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# Nottinghamshire Police

## Performance & Insight Report

Strategic Themes One to Seven

Year-end performance to March 2016

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STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Objective / Target	Performance	Insight
1	Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	90% of victims completely, very or fairly satisfied	84.8%	<p>The long term trend is stable over the last year and the most recent figure, covering satisfaction for incidents reported in the 12 months to January is not notably different from performance in the same period of last year (85.4%). There is a significant difference between the divisions in terms of the headline figure however (City 82.7%, County 86.2%).</p> <p>In terms of the aspects of satisfaction, Ease of Contact and Treatment remain high in the mid-nineties for overall satisfaction, however there is a significant deterioration in the Follow Up aspect. Traditionally the lowest aspect of Victim Satisfaction, this has reduced from 77.8% last year to 75.0% this year. Looking at the short-term (3 month rolling) picture, a greater deterioration is apparent, with the rate down by 3.8pp compared to the same period of last year.</p> <p>When looking at performance by crime type, victims of Vehicle Crime show the lowest overall satisfaction levels. Within this Theft Of Motor Vehicle in particular has seen significant deterioration in Overall Satisfaction, Action Taken and Follow Up, with each of these aspects deteriorating by more than five percentage points in the 12 month rolling picture.</p> <p>All supervisors receive record level satisfaction data on a monthly basis, allowing them to assess their team's performance and address any specific issues. This information enables supervisors to effectively manage performance, with a view to either recovering service with dissatisfied victims or learning lessons in order to improve future service delivery.</p>
2	Percentage of victims and witnesses satisfied with the services provided in Court	An increase in the %age of victims and witnesses satisfied compared to 2014-15	96.8%	<p><b>Current performance covers the year to March 2015.</b> Around 98% of victims and witnesses responding were satisfied or very satisfied with the services provided in Court in March. Figures for the 12 months to March</p>

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people				
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				show that more than nine in every ten respondents were satisfied in comparison with the 2013/14 level of 95.7% (April 2013 - March 2014).
3	Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	60% agreement by 2015-16	59.5%	● <b>Current performance covers interviews in the year to June 2015. The Force is 0.5%age-points below the 60% target. Performance is stable over the last year with negligible movement since the previous quarter.</b>
4	Percentage reduction of people that been repeat victims within the previous 12 months	a) A reduction in the number of repeat victims of domestic violence compared to 2014-15	-4.0%	● Numbers of repeat victims of domestic violence <b>decreased by 68 victims'</b> year-to-date, an improvement on what was reported previously. This has been driven by a -4.9% <b>decrease</b> in the County (49 less victims), with the City recording a -2.7% <b>reduction</b> (19 less victims).
		b) A reduction in the number of repeat victims of hate crime compared to 2014-15	+2.9%	● There were 2 additional repeat hate crimes recorded year-to-date, with the City recording 7 additional victims and the County 5 less. Overall this is a 7.0 percentage point improvement on last month.  Hate crime repeat victimisation was discussed at the February Force Performance Board; additional analysis of hate crime has been requested and will be reported at the March meeting.
		c) To monitor repeat victims of ASB	-5.8%	Numbers of repeat victims of ASB appear to align with the overall decrease in reporting of ASB, and this is mirrored across the two divisions, with City recording a 3.1% fewer and County 8.5% fewer.
		d) To monitor the number of domestic abuse incidents and crimes and the proportion of which are repeats	-28.0%	Taken together, the numbers of domestic abuse incidents and crimes appear to have decreased by -28.0% or 5,351 less offences; however it is important to note that this is driven by a reduction in the number of recorded domestic incidents related to a change in recording process. Domestic abuse crimes are showing an 8.0% increase over the same time period.
			36.4%	The proportion of domestic abuse incidents and crimes has reduced when compared to the previous year (40.6%). The proportion falls to 22.1% when incidents are removed, suggesting that the Force is dealing proactively prior to an incident becoming a crime.
5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	+10.0%	There were 185 additional Sexual Offences recorded in 2015/16 and this has been attributed to better recording practices, increased numbers of

