resolution	Force-wide	The Force has increased its use of Community Resolution disposals over the last 12 months (see Crime Detections section of this report for more detail). This means that fewer young people are entering the youth justice system as they are being dealt with through these more informal outcomes.
Prevention Team	Force-wide	There is a Targeted Support & Youth Justice Services Prevention Team that works with young people.
Diversionary Schemes	County	Several districts within the County area are using diversionary schemes, such as weekly football matches and stay safe schemes, to give young people something to do with their spare time, in the hope that this will steer them away from crime and anti social behaviour.

Appendix X

Strategic Priority	Theme 6 - Prevention, early intervention and reduction in reoffending
Measure	<i>Prevention, early intervention and reduction in reoffending</i>
Target	<i>Reduce (proven) reoffending to be below the national average, less than 32.4 percent</i>



Current performance:	Proven re-offending rate of 37.6% , for data 12 months ending December 2011 (Adjusted rate ⁴⁵ for the same period is 35.0% , inline with the national average)
Target performance:	Nottinghamshire is 3.5 percentage points above current national average of 34.1%
Timeliness:	Current data is for 12 months ending December 2011

⁴⁵ Adjusted rates refer to adjustments made to take in to account factors which may affect offending habits, further details can be found - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/225091/proven-reoffending-definitions-measurement.pdf

Insight

Proven re-offending is defined by the Ministry of Justice as any offence committed in a one year follow-up period and receiving a court conviction, caution, reprimand or warning in the one year follow-up or a further six month waiting period.

The baseline given in the Police & Crime Plan is for Adult Re-offending for the period of April 2010 to March 2011, a proven re-offending rate of 36.9%, 3.0 percentage points (pp) above the national average for the same period (national average of 33.9%). This rate ranks Nottinghamshire 31st out of 36 trusts. The target for this measure is to achieve a rate below that of the national average.

The most recent data available is for offenders for the period 12 months ending December 2011. For this period, Nottinghamshire's rate of 37.6% is 3.5pp above the national average of 34.1. This rate ranks Nottinghamshire 32nd of 36 trusts, a position which is unchanged compared to the previous data (12 months to September 2011). The proven re-offending rate in Nottinghamshire is slightly higher than the equivalent rate recorded at the end of September 2011 (37.0%), however the difference is slight and is unlikely to represent a genuine change in performance.

Reviewing re-offending rates over time reveals little change in the proven re-offending rate for Nottinghamshire in the current year, with the same being true for the national average rate. As a consequence, the gap to the national average has remained at around 3.0pp in each of the last four periods. Considering performance on an annual basis reveals more fluctuation, with Nottinghamshire's gap to the national average ranging from 0.6pp away from the average (in 2008), to 4.0pp away in 2006.

In terms of adjusted rates, Nottinghamshire's performance is more favourable. Reviewing rates over the last four periods we can see that Nottinghamshire has been less than one percent away from the national average, with the current gap to the average at just 0.2pp.

Reviewing actual offending volumes, the current dataset (12 months to December 2011) lists an average of 3.33 re-offences per re-offender, equating to 4,538 offences in total for the 12 month period.

Integrated Offender Management Update:

Integrated Offender Management (IOM) is multi-agency partnership working with the aim of reducing crime through the intensive supervision and monitoring of the top 0.5% of Serious Acquisitive Crime Prolific and Priority Offenders, who pose the greatest threat and risk of harm and are responsible for committing 10% of all crime.

Restricted

There are currently 315 IOM nominals managed by the Force with just over half on the City. The majority of nominals are adult^[1] (73.7%) with 8% currently classed as a juvenile. IOM nominals fall into one of the following three levels:

- **Level 1** – on licence – breaches or further offences can lead to them being recalled – applied for by Probation but Home Office make the decision.
- **Level 2** – community order with a supervision condition or young offenders on licence – breaches have to go before a Magistrates' Court.
- **Level 3** – most are non-statutory supervision and so are expected to engage on a voluntary basis.

