

Performance Profile

June 2011



Summary and index

Summary

2011/12 Reporting Year

This document contains a strategic overview of the Constabulary's performance. It has a variety of performance measures within it. The format of the profile has been aligned to the Policing Priorities identified by the Control Strategy. It provides information on our performance against Force targets. It also aims to provide supplementary information to assist in understanding reasons behind the performance in these areas. It has been designed as a headline document that will enable our customers, both internally and externally, to easily assess performance information for key domains. This year, as last, additional monitoring information within the six domains of the Policing Priorities will be published quarterly - a calendar of publication is located at the bottom of this page. If during a month an issue is identified which needs to be highlighted, this will be done through 'exception reporting'.

A matrix can be found at the front of the profile which reflects our year to date performance against our targets.

The Force is in the process of changing from geographic Operational Command Units (OCUs) to geographic Areas. Accordingly, data is shown for Areas where possible, remaining as OCU if not.

Where applicable, within the document, MSG (Most Similar Group) data is published along with the crime and detection data. MSGs are calculated by the Home Office based on a number of socio-demographic & geographic variables which are strongly linked to crime/incident levels and the fear of crime. These groups provide a benchmark for comparison of crime and detection rates. Below the applicable crime tables there are three rows relating to MSG data. The first provides the MSG position for the Force for that crime type. The second displays Actual, this is the number of offences per 1,000 population. The third row shows the MSG Average which is the total number of offences per 1,000 population divided by the number within the MSG. The same three rows are provided in relation to detection data, where data is provided in % figures rather than per 1,000 population. Due to geographic changes mentioned above, this data is currently only available at Force level.

Please note: iQuanta data is provisional. Within the profile, Hampshire data is published and compared against the MSG average. The other forces within Hampshire's MSG are: Avon and Somerset, Bedfordshire, Essex Hertfordshire, Kent, Sussex and Thames Valley. We are unable to provide figures from iQuanta for these forces, due to the provisional nature of this data.

This document is then taken forward by key stakeholders within the organisation to the Force Performance Review Group, where it is used to highlight areas of good performance and those for development.

This is an evolving document and as such, the contents of which may alter over time and any feedback would be welcomed by the Performance Review Team.

Calendar of Quarterly Reporting

April - Catching criminals & managing offenders and Protecting our communities
May - Making the most of our resources and Equipping our team to deliver
June - Providing an excellent service and An active presence in every neighbourhood
July - Catching criminals & managing offenders and Protecting our communities
August - Making the most of our resources and Equipping our team to deliver
September - Providing an excellent service and An active presence in every neighbourhood
October - Catching criminals & managing offenders and Protecting our communities
November - Making the most of our resources and Equipping our team to deliver
December - Providing an excellent service and An active presence in every neighbourhood
January - Catching criminals & managing offenders and Protecting our communities
February - Making the most of our resources and Equipping our team to deliver
March - The year end profile will have all six domain areas included

MSG Colour Key

Force
1-2
3-4
5-6
7-8

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5	MSG user satisfaction data		Consultation & Research Team
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An active presence in every neighbourhood			
8	Reduction in criminal damage	Target	Business Objects
An active presence in every neighbourhood monitoring areas			
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Making the most of our resources			
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20	Protecting the frontline	Target	HR

Year to date performance targets matrix

	Target	Actual	Western	Eastern	Northern
Providing an excellent service					
Overall user satisfaction	70%	66%	64%	67%	68%
An active presence in every neighbourhood					
Reduce criminal damage	<5904	6156	2115	2286	1755
	Area specific targets		2071	2272	1561
Catching criminals & managing offenders & Protecting our communities					
Serious acquisitive crime SD	>15%	13.31%	12.82%	9.77%	18.84%
Reduction in serious acquisitive crime	<4164	4516	1700	1627	1189
	Area specific targets		1604	1506	1053
Reduce violence against the person with injury	<3458	3612	1264	1464	884
	Area specific targets		1185	1488	785
Most serious violence SD	>50%	56.81%	58.57%	47.83%	70.59%
Making the most of our resources					
BME workforce population	>2%	2.14%	This is a Force measure		
Effective use of volunteers/specials	<550	249	This is a Force measure		
Cost reductions and savings	Maintain top quartile position	7 of 41	This is a Force measure		
Protect the frontline	<2224	2226	This is a Force measure		
Force Total - targets achieved		4	1	1	2