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people					
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			<p>historic sexual offences being reported, and direct recording of other agency referrals.</p> <p>Broken down the volume and percentage increase recorded in other sexual offences (+86 offences or +7.0%) are less than that of rapes (+99 offences or +14.0%).</p>		
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	89.8%	<p>Results of the Domestic Abuse Victim Satisfaction Survey for incidents reported in the 12-months to the end of January 2016 demonstrate that around nine in every ten victims of domestic abuse are satisfied with the whole experience (89.8 percent, 493 out of 549 respondents). Performance is stable over the last year (for incidents reported in the 12-months to January 2015 the rate was 88.7 percent).</p> <p>There is no underlying difference between the divisions in terms of the satisfaction figure (City 88.8 percent, County 90.4 percent). The long-term trend for Domestic Abuse satisfaction in the City is stable. The long-term trend for Domestic Abuse satisfaction in the County is stable.</p> <p>Satisfaction with keeping victims informed of progress is stable over the last year. For incidents reported in the 12-months to January 2015 the rate was 75.5 percent (428 out of 567 respondents), compared with the latest result of 75.8 percent (417 out of 550).</p>	
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	+4.0%	<p>There were 40 additional hate crimes recorded in 2015/16, with a relatively even split between Public Order offences (468 offences) and Victim-Based offences (472 offences). A similar volume of offences are recorded on the divisions; City with 493 offences YTD and County with 447 offences.</p>	
			10.8%	<p>The proportion of Hate Crimes which are repeats reduced slightly from 11.0% last year to 10.8% this year. 11.0% of Hate Crimes in the City were repeats, whilst 10.4% were repeats in the County.</p>	

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people					
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6	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	a) 40% reduction in all KSI RTCs by 2020 (from 2005-09 average)	-33.3%	●	The total calendar 2015 figures for the force have now been released and the downward trend has reversed in many road user groups including child casualties, pedestrians, pedal cyclists and young drivers. KSI child casualties have increased by 54.8% compared with 2014 figures and the Road Safety Education group has met to discuss this and the other increases. We are awaiting the release of the national 2015 statistics to see if this increase is consistent with other areas.
		b) Monitor KSIs for 0-15 year olds	-35.3%	●	
7	The number of non-crime related mental health patients detained in custody suites	A reduction in the number of non-crime related mental health patients detained in custody suites	-79.0%	●	There were 94 less people with mental health related illnesses presented to custody as a first place of safety year-to-date to November 2015. Overall, there was a 26.8% reduction in the number of mental health patient detainees in custody and s136 suites. This is a direct result of the introduction of the Street Triage Team.
8	Percentage of incidents responded to within the target time <sup>1</sup>	To monitor the percentage of Grade 1 and 2 incidents attended within the prescribed timescale	Grade 1 81.7%	●	<p><b>New target for 2015-16</b></p> <p>Historically the targets for attendance to incidents have been as follows:</p> <ul style="list-style-type: none"> <li>85% attendance to Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and,</li> <li>80% attendance to Grade 2 incidents within 60 minutes.</li> </ul> <p>In terms of Grade 1 incidents, the Force attended 82.1% of Urban areas and 79.1% of Rural areas within the specified times. Whilst 68.7% of Grade 2 incidents were attended within 60 minutes.</p> <p>Grade 2 response times performance is not as positive as grade 1 performance. In line with the Forces Threat Risk and Harm approach, the more serious grade 1 incidents are prioritised over grade 2 incidents due to the nature of the incident; however the Force is committed to respond to all incidents within the appropriate timescale.</p>
			Grade 2 68.7%	●	

<sup>1</sup> Outliers have been excluded from the overall figures

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				<p>The Force CRIM team aim to deal with all non-attend and standard grade incidents, allowing response officers to focus on attending immediate and urgent (grade 1 and 2) incidents within the target times. The Force plans to increase the number of incidents dealt with appropriately through the CRIM. Reviewing grade 2 incidents this year-to-date, overall the volume of incidents has reduced by -15.8%, with response times fairly similar to those recorded last-year.</p> <p>The recent launch of the OPTIK mobile data solution will further support response officers to manage their daily business effectively, and it is anticipated that response times will improve as a result of officers spending more time away from their base station.</p> <p>The Force demand profile is currently being refreshed in line with the national demand work stream in order to inform a review of resource allocation. This will ensure that response hubs are appropriately resourced in order to meet demand.</p> <p>In addition the Force is currently reviewing its performance management and monitoring process in order to align performance information with the new response hubs. This will enable the Force to better understand and address specific issues where identified.</p> <p>In terms of performance per response hub, the Riverside hub responds to nearly a fifth of all grade 2 incidents recorded by the Force, and is attending just over 73% of calls within the 60 minute target time, the highest of the 9 hubs. The overall volume of grade 2 incidents across the Newark hub is a third of that recorded by the Riverside, with target attendance performance similar.</p> <p>The Mansfield respond hub responds to a similar volume of grade 2 incidents; however performance in 2015/16.</p>

