



# **NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2019/20**

**QUARTER 3: PERFORMANCE TO DECEMBER 2019**

**Guidance notes:**

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes in the plan.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources for each indicator are specified at appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)

**Performance exceptions:**

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

## Summary of Key Headlines and Notable Exceptions

### Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to increase quarter on quarter, largely due to improved identification, referral and recording of safeguarding concerns. There were 1,424 additional referrals in the year to December 2019.
- Targeted proactive operations in 2019 have driven a significant (+29%) increase in recorded Drug Trafficking and Supply offences in 2019.

### Theme 2: Helping and Supporting Victims – Pages 5 to 6

- The proportion of domestic abuse-related crimes that are repeats has increased by 1.8% points from 2018 to 2019. This should be viewed in the context of a 15.4% increase recorded offences over the same period.
- Positive outcomes rates for SSO continue to decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
- The overall satisfaction rate among domestic abuse victims has seen a month on month decline, with 'being kept informed' the main issue.

### Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Nottinghamshire Police was assessed as 'REQUIRING IMPROVEMENT' in preventing and tackling crime and ASB in 2018. 2019 has seen a renewed focus on improving understanding of communities and prioritising crime prevention.
- Prevalence of crime monitored via the Police & Crime Survey shows an overall stable trend despite a 3.8% decrease in the City in 2019.
- Offenders successfully removed from the IOM scheme since January 2016 achieved an average reduction in reoffending risk of 73.5%.
- Recorded violent knife crime has seen an overall decrease of 7.3% over the last year, largely due to reductions in knife-related robbery.
- While low in volume, the number recorded of gun crimes increased in 2019 reflecting national trends.
- The number of Stop Searches conducted has risen significantly over the period, mainly attributable to Operation Reacher.

### Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 13

- Overall positive perception of the police improved marginally during 2019, largely driven by increases in the city.
- PSD has seen an increase in the timeliness of complaint resolution driven in part by staff abstractions the effect of data cleansing.
- Forecast revenue overspend has reduced to £0.603m, largely due to monitoring on staff pay.
- Forecast capital underspend has reduced to £10k as a result of variance within the Command and Control project.
- Police Officer sickness rates increased by over 11% in 2019. Stress/Mental Health issues remain the main category for Officer sickness

## Theme 1: Protecting Vulnerable People from Harm

### Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	5,315	5,533	5,837	6,401	6,739	+26.8%	+1,424
1A.2	Missing persons	Monitor	3,429	3,426	3,242	3,153	2,964	-13.6%	-465
1A.3	Missing: No apparent risk	Monitor	3,039	3,038	3,094	3,016	3,008	-1.0%	-31
1A.4	Mental health-related incidents	Monitor	18,433	18,718	18,708	18,456	18,416	-0.1%	-17

#### Safeguarding Referrals

Overall, there is a continuing upward trend in recording with a new peak in referrals in July 2019. August to December 2019 has seen slight decreases, but the trend remains positive. This indicator provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

#### Missing Person Reports

Missing Person reports have been in decline since May 2018, with overall reports having fallen by 13.6% (465 fewer) this year. The monthly average is currently 247 reports. Missing – No Apparent Risk reports (formerly Absent Persons Reports) also saw downward trend between July 2018 and February 2019, but are now stabilising.

#### Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,534 police recorded mental health reports, which is comparable to the monthly average seen in 2018 (1,536). Data from 2018 and 2019 indicate that reported incidents typically rise during summer months, peaking in September.

## Theme 1: Protecting Vulnerable People from Harm

### Theme 1B: Improved Response to Serious and Emerging Threats to Vulnerable People

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
1B.1	Fraud Offences	2,934	3,076	3,076	3,049	3,006	+2.5%	+72
1B.2	Online Crime	3,475	3,589	3,551	3,469	3,556	+2.3%	+81
1B.3	Drug Trafficking and Supply Offences	734	807	848	897	947	+29.0%	+213
1B.4	Police recorded Child Sexual Exploitation	715	659	588	575	560	-21.7%	-155
1B.5	Police recorded Modern Slavery offences	58	47	53	73	102	+75.9%	+44

#### Information Sharing / ECINS Update

The force-wide ECINS Programme supports information sharing in relation to vulnerable and complex people among over 40 stakeholder agencies. This helps to integrate processes, and remove silo working and duplication. The internal delivery board for system implementation and operational realisation continues to function well.

Key outstanding issues for ECINS include:-

- Improving the volume of trainers and access to training as a result of increasing business need
- Facilitating system administration
- Building confidence in the system among users and potential users following slow take up during the early stages of the project.