Just under 55% (173 offenders) of the nominals have been assessed as Level 1, with the majority of these (86.1% or 149 nominals) being adults, just under 10% of nominals are Level 2 (31 nominals) and a third are Level 3 (15 nominals). Examining the Level 3 Cohorts further, 48.5% are classed as 'non-statutory' (without licence conditions) and 32.3% as 'statutory' (with licence conditions). The remaining Level 3 offenders were classed as 'Prolific Priority Offenders'.

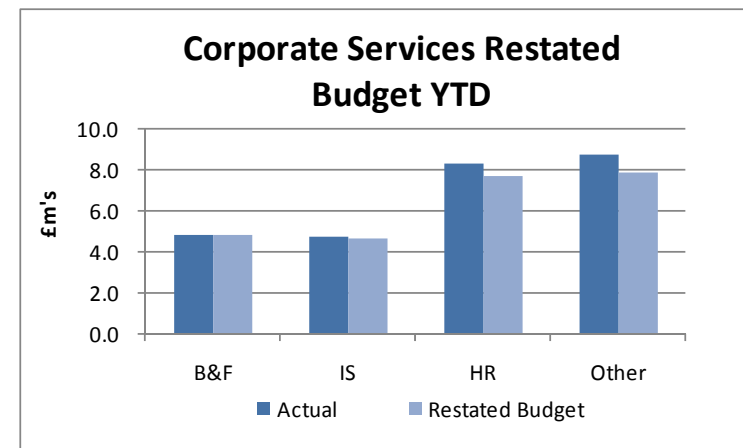
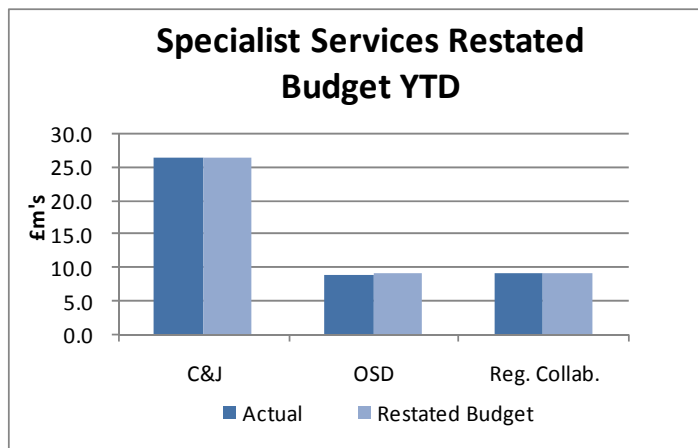
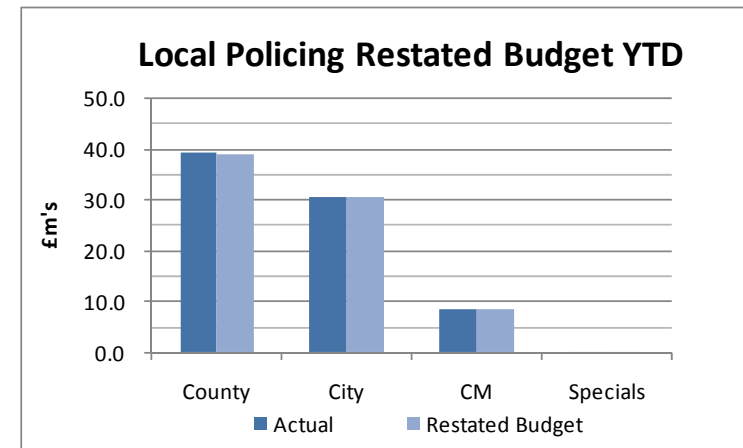
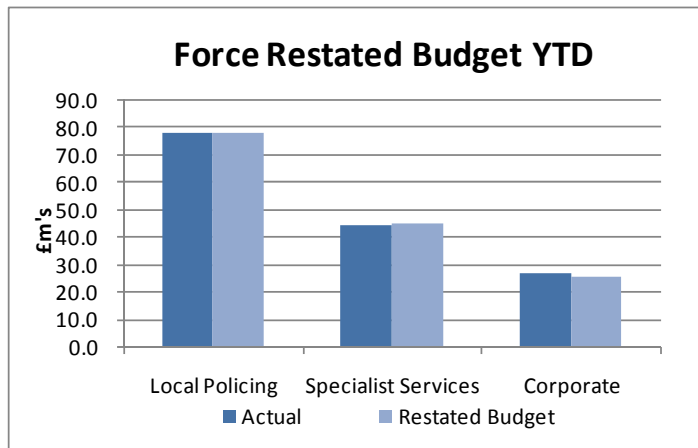
Cross referencing the 315 nominal's against named offenders and/or suspects for offences^[2] recorded in 2013/14^[3] reveals that 192 (60.9%) IOM nominals have been recorded as the offender in 472 offences and a named suspect in a further 404 offences and, excluding Domestic Incidents, account for 1.4% of recorded crime in 2013/14.