STRATEGIC PRIORITY THEME 2: Improve the efficiency and effectiveness of the criminal justice process					
Measure		Objective / Target	Performance		Insight
1.2	Percentage of Crown Court files to be submitted by the police to the Crown Prosecution Service on time and without errors	A continued improvement in the quality and timeliness of files submitted by the police to the Crown Prosecution Service			The force undertook a considerable amount of communication and awareness of National File Standards (NFS) as part of the roll out of TSJ led by Ch Insp Gowan and senior Criminal Justice managers. File quality is discussed at Regional Prosecution Team Performance Meetings (PTPM) between Police and CPS. There continues to be senior officer/staff commitment to provision of a quality assured police file. File quality audits are carried out looking at a dip sample of individual case files at least every 2 months (Crown and Magistrates) - this involves District Crown Prosecutors for CPS, Police Criminal Justice Staff and Divisional officers at Inspector level or above. This has identified issues and quality both on a general level but also with individual officers which is fed back for additional learning.
2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC 1.3%	●	The Crown Court year-to-date (November 2015) recorded a conviction rate of 83.6%, <b>higher than the national average</b> of 82.7% and higher than the region (80.8%). The Magistrates' Courts conviction rates of 82.3% are <b>lower than the national average</b> (83.6%) and the region (82.7%).
			MC -1.3%	●	
3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2014-15	CC +7.5%	●	The Early Guilty Plea rate recorded in the Crown Court year-to-date to November 2015 was 42.3%, which is an improvement on the same period last year. The rate was also considerably above the national average rate of 33.4%. The Magistrates' Courts Early Guilty Plea rate has considerably improved from 67.4% in the same period last year, to 70.8%. This places Magistrates' Courts Early Guilty Plea rate just below the national average of 71.9%. Feedback on the improvement in the early guilty pleas in both the Magistrates and Crown Court can be attributed to the early reported success of Transforming Summary Justice (TSJ). There is a noticeable increase in the number of cases where anticipated guilty plea is correctly identified at point of charge and the necessary file build (to national
			MC +3.4%	●	
		To be better than the national average	CC +8.9%	●	

STRATEGIC PRIORITY THEME 2: Improve the efficiency and effectiveness of the criminal justice process						
Measure		Objective / Target	Performance		Insight	
			MC -1.1%	●	standards) is supplied for the dedicated first hearing. Initial Details of the Prosecution Case (IDPC) is prepared and served on the court and defence 5 days before the hearing allowing them to be better prepared for the initial hearing and the defence to enter their plea.	
4	Percentage of effective trials in the Crown and Magistrates' Courts (HMCTS Measure)	Reduce percentage of ineffective trials due to prosecution team reasons compared to 2014-15	CC -7.8%	●	The Ineffective Trial Rate in the Crown Court fell from 17.0% last year to 9.2%. The Effective Trial Rate meanwhile remains stable, at 48.5% year-to-date compared to 48.1% last year-to-date <sup>2</sup> . Magistrates Courts' have seen less change in performance, with the Ineffective Trial Rate falling to 21.1%, and the Effective Trial Rate increasing by 2.1 percentage points (pp) to 41.6%.	
			MC -1.7%	●		
		Achieve a year-on-year improvement in effective trial rates	CC +0.4%	●	All parties from CPS and HMCTS have been trained in TSJ. Generally feedback in relation to prosecutors, legal advisers and benches / DJs is positive which leads to a better managed court process. A joint agency LIT, including defence representatives continues to meet regularly to consider how TSJ is operating and to look at performance and to ensure that we can address the issues that arise and impact.	
			MC +2.1%	●		

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour							
Measure		Objective / Target	Performance		Short / Long Term Trend	Insight	
1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2014-15	-0.2%	●	▼	▼	<p>The Force recorded a -4.2% reduction in February 2016 compared to the same month last-year, which means year-to-date the Force is recording a 0.1% increase; a 0.5 percentage point improvement compared to year-to-date performance to the end of January 2016.</p> <p>Considering divisional performance for All Crime, the City division recorded an -8% reduction in February 2016, continuing the positive performance in the City since July 2015. Therefore, the YTD position has improved 0.3 pp</p>