Notes to be read in conjunction with matrix

Overall user satisfaction data	Based on year to date rather than rolling months
SD	Sanction detections
Serious acquisitive crime SD	In June this year, Hampshire Police Authority agreed this target should be changed to "solved crime rate", currently only sanction detection data is available. This will be amended when the data is available
BME	Black and minority ethnic
Area specific targets	Area specific targets are rounded to 0 decimal places; the actual figure may therefore seem the same but appear amber due to this rounding
Effective use of volunteers/specials	Based on the number of officers delivering 16 hours of duty time per month
Protect the frontline	This figure is the average number of officers conducting frontline duties

Force target areas for providing an excellent service

	Target	Actual	Western	Eastern	Northern
Overall user satisfaction year to date	70.0%	66%	64%	67%	68%

User Satisfaction Survey results

Year to Date by Area

Includes victims of burglary, vehicle crime and violent crime who said they were completely or very satisfied

	Western	Eastern	Northern	Force	No. Surveys
Overall Satisfaction	64%	67%	68%	66%	1251
Being Kept Informed	52%	55%	54%	54%	1244

Rolling 12 months data by OCU (July 2010 - June 2011)

Includes victims of burglary, vehicle crime, violent crime (& RTCs up to March only) who said they were completely or very satisfied

	Central	Isle of Wight	North & East	Portsmouth	Southampton	Western	Force	No. Surveys
Overall Satisfaction	67%	70%	67%	67%	64%	72%	68%	7108
Being Kept Informed	55%	56%	55%	55%	52%	60%	56%	6999

MSG information for user satisfaction

Latest iQuanta data for MSG for the 12 months ending March 2011 (iQuanta calculate satisfaction % based on those responding that they are completely, very or fairly satisfied)

	Previous MSG position	Current MSG position	Change		Previous MSG position	Current MSG position	Change
Vehicle crime				Burglary			
Ease of contact	2/8	6/8	↓	Ease of contact	3/8	3/8	↔
Actions taken	4/8	5/8	↓	Actions taken	3/8	3/8	↔
Follow up	5/8	5/8	↔	Follow up	1/8	1/8	↔
Treatment	4/8	6/8	↓	Treatment	6/8	3/8	↑
Whole Experience	5/8	5/8	↔	Whole Experience	3/8	3/8	↔
Violent crime				RTC (minor injury)			
Ease of contact	4/8	6/8	↓	Ease of contact	1/8	1/8	↔
Actions taken	4/8	4/8	↔	Actions taken	2/8	1/8	↑
Follow up	7/8	6/8	↑	Follow up	1/8	2/8	↓
Treatment	6/8	6/8	↔	Treatment	1/8	4/8	↓
Whole Experience	6/8	6/8	↔	Whole Experience	3/8	3/8	↔

All users (excluding racist incidents)

	Previous MSG position	Current MSG position	Change
Ease of contact	2/8	3/8	↓
Actions taken	3/8	3/8	↔
Follow up	3/8	5/8	↓
Treatment	5/8	5/8	↔
Whole Experience	4/8	4/8	↔

Comparative satisfaction of minority ethnic groups

Rolling 12 months data (July 2010 - June 2011)

Includes victims of burglary, vehicle crime, violent crime and racist incidents (and RTCs up to March only) who said they were completely or very satisfied with the 'WHOLE EXPERIENCE'

	Completely and very satisfied	Completely, very and fairly satisfied	No. Surveys
White	68.7%	83.9%	6699
Minority Ethnic	55.3%	76.2%	550
Satisfaction Gap	13.4%	7.7%	

NOTE: Although this measure is not a target, due to its importance, we will be reporting the figures on a monthly basis

Monitoring information for providing an excellent service

Satisfaction of victims of racist incidents

These figures relate to interviews which took place Jul 10 - Jun 11; these will be updated quarterly