Examining the types of offences where IOM nominal's have been identified as an offender, 40.8% (193) were recorded as a Serious Acquisitive Crime (SAC) offence, the majority of which are Vehicle Crime offences and Domestic Burglaries. An additional 30.7% of offences are recorded as acquisitive offences such as Burglary Other and Theft and 12.5% were recorded as Violence Against a Person (VAP) offences.

Just over half of the offences where the nominal is recorded as a suspect are recorded as a SAC offence, the majority of which are Domestic Burglaries. An additional 16.0% are recorded as acquisitive offences, with just over half recorded as Theft & Handling offences, and a further 9.1% recorded as VAP.

Appendix Y

Strategic Priority	<i>Theme 7 – Spending Your Money Wisely</i>
Measure	<i>Comparison of projected spend against actual spend by Force and Portfolio areas</i>
Restated Budget	£198.375m



Year-to-date performance:	Actual spend of £149.523m against a restated budget of £148.200m.
Month-to-date performance:	Actual spend of £17.239m against a restated budget of £16.268m.
Target performance:	Full year restated budget of £198.375m.

Insight

The full year net revenue budget for 2013-14 is £196.998m. During September the quarter two forecast was undertaken which resulted in an agreed restated full year budget of £198.375m.

Actual net expenditure for the nine months to December 2013 was £149.523m against a restated budget of £148.200m. The resulting position against the restated budget was an over spend of £1.323m. £0.459m of the over spend relates to ill health retirements and £0.400m to an increase in insurance claim provision. Both of these represent risks to the forecast.

The underlying over spend year-to-date is £1.441m due to compensation from Medacs (healthcare) for the Police surgeon contract of £0.118m. The forecast assumed we'd receive £0.200m in March but we have since settled this, earlier than planned but at a lower than forecast amount. The budgetary challenges to date total £1.331m.

This report gives consideration to the significant variances against the restated budget.

Police pay and allowances expenditure was £77.849m year to date. This represented a £0.077m under spend against the restated budget. The under spend is largely down to phasing of the new recruits. There were no new joiners during December. To date there are 114 new officers (67 new recruits and 47 transferees) which is 20 more than the agreed budget of 94 (63 new recruits and 31 transferees). The restated budget assumes a further 61 new officers (48 new recruits split equally between January to March and 13 transferees in January) for the remainder of the financial year, compared to 63 in the budget. There have been small savings on pensions where some new officers have opted not to join at present.

Police officer overtime expenditure was £3.447m year to date. This represented a £0.043m over spend against the restated budget. This variance was mainly in City and County; and OSD due to Operation Rubble, which has been recharged to Leicestershire Police as mutual aid. The restated budget included a budgetary challenge of £0.250m for the full year, of which £0.100m was included to date. Payments for working bank holidays are included in the overtime line of the accounts, and December was the first month we have seen the impact of officers electing to move their Bank Holidays entitlement under the Winsor reforms. Currently the numbers included for overtime worked over the Christmas period are a best estimate based on roster information and the system used to record and authorise overtime. Additional payments to officers working over the Christmas period will be checked by the payroll and overtime teams in January with the majority of the amounts owing being paid to officers in February. This will give us a clearer picture as to the true cost of the Winsor reforms.