<sup>2</sup> Year-to-date performance from April to December in line with the UK Statistics Authority Release Practices as being certified for release by MoJ



STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour						
Measure		Objective / Target	Performance		Short / Long Term Trend	Insight
						<p>and currently stands at -4.5%. YTD performance is fairly similar across all four inspector areas in the City, with the City Centre recording a -15.8% reduction in February following a 3.6% increase in January.</p> <p>The County recorded a -1.3% reduction in February, meaning the overall YTD performance has improved 0.4 pp to +3.7%. Performance on the County is being driven by a 9.8% increase in Mansfield &amp; Ashfield, or 1,277 additional offences, with month-on-month increases throughout the year, with the exception of November. Broxtowe, Rushcliffe &amp; Gedling have recorded an improvement in performance since June 2015 and are recording a current YTD reduction of -2.7%, or 320 less offences.</p> <p>In terms of victim-based crimes, the Force recorded monthly comparative year-on-year reductions in; Violence against the Person (-2.3%), Burglary (-1.9%), Vehicle (-7.6%) and Theft (-10.8%) offences, with increases in; Sexual (+5.4%), Robbery (+19.1%) and Arson &amp; Criminal Damage (+1.4%) offences.</p> <p>The reduction recorded in Violence Against the Person (VAP) offences means the Force is recording a year-to-date (YTD) increase of 10.8%, an improvement of 1.2 percentage points (pp) compared to YTD performance to the end of January 2016. This continues the strong performance seen in quarter 3 of 2015.</p> <p>There were similar reductions in both 'with injury' (-2.1%) and 'without injury' (-2.5%) offences in February, with</p>

**STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour**

Measure	Objective / Target	Performance	Short / Long Term Trend	Insight
				<p>similar volume increases in each contributing to the year-to-date increase in overall VAP.</p> <p>Breaking VAP down to City/County, the overall reduction in VAP offences in February is attributable to a -7.0% reduction recorded on the County. The City recorded a 4.7% increase with only City Centre recording a reduction in February (-14.0%). However, year-to-date, the County is recording a year-on-year increase of 14.3% compared to a 6.2% increase on the City.</p> <p>For the second consecutive month the Force recorded a month-on-month reductions in the overall volume of vehicle offences, which in turn means the Force is recording a YTD increase of just 1.7%, a 0.9 pp improvement in performance to the end of January 2016.</p> <p>However, breaking vehicle offences down further it is clear that the overall reduction in February is being driven by reductions in Theft from Motor Vehicle (-14.7%) and Vehicle Interference (-35.0%) with a 56.5% increase in Theft of Motor Vehicle (TOMV) offences. This in turn means the Force continues to record a YTD increase in TOMV offences.</p> <p>Overall, Burglary Dwelling continues to show strong performance, with February recording an -18.6% reduction, or 64 less offences. However, performance across the City and County differ in February with a -37.6% reduction on the City compared to a 2.5% increase on the County.</p>

**STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour**

Measure	Objective / Target	Performance	Short / Long Term Trend	Insight
				<p>YTD, the County is recording an -11.9% reduction mainly attributable to strong reductions in both Broxtowe, Rushcliffe &amp; Gedling and Mansfield &amp; Ashfield. In the short term however, Broxtowe, Rushcliffe &amp; Gedling recorded a 23.4% increase in February 2016 compared to February 2015, as did Bassetlaw, Newark &amp; Sherwood (+7%).</p> <p>City performance continues to be positive, with a significant 27.6% reduction in Burglary Dwelling offences year-to-date. This reduction is consistent across all four operational areas.</p>
	<p>b) A reduction in Victim-Based Crime compared to 2014-15</p>	<p>+0.4%</p>	<p>● ▼ ▼</p>	<p>Victim-Based crimes accounted for 90.2% of All Crime recorded by the Force in 2015/16, which is similar to the proportion recorded last year (89.7%). The overall volume of victim-based crimes increased by 248 offences, or 0.4%.</p> <p>Reductions were recorded in a number of offence types below this however, including; Burglary (-9.1% or 786 less offences), Shoplifting (-2.2% or 170 less offences), Other Theft Offences<sup>3</sup> (-4.8% or 416 less offences), Robbery (-10.4% or 105 less offences), Theft from Person (-11.0% or 135 less offences), and Bicycle Theft (-9.1% or 194 less offences).</p> <p>In term of divisional performance for victim-based crime, the City ended the year with a -4.5% reduction, or 1,261 less offences, with comparable reductions across the four operational areas. In contrast, the County recorded a</p>