#### Drug Trafficking and Supply Offences

The 29% increase in drug trafficking and supply offences recorded in 2019 is largely attributed to various on-going operations conducted during the year such as Op Reacher. These have targeted various nominals and gangs resulting in increases in recorded drug and possession of weapon offences. Additionally, an increase in stop searches has taken place which has resulted in more drug charges (see page 8). The Operation Reacher approach will be rolled out to all 12 neighbourhood policing areas across the City and County in January 2020, each having a team (Sergeant and six officers) committed to tackling local issues and targeting those who commit crime. The teams will also help to maintain good community relationships through community engagement and partnership working.

#### Fraud

Fraud offences continue to represent a significant challenge to the police and represent a growing demand on police resources. Investigations often complex and time consuming.

#### Online Crime

Online crime refers to offences where, on the balance of probability, the offence was committed in full or in part through a computer, computer network or other computer-enabled device. These do not include fraud offences, which are captured separately. The majority of recorded online crimes are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and Twitter.

#### Modern Slavery

The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences in order to ensure that survivors are protected and offenders are brought to justice. This is reflected in the upward trend in recorded offences seen over the last year.

## Theme 2: Helping and Supporting Victims

### Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	13,339	14,263	14,558	14,921	15,394	+15.4%	+2,055
2A.2	Domestic abuse repeat victimisation rate	Monitor	32.6%	33.1%	33.5%	34.4%	34.5%	+1.8% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	15.8%	14.6%	14.6%	13.8%	13.4%	-2.4% pts	-52
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	92.2%	90.9%	90.0%	88.0%	n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,497	1,489	1,504	1,447	1,466	-2.1%	-31
2A.6	Serious sexual offences: Child	Monitor	1,426	1,401	1,392	1,406	1,387	-2.7%	-39
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	9.9%	9.2%	9.4%	8.6%	8.6%	-1.3% pts	-61

#### Domestic Abuse

The force has seen an increasing trend in reported Domestic Abuse crime over the last two years due, in part, improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies. The proportion of victims that are repeats has seen a small increase over the last year.

Levels of satisfaction with the police among survivors of domestic abuse have seen a progressive 12 month reduction since December 2018. The December 2019 review report revealed that over 22% of victims were dissatisfied with the extent to which they were kept informed. The Force has devised an audit that looks at our staff keeping victims informed, this audit reviews numerous crimes for VCOP compliance and deals with non-compliance through a series of emails and later personal interventions from managers. Public Protection are monitoring this to see what impact it has on performance.

#### Sexual Abuse

Both Adult and Child Serious Sexual Offences recorded by police saw a small decrease during 2019 when compared to the previous 12 months. The positive outcome rate has also fallen by over 3 percentage points since 2018, impacted in part by increases in levels of disclosure and third party reporting. The absolute volume of positive outcomes remains broadly stable.

## Theme 2: Helping and Supporting Victims

### Theme 2B: Victims Receive High Quality and Effective Support

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
2B.1	<b>Victims Code of Practice Compliance</b>	Monitor	92.2%	91.2%	90.4%	90.0%	90.0%	-2.6%	n/a
2B.2	<b>Victim Services: Closed Cases</b>	Monitor	-	2,386	-	3,526	-	-	-
2B.3	<b>Improved cope and recover outcomes (all)</b>	Monitor	-	78.7%	-	80.6%	-	-	-
2B.4	<b>% crimes resolved via community resolution</b>	Monitor	10.8%	10.7%	10.5%	10.7%	10.4%	-0.4% pts	-57

#### Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. There has been a slight downturn in compliance over the past 12 months when compared to the previous 12 months. This is likely to be associated with additional offences which are now required to be recorded in addition to the primary offence in cases such as harassment and stalking. In these cases, there would not be an expectation for an additional VCOP assessment to be undertaken for these linked offences.

#### Victim Services

Outcome data relating to PCC commissioned victim services is formally reported to the Ministry of Justice on a six monthly basis. The latest return (September 2019) shows an increase in the number of cases included and closed by commissioned victim services and a marginal (+1.9%) increase in self-reported 'cope and recover' outcomes.

#### Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3A: People and communities are safer and feel safer

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	91,648	93,262	92,582	92,432	92,076	+0.5%	+428
3A.2	Victim-based crime: Rural areas	Monitor	10,807	10,766	10,768	10,983	11,388	+5.4%	+581
3A.3	Victim-based crime: Urban areas	Monitor	79,785	81,321	80,915	80,463	79,532	-0.3%	-253
3A.4	Average Crime Severity: Force-wide	Monitor	174.14	170.33	167.99	163.34	163.01	-6.4%	-11.13
3A.5	Average Crime Severity: Priority areas	Monitor	180.12	173.49	170.03	165.87	164.22	-8.8%	-15.9
3A.6	Residents reporting experience of crime	Monitor	19.4%	19.4%	18.9%	18.1%	18.9%	-0.5% pts	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.5%	89.0%	89.1%	89.2%	88.7%	-0.8% pts	n/a
3A.8	% residents feeling safe in area after dark	Monitor	60.5%	59.6%	60.5%	61.1%	61.0%	+0.5% pts	n/a
3A.9	% reporting drug use / dealing as an issue	Monitor	47.3%	47.8	48.1%	48.9%	43.3%	-4.0% pts	n/a

#### Police recorded crime

Police recorded crime has increased marginally during 2019, largely affected by:-

- Proactive approach to ensuring compliance with Crime Recording Standards
- Improved awareness and public confidence in relation to high harm offences such as domestic abuse and sexual offences
- Changes to crime recording legislation, specifically in relation to stalking and harassment offences
- A genuine increase in some crimes, which is corroborated by calls for service in relation to these offence types.

#### Crime Severity

The average severity score of crimes recorded (based on weightings via the ONS Crime Harm Index) has reduced. Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences. The 23 Priority Areas have seen a steady reduction in their overall severity score both in the yearly comparisons and Quarterly yearly totals. This reflects the reductions seen on a Force-wide level, with the Priority Areas seeing a higher reduction overall.

#### Resident concerns regarding drug use and dealing

Respondents stating that they would like to see the police and other agencies do more to tackle 'drug use and drug dealing' in their local area has been increasing steadily since the survey was first introduced in June 2017.



### Theme 3: Tackling Crime and Anti-social Behaviour

#### Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3B.1	Violent knife crime	Monitor	876	882	838	806	812	-7.3%	-64
3B.2	Violent knife crime: Positive outcomes	Monitor	27.5%	30.4%	28.4%	28.3%	27.8%	+0.3% pts	+15
3B.3	Gun crime	Monitor	126	139	163	153	175	+38.9%	+49
3B.4	Possession of weapons offences	Monitor	956	1055	1162	1221	1,263	+32.1%	+307
3B.5	Stop and Searches	Monitor	2,508	3,070	3,933	4,608	5,405	+115.5%	+2,897
3B.6	Stop and Search: Positive outcomes	Monitor	37.7%	41.3%	41.8%	42.5%	42.5%	+4.8% pts	n/a
3B.7	Alcohol-related violence	Monitor	18.7%	17.7%	17.4%	16.9%	16.4%	-2.3% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.9%	9.9%	9.5%	9.5%	9.4%	-0.5% pts	n/a

#### Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2019 (-7.3%), most notably in the latest six month period. The proportion resulting in a positive outcome has remained relatively stable over the previous two years

#### Gun Crime

Recorded gun crime rose by almost 39% in 2019 driven in part by a series of incidents and discharges linked to two feuding groups in May/June 2019. The majority of significant discharges were linked to known nominals involved in drugs and /or organised crime. Firearms discharges increased by 5% nationally in 2018/19 to the highest levels since NABIS was formed. NABIS notes that medium sized forces are seeing an increase in recorded offences and new guns identified when compared to the traditional 'big five' forces.

#### Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. This trend is likely to continue in view of new community teams being formed in January 2020 (see page 4).

Positive Outcomes improved steadily in 2019, increasing by almost 5% pts to 42.5%. The increase in activity and positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

#### Possession of Weapons

Police recorded possession of weapons offences increased by 30% in 2019 reflecting the positive proactive work of Op Reacher in taking more weapons taken off the streets.

#### Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. Steps to improve use of the marker led to an increase in recorded alcohol-related violence between October 2017 and December 2017. The monthly rate has since remained stable. Alcohol related violence has seen a steady reduction over the previous two years. Alcohol related ASB has also seen a downward trend over the previous two years.