Police staff pay and allowances expenditure was £36.782m year to date. This represented a £0.035m over spend against the restated budget. The variance is predominantly due to the receipt of late invoices dating back to 2012, which have been put into dispute. This has been partly offset by savings within County and City due to the delay in the recruitment of the civilianised investigators, PCSO's being below workforce plan and vacancies across the force. The restated budget included a budgetary challenge of £0.500m for the full year.

Restricted

Police staff overtime expenditure was £0.612m year to date. This represented a £0.113m over spend against the restated budget. This over spend is largely attributable to a PCSO vacancy gap against the workforce plan, pro-active patrols; and detention officers within Crime & Justice.

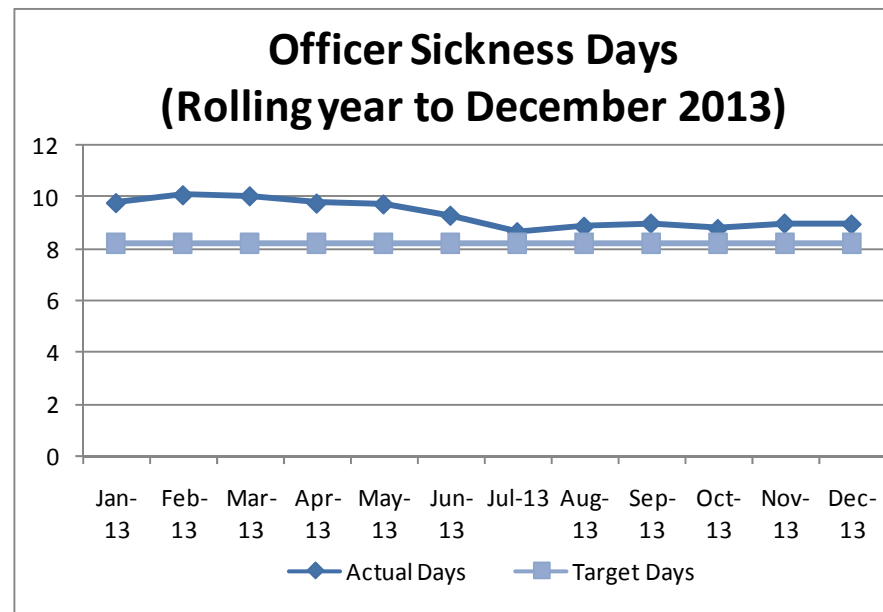
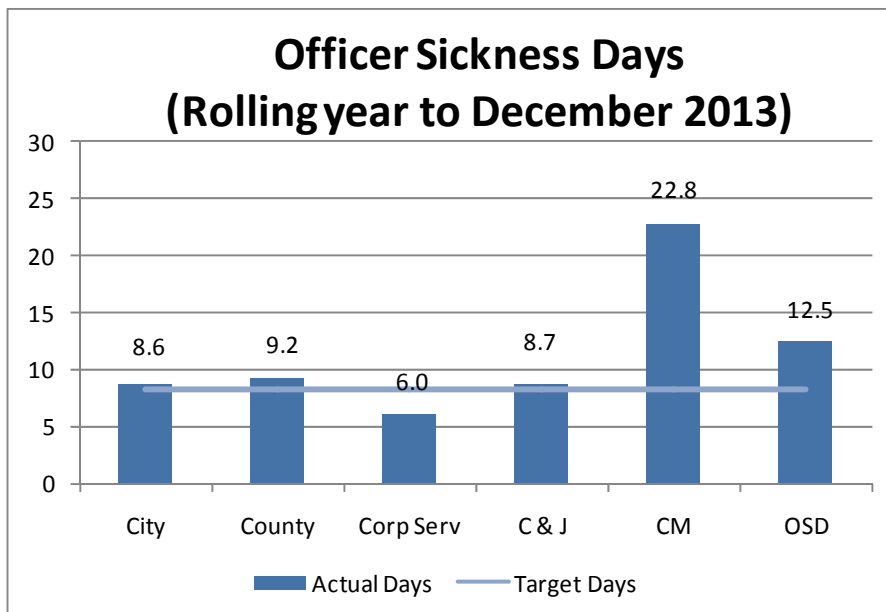
Premises running costs were £5.041m year to date. This represented a £0.034m over spend against the restated budget. The over spend is predominantly due to the efficiency target of £0.097m. This has partly been offset by savings on utilities £0.028m, where charges for Holmes House were lower than the estimation; rent and rates ceased on vacant properties of £0.016m; and cleaning contract phasing of £0.013m. The restated budget included a budgetary challenge of £0.242m for the full year.