<sup>3</sup> Includes; Theft – Making Off Without Payment, Theft by an Employee, Theft of Mail etc

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour						
Measure		Objective / Target	Performance		Short / Long Term Trend	Insight
						4.1% increase, or 1,509 additional offences driven by increases in; Ashfield (+9.9% or 611 additional offences), Mansfield (+8.3% or 549 additional offences) and Newark & Sherwood (+7.7% or 415 additional offences).
		c)	-4.0%			Against the 2011-12 baseline, the Force recorded 2,703 less victim-based crimes in 2015/16, a reduction of -4.0%.
		d) To monitor the number of offences in those local areas which experience a high level of crime	City -4.0%			The five areas of Nottingham City that have been identified as experiencing high levels of crimes end the 2015/16 performance year with a -4.0% reduction compared to 2014/15. This is a 1.0pp improvement to performance to the end of February following a -21% reduction in March 2016.
						County +3.0%
						This improvement is mainly attributable to reductions across 8 (out of 15) areas in March 2016, particularly in; Hucknall East (-38% or 20 less offences), Worksop South (-34% or 20 less offences) and Worksop North West (-22% or 19 less offences).

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour				
Measure	Objective / Target	Performance	Short / Long Term Trend	Insight
				<p>Out of the 15 areas on the County, only 6 recorded a year-end reductions with Netherfield &amp; Colwick recording a -12% reduction (or 67 less offences), and similar volume reductions across; Hucknall East (46 less offences), Kirkby East (47 less offences), Sutton Central (51 less offences) and Worksop North West (43 less offences).</p> <p>The main areas of concern on the County are; Sutton-in-Ashfield North which ended the year with a 20% increase (or 120 additional offences), with month-on-month increases throughout most of the year, and the Castle area in Newark. Castle ended the year recording a 12.7% increase, or 133 additional offences, with month-on-month increases throughout most of the year, notably in January to March 2016.</p>
	e) To monitor the proportion of rural crime compared to 2014-15	12.1%		<p>There were a total of 8,741 offences identified as rural crimes to the end of 2015/16, equating for just over 12% of all crime recorded by Nottinghamshire Police. This is fairly similar to the proportion in 2014/15. In terms of performance in rural areas, the Force recorded a 5.4% increase, or 450 additional crimes, compared to a -0.9% reduction, or 572 less crimes, in urban areas.</p> <p>There were 7,988 offences defined as Rural Crimes recorded year-to-date to February which equates to 12.0% of All Crime, nearly 1pp more than last year. Volume wise, there has been a 5.3% (or 405 additional offences) increase year-to-date.</p> <p>In line with the overall Force trend, Violence Against the Person (VAP) accounted for the main bulk of the increase</p>

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour				
Measure	Objective / Target	Performance	Short / Long Term Trend	Insight
				<p>recorded in rural areas with 299 additional offences recorded in 2015/16 compared to 2014/15, an increase of 16%.</p> <p>Comparing offending in rural areas to urban, most crime types are followed similar trends with the exception of Burglary Non Dwelling.</p> <p>The Force recorded a 16.2% increase in Burglary Non Dwelling offences in rural areas in 2015/16 compared to a -5.8% reduction in urban areas. The increase in rural areas equates to 134 additional offences recorded in the 12-months to the end of March 2016, and was driven by increases in; Newark &amp; Sherwood (+3.3% or 85 additional offences) and Bassetlaw (+4.6% or 41 additional offences).</p> <p>Overall, Newark &amp; Sherwood features as a rural area experiencing higher levels of offences in 2015/16 compared to the previous performance year with a 9.3% increase, or 236 additional offences. The increase was mainly driven by performance to the end of the first quarter where Newark &amp; Sherwood recorded a 40.5% increase. Performance from the start of quarter 2 levelled off with similar levels recorded in most months culminating in a strong -16.7% reduction in the month of February 2016, and a -0.4% reduction in March 2016. Offences with notable increases in 2015/16 are; VAP (+18.3% or 108 additional offences), and Burglary Non Dwelling.</p>