### Theme 3: Tackling Crime and Anti-social Behaviour

#### Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	288*	282	286	281	302	+4.9%	+14
3B.10	IOM: Offenders successfully removed	Monitor	184*	221	236	271	278	+51.1%	+94
3B.11	IOM: Reduction in average re-offending risk	Monitor	76.7%	75.1%	74.2%	74.0%	73.7%	-3% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	156	159	156	154	*	-	-
3B.13	Youth Justice First Time Entrants: County	Monitor	196	178	158	137	122	-37.8%	-74
3B.14	Crimes with an identified suspect (average)	Monitor	2,545	2,703	2,787	2,836	2,897	+13.8%	+352
3B.15	Positive outcomes: All crime	Monitor	14.9%	14.9%	15.4%	15.5%	15.4%	+0.5%	+1,096
3B.16	Positive outcomes: Victim-based crime	Monitor	12.0%	11.8%	12.0%	12.0%	11.8%	-0.3%	-204

#### Integrated Offender Management (IOM)

Nottinghamshire is the first scheme to have developed a dynamic monitoring tool capable of measuring the long-term impact of IOM at cohort and individual offender level. The scheme has recorded 549 unique nominals on the Performance Tool since Jan 2016 and has an active managed cohort (in community or on short term sentence) of 253 with a further 281 IOM nominals on 4 years or more sentence. Those that have been removed from the scheme since January 2016 have seen an average reduction in reoffending risk of 73.5%. Across the whole cohort, there was an average reduction in reoffending risk of over 52% after 12 months on the scheme. The scheme successfully planned, risk triaged and managed 280 IOM prison releases in Notts in 2019.

In addition to daily management of the cohort, the scheme scores every offender who receives two years+ in Notts for IOM consideration and every member of the Knife Crime Risk cohort every three months. The scheme continues to respond to the changing profile of risk, including work with Operation Reacher to identify offenders for IOM and inclusion and to utilise IOM tactics within current covert and overt activities. \* Data from Jan 2016 to December 2018

#### DVIOM Scheme

This DV cohort shows a 41% drop in Risk of Reoffending Score across the scheme. Those DV perpetrators who have been removed from the DVIOM scheme show a 47% drop in PPIT risk.

#### Youth Justice – First Time Entrants

For the City, the yearly comparisons show a stable first time entrance level of between 154 and 159. \* October to December 2019 data pending. The county saw a 37% reduction in the number of FTE's in 2019. The downward trajectory is in line with national trends, with the England's average falling by 20.2% over the previous year. The Youth Justice Board highlight these reductions as positive, with more young people being diverted away from the criminal justice system by early intervention and crime prevention projects.

#### Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily over the last year.

### Theme 3: Tackling Crime and Anti-social Behaviour

#### Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3C.1	Police recorded hate occurrences	Monitor	2,315	2,365	2,352	2,346	2,320	+0.2%	+5
3C.2	Hate crime repeat victimisation rate	Monitor	15.3%	16.0%	15.8%	15.3%	14.7%	-0.6% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	81.5%	83.0%	84.2%	85.4%	n/a	n/a	n/a
3C.4	% feeling there is a sense of community	Monitor	50.6%	50.7%	50.8%	51.1%	52.6%	+2.0% pts	n/a
3C.5	% feeling different backgrounds get in well	Monitor	54.1%	53.7%	53.8%	53.1%	53.4%	-0.7% pts	n/a
3C.6	Anti-social Behaviour Incidents	Monitor	31,968	32,078	31,870	31,647	31,455	-1.6%	-513
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	28.5%	28.3%	28.4%	28.4%	28.4%	-0.1% pts	n/a
3C.8	Alcohol-related ASB	Monitor	9.9%	9.9%	9.5%	9.5%	9.4%	-0.5% pts	n/a

#### Hate Crime

Recorded Hate Crime has remained steady over the previous two years while repeat victimisation rates have fallen slightly. There has been an upturn in victim satisfaction with the police during 2019. Being 'Kept Informed' is the main area for improvement in relation to victim satisfaction.

#### Anti-social Behaviour

Performance in relation to ASB remains relatively stable, however, alcohol related ASB has also seen a slight downward trend over the previous year. Repeat ASB incidents have remained constant over the period. New questions introduced into the PCC's Police and Crime Survey in 2019 will provide a consistent measure of self-reported experience of ASB and its impact in 2020.

## Theme 4: Transforming Services and Delivering High Quality Policing

### Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
4A.1	Police are dealing with the issues that matter	Monitor	40.2%	40.3%	40.3%	40.9%	42.0%	+2.0% pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor	47.6%	46.9%	47.7%	47.9%	49.3%	+1.7% pts	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.8%	53.5%	53.4%	53.6%	54.9%	+1.1% pts	n/a
4A.4	% residents satisfied with the police	Monitor	59.2%	60.5%	59.2%	60.4%	59.2%	0	0
4A.5	PSD Recorded Complaints	Monitor	946	1,004	989	988	989	+4.6%	+43
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	53	55	55	60	68	+28.3%	+15

#### Public Confidence in the Police

Indicators of public confidence in the police saw marginal improvements during 2019, with the proportion of residents feeling that they had confidence in the police rising from 47% to 49% and the proportion feeling that the police were 'doing a good job' rising from 53% to 55%. These trends have been largely driven by improvements in Nottingham City, where around 59% reported having confidence in the police and 55% felt that the police were 'doing a good job'.

#### PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 53 days in 2018 to 68 days in 2019. Several factors have contributed to this increase, which include:-

- Data cleansing of information recorded on Centurion - with outstanding complaints being chased for completion. This has skewing the data.
- Rotation and abstraction of the dedicated staff who deal with complaints by way of local resolution. This has also contributed to deteriorations in timeliness.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4B: Achieving Value for Money – Budget and Workforce

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
4B.1	Spend vs Budget: Revenue	Monitor	-	+£0.8m overspend	-	-	-	-	
4B.2	Spend vs Budget: Capital	Monitor	-	-£8.4m underspend	-	-	-	-	
4B.3	Revenue Efficiencies Against Plan	Monitor	-	£2.4m	-	-	-	-	
4B.4	Staffing vs Establishment: Officers	Monitor	*	99.8% 1,936/1,940	99.7% 1,943/1,950	98.9% 1,939/1,960	<b>98.2%</b> 1,935/1,970	-1.6% pts	n/a
4B.5	Staffing vs Establishment: Staff	Monitor	*	97.5% 1,108/1,150	97.0% 1,115/1,151	96.9% 1,157/1,123	<b>97.0%</b> 1,166/1,131	-0.5% pts	n/a
4B.6	Staffing vs Establishment: PCSOs	Monitor	*	91.6% 183/200	90.3% 181/200	87.7% 175/200	<b>84.6%</b> 169/200	-7% pts	n/a
4B.7	Days lost to Sickness: Officers	Monitor	<b>18,654</b>	19,176	19,710	20,311	<b>20,733</b>	<b>+11.2%</b>	<b>+2,079</b>
4B.8	Days lost to Sickness: Staff	Monitor	<b>15,035</b>	14,552	14,384	14,521	<b>14,225</b>	-5.4%	-810

**Budget vs Spend: Revenue/Capital**

Financial year end reporting.

**Staffing: Officers/Staff/PCSOs**

There has been a small reduction in Police Officers staffing levels compared to establishment since April 2018. Police staffing levels versus establishment remained relatively stable during 2019. PCSOs staffing levels fell steadily during 2019 against the establishment target of 200. \*No Data available for Q1 2018

**Sickness: Officers/Staff**

Police Officers have seen a steady increase in the number of sickness days over the past two years, with an 11.2% increase in the 12 months to 2019 when compared to 2018. The primary reasons for sickness are 'psychological disorders' which account for between 25%-38% of sickness. Police Staff have seen a reduction of over 5% for the same comparable period.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
4C.1	Calls for Service: 999	183,680	185,979	186,229	189,325	190,968	+4.0%	7,288
4C.2	Abandoned Call rate: 999	0.124%	0.109%	0.076%	0.057%	0.111%	-	-
4C.3	Calls for Service: 101	429,438	432,323	417,705	406,989	400,047	-6.9%	-29,391
4C.4	Abandoned Call rate: 101	6.5%	5.1%	3.5%	2.0%	2.1%	-4.4% pts	n/a
4C.5	Response times: Grade 1 Urban	77.2%	77.5%	77.9%	78.7%	79.3%	+2.1% pts	n/a
4C.6	Response times: Grade 1 Rural	74.7%	74.9%	74.6%	74.6%	74.2%	-0.5% pts	n/a
4C.7	Response times: Grade 2	51.0%	50.4%	50.9%	52.1%	52.5%	+1.5% pts	n/a
4C.8	Compliance with NCRS	94.0%	94.0%	94.0%	94.0%	94.0%	0	0

**Calls for Service: 999 and 101**

999 calls have seen successive increases over the last two years; this has been a Nationwide trend. Abandoned call rates for 999 calls are extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. Abandoned call rates for 101 calls have seen a steady decline over the last two years.

**Response Times within Target**

Grade 1 Urban response times have seen a steady improvement over the period, increasing from 77.2% to 79.3% from 2018 to 2019. Grade 1 Rural response times have maintained a steady trend over the period. Grade 2 response times overall have seen a slight improvement over the period.

**Compliance with NCRS**

Figures taken from indicative compliance calculations based on a 'Golden Ratio' that has been previously calculated from statistically significant audit samples. Notts have adopted this method of monitoring compliance in line with Merseyside and Cheshire. The figures above show a strong level of compliance with little variance. This is testament to the robust crime management arrangements that the Force has in place.