Racist incident overall satisfaction = % completely or very satisfied

	Central	Isle of Wight	North & East	Portsmouth	Southampton	Western	Force
Percentage	65%	67%	71%	61%	60%	57%	62%
Number of surveys	31	6	35	59	72	28	231

Letters of appreciation

	Central	Isle of Wight	North & East	Portsmouth	Southampton	Western	Crime	Operations	Other	Total
April - June 2011	44	21	25	8	15	25	-	45	6	189
Total	44	21	25	8	15	25	0	45	6	189

Reports of incivility

	Central	Isle of Wight	North & East	Portsmouth	Southampton	Western	Crime	Operations	Other	Total
April - June 2011	4	2	9	7	7	10	0	4	4	47
Total	4	2	9	7	7	10	0	4	4	47

NOTE: OCU complaints totals may include complaints regarding officers who are serving within the area but are not located at that OCU

NOTE: Data/figures may change due to additional or new information and there may be multiple allegations per complaint

By quarter	Apr-Jun11	July-Sept11	Oct-Dec11	Jan-Mar12
Incivility	47			

Allegations and their resolutions - for April 2011

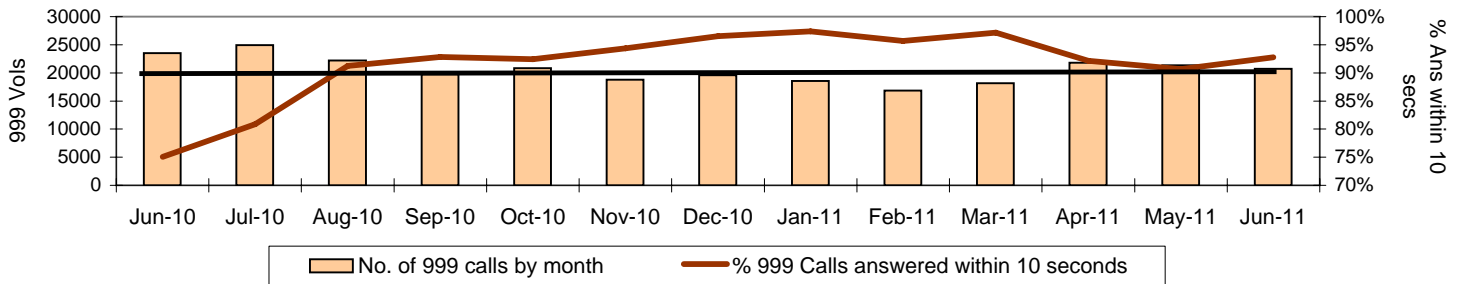
Locally resolved by OCU	54
Locally resolved by PSD	21
Withdrawn	7
Dispensed by IPCC	7
Not upheld by OCU	103
Not upheld by PSD	23
Unsubstantiated	53
Upheld by OCU	26
Upheld by PSD	8
Substantiated	21
Total	323

Monitoring information for providing an excellent service

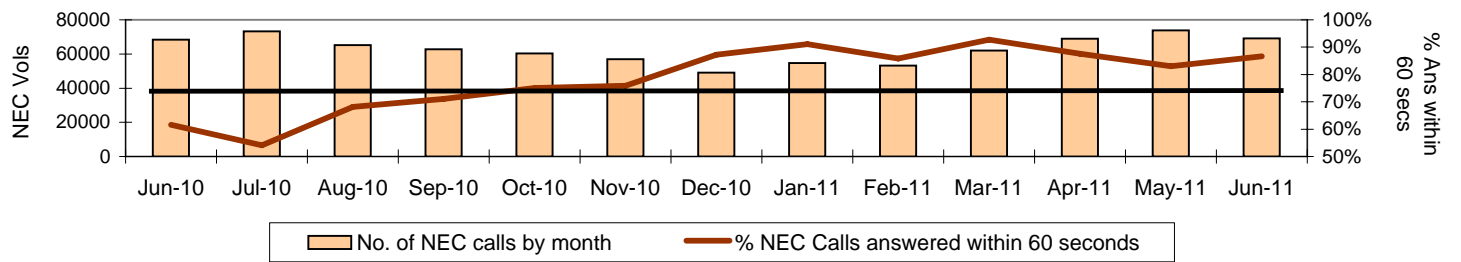
Responding to public contact

Call Volumes: Target is to answer 90% of 999 calls within 10 seconds and 75% of Non-Emergency calls within 60 seconds.