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour							
Measure		Objective / Target	Performance		Short / Long Term Trend		Insight
2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	Long-term target of 50% reduction by end of 2015-2016 (compared to 2011-12 baseline)	-36.4%	● <sup>4</sup>	▼	▼	<p>Against the 2011-12 baseline; there has been a 36.4% reduction, or 21,115 less incidents recorded in Nottinghamshire. ASB can be defined as either being victim based where the caller is either the victim or the incident is being reported by a third party on behalf of the victim, or non-victim based where the anti-social behaviour amounts to nuisance behaviour and is typically reported by; staff on duty, other agencies or members of the public who have witnessed such behaviour.</p> <p>Non-victim based incidents typically include; abandoned vehicles, begging/vagrancy, environmental damage, street drinking and vehicle nuisance, and Nottinghamshire has recorded a 41.3% reduction, or just over 9,000 fewer incidents reported.</p> <p>In terms of overall victims, the reduction from 2011/12 to 2015/16 is in line with the overall reduction in ASB incidents, with similar reductions in the number of repeat victims and those victims reporting incidents for the first time. There has been a 46.8% reduction in the number of victims of ASB who have been considered as being vulnerable or high risk with the volume of incidents down by 38.2%.</p> <p>Compared to 2014/15, the Force recorded a -4.3% reduction, or 1,661 less ASB incidents.</p>
3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	a) An increase in the detection rate for Victim-Based Crime	-2.7%	●	▼	▼	There were 1,328 fewer detections for Victim-Based Crime year-to-date than in the previous year; however as seen in previous months higher numbers of detections

<sup>4</sup> Based on current year-to-date performance compared to last-year

**STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour**

Measure		Objective / Target	Performance		Short / Long Term Trend		Insight
PLEASE NOTE: DUE TO A CHANGE IN PROCESS, PERFORMANCE DATA FOR POSITIVE OUTCOMES IS CURRENTLY UNAVAILABLE. DATA SHOWN HERE IS TO THE END OF JANUARY 2016.							awaiting approval mean that when the figures are refreshed next month there should be an improvement.
	b) To monitor the proportion of Community Resolution disposals		14.6%				Whilst the proportion of Community Resolution disposals has fallen slightly when compared to the previous year (from 16.7%) the volume has fallen by 22.2% or 693 disposals which are at a greater rate than the fall in overall detections.
	c) To monitor the detection rate for All Crime		-3.5%	●	▼	▼	The detection rate for All Crime fell from 30.6% last year to 27.1%, similar to last-month. Previous analysis has suggested falling numbers of arrests may have impacted directly on overall detections, but changes to the counting rules, 24 hour interventions and new offence classifications may also be contributory factors.

**STRATEGIC PRIORITY THEME 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour**

Measure		Objective / Target	Performance		Insight	
1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime -11.9%			It is estimated that between 13 and 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes is reducing, whereas the Force is recording a slight increase in overall crime. Whilst the number of Alcohol-Related ASB incidents are showing an increase against the overall reduction.
		b) To monitor the proportion of Alcohol-Related Violence	ASB +2.2%			The proportion of Alcohol-Related Violence appears to be falling and is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
		To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	21.8%	Crime +0.4%		



STRATEGIC PRIORITY THEME 5: Reduce the threat from organised crime					
Measure		Objective / Target	Performance		Insight
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	A 10% increase in the number of orders compared to 2014-15	+0.4%	●	The Force recorded 1 additional Confiscation and Forfeiture Orders in 2015/16 compared to last year, placing the Force 9.9pp below target. The overall value of POCA orders has increased however by 7.2% or £73,196.89, with the average value now at £4,827.55 compared to £4,522.32 in 2014/15.
2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2014-15 level	+17.6%	●	<p>A Significant EMOCGM Review between December 2013 to July 2014 of High Risk Organised Crime Groups (OCGs) lead to an increase in the number of OCGs from December 2013 to August 2014 due to OCGs being broken down in to several smaller, more manageable OCGs.</p> <p>This review was shortly followed by a National OCG Archiving Embargo from September 2014 to January 2016 where forces were not allowed to archive active OCGs.</p> <p>This meant that forces that had disrupted OCGs, and removed the risk they presented, could not archive them and had to keep them active, albeit with a low threat score. As such, the “increase” in OCGs within this period is not indicative of an increased threat due to a number of disrupted OCGs “waiting” to be archived.</p> <p>Thus, the current number of OCGs is -17.6% lower in March 2016 compared to March 2015<sup>5</sup>. The number of OCGs assessed as ‘High Risk’ has reduced by just over 70% from 7 to 2; with numbers of Active OCG Nominals reducing by -10.5%, whilst there are 70% less Active Nominals in ‘High Risk’ OCGs in line with the overall reduction.</p>
3	Reported drug offences	To monitor the number of production and supply drug offences	-5.8%	●	There were 44 less supply and production drug offences recorded in 2015/16 compared to the previous year (a reduction of 5.8%). The number of supply offences increased by +8.0%, or 32 additional offences.
4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2015-16 to establish a baseline	1,023		Based on the search used for the Home Office Annual Data Return for Cyber Crime, just over 1% of All Crime in 2015/16 was classed as Cyber Crime. Numbers and proportions will appear relatively low due to the