Transport costs were £4.280m year to date. This represented a £0.146m over spend against the restated budget. The restated budget included a challenge of £0.800m for the full year, of which £0.320m has been included to date. This has been partly achieved through savings on the Venson contract of £0.114m, unanticipated tyre income of £0.031m, and petrol and diesel savings of £0.040m due to the actual cost per litre being below the forecast rate.

More detailed analysis is contained in the Revenue Budget Management Report 2013-14: Year to December 2013 report.

Appendix Z

Strategic Priority	<i>Theme 7 – Spending Your Money Wisely</i>
Measure	<i>Total number of days lost to sickness (Police Officer)</i>
Target	<i>3.7% (8.2 days per person per annum)</i>



Rolling Year Sickness Information			
Current Sickness	4.03% (8.9 days)	MSG Sickness	4.20% (9.3 days)
2012-13 Sickness	4.69% (10.4 days)	Cost of Sickness	£4.115m
2011-12 Sickness	4.89% (10.8 days)		

YTD Sickness Information	
2013-14	4.07% (9.0 days)

Rolling year performance:	4.03% (8.9 days per Officer) against a target of 3.70% (8.2 days)
Year-to-date performance	4.07% (9.0 days per Officer) against a target of 3.70% (8.2 days)

Insight

The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.03% in December 2013 from 4.53% in March 2013 and 4.69% in December 2012.

The table below provides a summary of sickness rates comparing the end of December 2013 to the end of December 2012.

12 month rolling sickness rate:	Officers	
	December 2012	December 2013
City	4.43%	3.89%
County	4.58%	4.16%
Corp Serv	2.23%	2.71%
C & J	5.53%	3.91%
CM	8.60%	10.28%
OSD	4.62%	5.63%
Total	4.69%	4.03%

Although above target, the trend is positive. Officer sickness has reduced by 14% over the past 12 months.

Over a longer time frame the force wide 12 month sickness trend is shown in the table below:

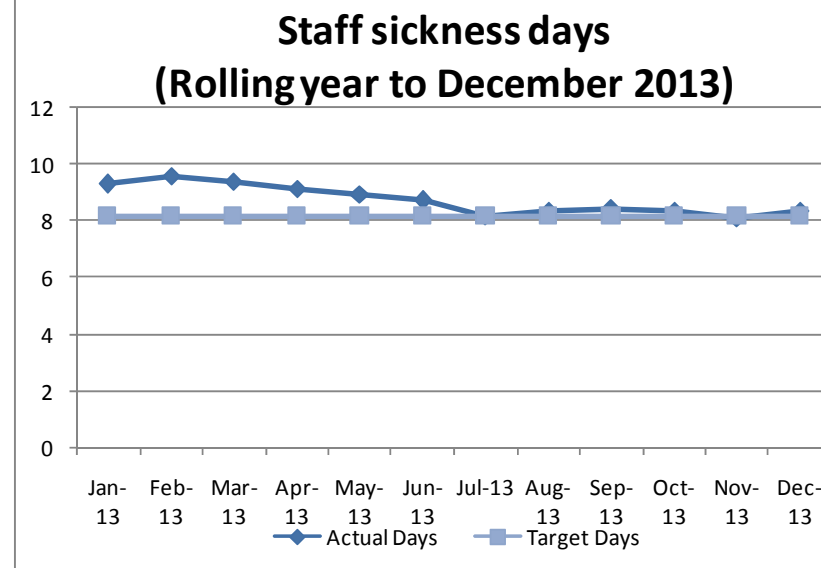
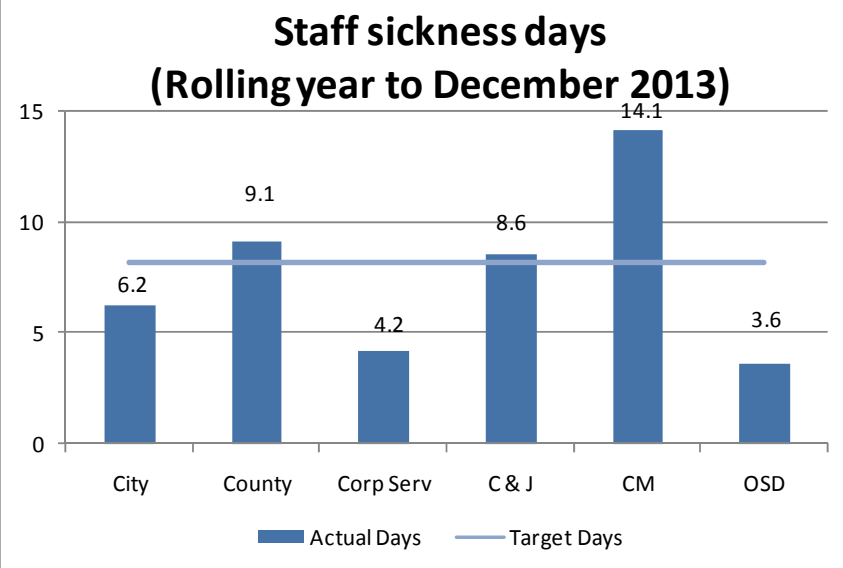
	Officers
September 2011	4.83%
March 2012	4.86%
September 2012	4.68%
March 2013	4.53%
September 2013	4.05%
December 2013	4.03%

HR is continuing to work closely with line managers to reduce the number of officers on long term sick.

Officer sickness absence in the 12 months to December 2013 amounted to a cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.

Appendix AA

Strategic Priority	<i>Theme 7 – Spending Your Money Wisely</i>
Measure	<i>Total number of days lost to sickness (Police Staff)</i>
Target	<i>3.7% (8.2 days per person per annum)</i>

**Rolling Year Sickness Information**

Current Sickness	3.77% (8.4 days)	MSG Sickness	4.14% (9.2 days)
2012-13 Sickness	4.40% (9.7 days)	Cost of Sickness	£1.589m
2011-12 Sickness	3.95% (8.8 days)		

YTD Sickness Information

2013-14	3.80% (8.4 days)
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Rolling year performance: 3.77% (8.4 days per person) against a target of 3.70% (8.2 days)

Year-to-date performance: 3.80% (8.4 days per person) against a target of 3.70% (8.2 days)

Insight

As at the end of December 2013, the rolling 12 month average staff sickness rate was 3.77%. This has reduced from 4.40% in December 2012. This represents a reduction of 14% over the past year.

The table below provides a summary of sickness rates comparing end of December 2013 to end of December 2012.

12 month rolling sickness rate:

	Police staff	
	December 2012	December 2013
City	2.76%	2.81%
County	4.08%	4.12%
Corporate Services	2.73%	1.88%
Crime and Justice	4.82%	3.86%
Contact Management	7.54%	6.35%
OSD	1.57%	1.64%
Total	4.40%	3.77%

Staff sickness in the year to December 2013 amounted to a yearly cost to the Force of £1.6m. This has reduced from £1.8m as at the end of October 2012.