999 Call Volumes & Service Level



Non-Emergency Call Volumes & Service Level

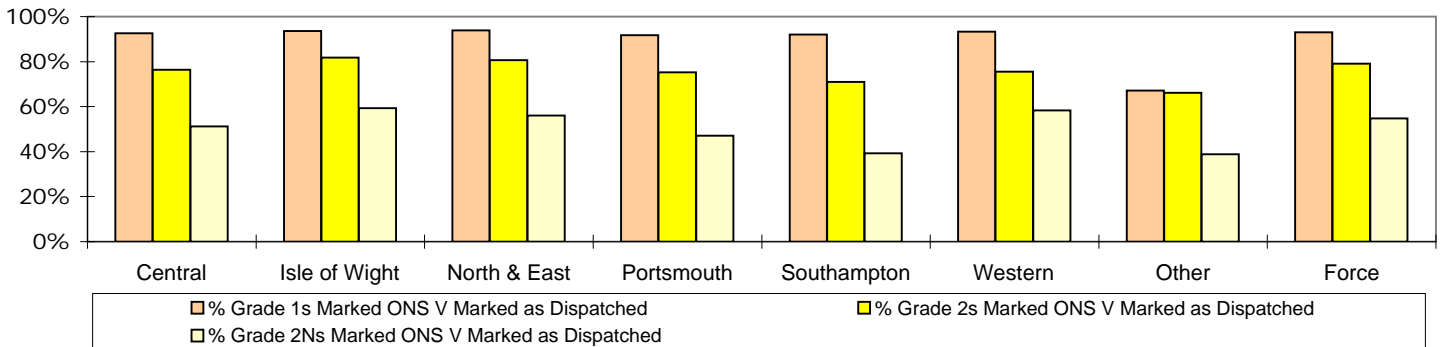


Officers attended within target

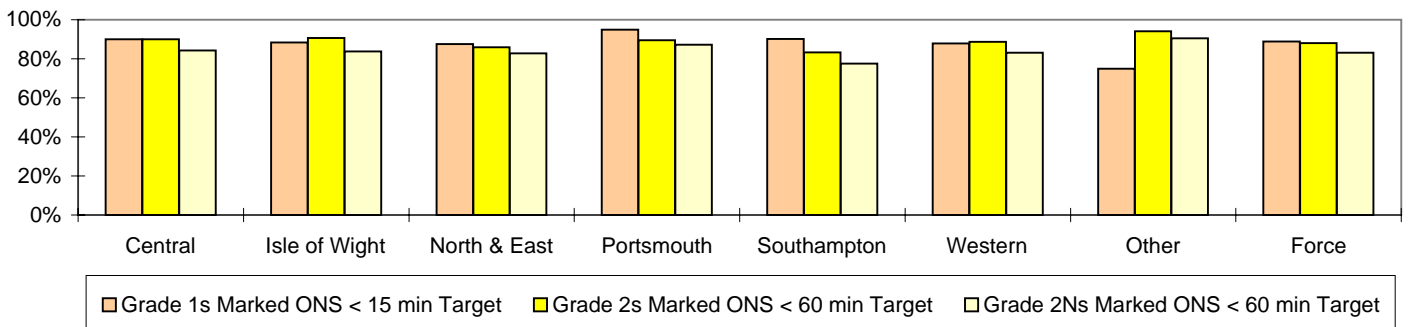
This is the time from an incident being created to the 1st Officer being marked on scene on Altaris.