<sup>5</sup> Not necessarily the same OCGs.

STRATEGIC PRIORITY THEME 5: Reduce the threat from organised crime				
Measure		Objective / Target	Performance	Insight
				removal of Fraud & Forgery offences which are referred to the National Fraud Agency.

STRATEGIC PRIORITY THEME 6: Prevention, early intervention and reduction in re-offending				
Measure		Objective / Target	Performance	Insight
2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the YJS	30.8%	Data from both the Youth Offending Teams for City and County show that 31.9% of youth offenders (43) within the cohort have re-offended in the last 12 months, with a re-offending rate of 0.79. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%
3	Community Resolutions for Youth Offenders	To monitor re-offending in Youth Offenders who have received a Community Resolution disposal	295	Based on the date detected, in 2015/16 295 outcomes have been issued to youth offenders who had previously received a community resolution in 2014/15.
	First time entrance in to the youth justice system	To monitor the number of Youth Offenders entering the criminal justice system for the first time	204	<p>There have been 204 young persons identified as first time entries in to the youth justice system in 2015/16, 10 less than recorded in 2014/15.</p> <p>The average age of an offender is 15, though nearly a third of all offenders are aged 16. The majority of offenders identified are male, with over 20% recorded as female, with the ethnicity of the offender in just over 90% being white, just under 5% recorded as BME and the ethnicity in the remaining records not recorded.</p> <p>A third of all offences recorded were for Violence Against the Person, with Theft &amp; Handling, Motoring Offences and Criminal Damage each accounting for around 9% of the total volume.</p> <p>Around 60% of youth offenders were given a caution, youth conditional caution or youth caution, with a further 28% receiving a referral order.</p>

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely				
Measure		Objective / Target	Performance	Insight
1	Make efficiency savings	To make £11.0m saving by March 2016	-£2.4m	<p>●</p> <p>The Government's grant has reduced significantly and in order to balance the budget, savings of £11.0m need to be made in 2015-16.</p>

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely				
Measure		Objective / Target	Performance	Insight
				<p>To date £5,766m efficiencies have been achieved against a target of £8,154m. It is anticipated that the shortfall will be in the region of £3.500m by the year end and a contribution from reserves has been approved to offset this.</p> <p>The Finance and Delivering the Future Teams are working closely with key enablers to ensure that there are coherent and tightly monitored plans in place to deliver £12m saving over the next financial year (16/17) in line with our total funding of £190.2m.</p> <p>This includes a restructuring programme that is currently in phase one which incorporates people based services totalling around £2.5m. This phase, along with an on-going programme of VR at appropriate stages will roll in to a secondary phase of savings initially and tentatively identified in November 2015 which will include other areas of the Force that were not in phase one. This is planned to deliver the £3.5m required.</p> <p>Additionally, non-pay savings are being closely monitored to deliver £1.7 m made up of improved contract management , procurement and tighter controls of non-required spend and natural reductions of retiring and resigning Officers and a more streamlined approach to senior ranking structure will deliver £5m.</p>
2a	Ensure balanced budget	Overall spend v budget 2015/16 budget - £191.2m	-£6.9m -3.9%	<p>Expenditure to date was £6.892m worse than budget. This was largely due to the shortfall in the efficiency programme which impacts numerous lines of expenditure (as above) where there is anticipated to be a £3.500m shortfall by the year end; redundancy costs; police officer overtime due to various operations such as speed awareness, although some relates to mutual aid or externally and has been offset by income; staff pay although the trend has improved over recent months; comms &amp; computing due to a charge for systems provided by the Central government; the charge for the MFSS which was omitted from the</p>

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely				
Measure		Objective / Target	Performance	Insight
				original budget; the timing of income recognition for externally funded projects which will reverse by the year end especially for the camera/speed awareness projects.
2b	Total number of days lost to sickness	8.2 days	+21.9% (Officers)	<p>The latest cumulative (April 2015 to February 2016) sickness data for the Force has shown that officer sickness is 4.51%. This equates to 10.0 days lost to sickness versus the target of 8.2 days (21.9% over target).</p> <p>The latest cumulative (April 2015 to February 2016) sickness data for the Force has shown that staff sickness is 5.14%. This equates to 11.4 days lost to sickness versus the target of 8.2 days (38.9% over target).</p> <p>Since the introduction of MFSS, sickness data is controlled by individuals and line managers, and will reflect what has been reported into DMS.</p> <p>One explanation is that the increase in sickness may be that it is being more accurately recorded through the Forces 'Booking On / Booking Off' system introduced in March 2015. In addition to this there is now less officers and police staff. Police officer headcount has reduced by 124 (5.7%) from 2,161 at the end of March 2015 to 2,037 as at the end of March 2016. Over the same period Police Staff headcount has reduced by 260 (15%) from 1,736 to 1,476. This reduction may have contributed to an increase in the sickness absence rates, as any sickness will proportionally result in a higher percentage rate of absence.</p>
			+38.9% (Staff)	<p>The April 2015 to February 2016 cumulative figures compared to the February 2015 rolling average represents a 34% increase for officers and 47% increase for police staff.</p> <p>In April 2016, new arrangements have been introduced to reduce the high number of sickness reasons that line managers can select on MFSS. This has been communicated on the Forces intranet and DMS log-on screen, and will be supported by the HR sickness SPOC's.</p>

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely			
Measure	Objective / Target	Performance	Insight
			<p>There is a number HR activities taking place on Attendance Management, including;</p> <ul style="list-style-type: none"> <li>• holding ‘surgery’ / ‘clinics’ to support line managers on attendance management</li> <li>• attending SMT / People Meetings to review sickness and provide information</li> <li>• liaising with line management to provide advice and support at formal stage 1, 2, 3 meetings (incl. attending, and pre-meetings)</li> <li>• providing monthly sickness information to divisional / department SMT and 2nd Line Managers</li> <li>• supporting with case conferences and reviewing long term sickness cases to facilitate return to work</li> <li>• supporting with stress actions plans and recuperative duties processes</li> </ul> <p>As well as the above, there has been a number of locally driven initiatives in relation to attendance management, and include;</p> <p>In Contact Management, a sickness case review meeting discussed all long-term sick cases. Progress will be reviewed and updates discussed at CM People Meeting.</p> <p>A Superintendent within City has been leading/driving requirement to undertake Stage 1/2/3 meetings with appropriate outcomes.</p> <p>Divisional/department line management have liaised with HR for officers/staff that have breached a ‘trigger’ who have had a formal management meeting; in summary, 665 officers and police staff have breached a sickness trigger. Of these, 499 (75%) have had a formal management meeting. This has improved from 24% reported at the November 2015 Professional Standards, Integrity and Ethics Board, 45% as at the end of December, and 57% for the February Board. As this remains below the 85% target (albeit with an improving trend). It is</p>

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely				
Measure		Objective / Target	Performance	Insight
				<p>intended that this will continue to be reported to the Professional Standards, Integrity and Ethics Board for appropriate performance management.</p> <p><i>Due to changing our HR and Duty Management System we are not in a position to supply rolling 12 month sickness data.</i></p>
3	BME representation	To increase BME representation within the force to reflect the BME community	+0.3%	<p>●</p> <p>Current BME representation in Force stands at 4.3%. This shows little change from the proportion recorded in March 2012.</p> <p>The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).</p>
4	Improve data quality and compliance with the National Crime Recording Standard (NCRS)	To have a compliance rate in line with the National Crime Recording Standard (NCRS) in respect of All Crime		<p>Data quality to be monitored through the PCC Delivery Plan to evidence that quality is improving.</p> <p>Performance for Violent Crime, Sexual Offences and compliance rates prior to intervention to be monitored through the PCC Delivery Plan.</p>