The % of Officers attending within target is based on the number of incidents marked on scene within target vs. the number of incidents marked on scene. If an incident is marked as having an officer dispatched, but is then subsequently not marked as on scene these incidents are excluded from the % Attendance

% Incidents marked on scene vs incidents marked as dispatched - April - June 2011



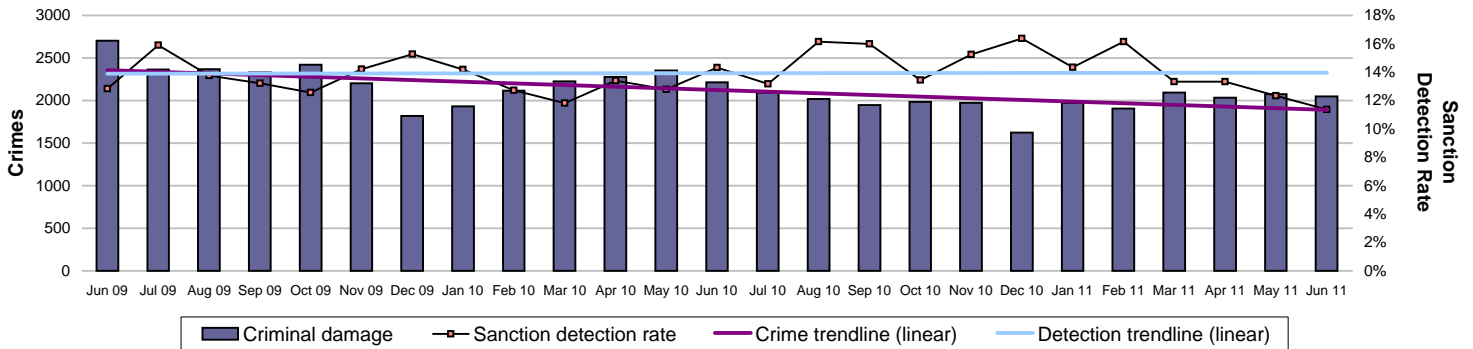
% Grade 1 & Grade 2 incidents attended within target - April - June 2011



Force target areas for an active presence in every neighbourhood

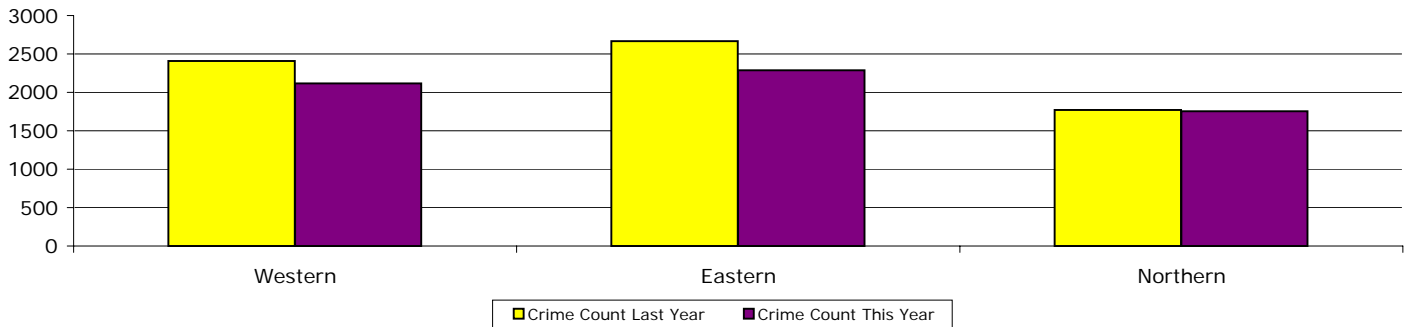
	Target	Actual	Western	Eastern	Northern
Reduce criminal damage	5904	6156	2115	2286	1755
	Area specific targets		2071	2272	1561

Criminal damage



Crimes	Western	Eastern	Northern	Force
YTD Crimes	2115	2286	1755	6156
YTD Target	2071	2272	1561	5904
YTD 10/11 Crimes	2408	2668	1770	6846
This month	708	716	540	1964
% change from 10/11	-12.17%	-14.32%	-0.85%	-10.08%

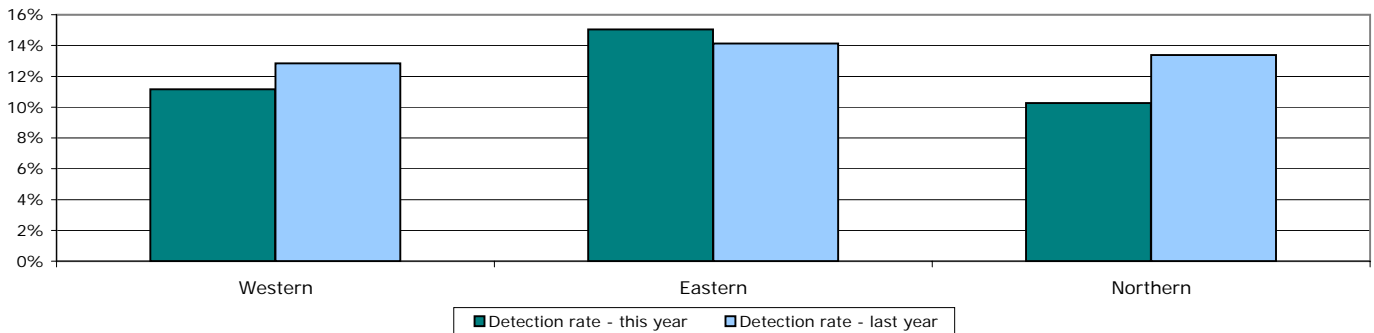
	Force
MSG position	8 of 8
MSG actual	3.330
MSG average	3.070



Detections	Western	Eastern	Northern	Force
YTD Detection Rate	11.16%	15.05%	10.26%	12.35%
This month	10.73%	12.15%	11.30%	11.41%
YTD 10/11 Detections	12.83%	14.13%	13.39%	13.48%

	Force
MSG position	5 of 8
MSG actual	14.39%
MSG average	14.29%

Note: Detections refer to Sanction Detections ONLY

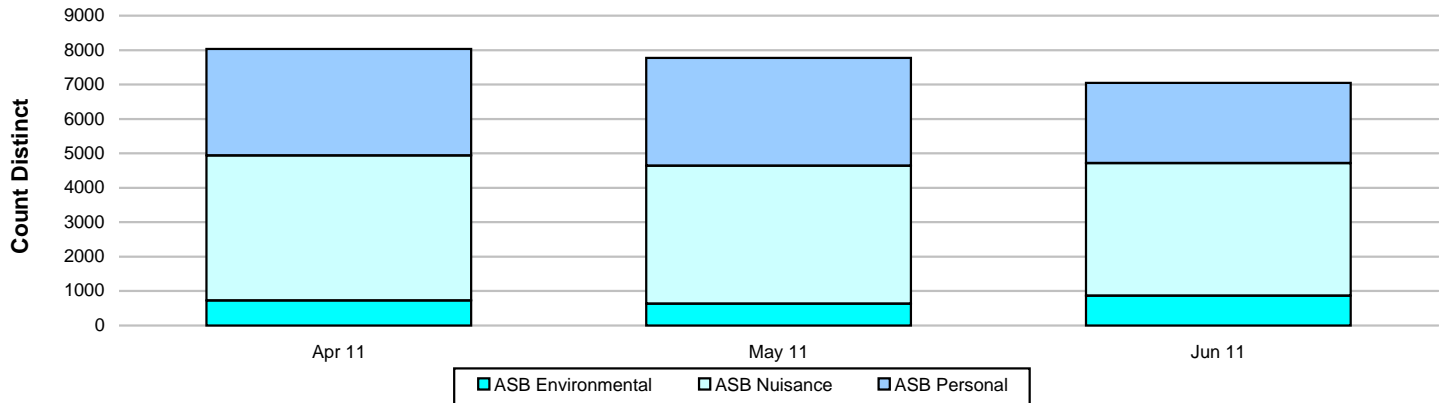


Note: MSG data is always published a month in arrears.

For an explanation of this data, refer to the Summary on page 2

Monitoring information for an active presence in every neighbourhood

Anti-social behaviour



Year to date	Western	Eastern	Northern	Force
ASB Personal	3033	3271	2253	8557
ASB Nuisance	4160	4795	3087	12042
ASB Environmental	821	784	627	2232
Total	8014	8850	5967	22831

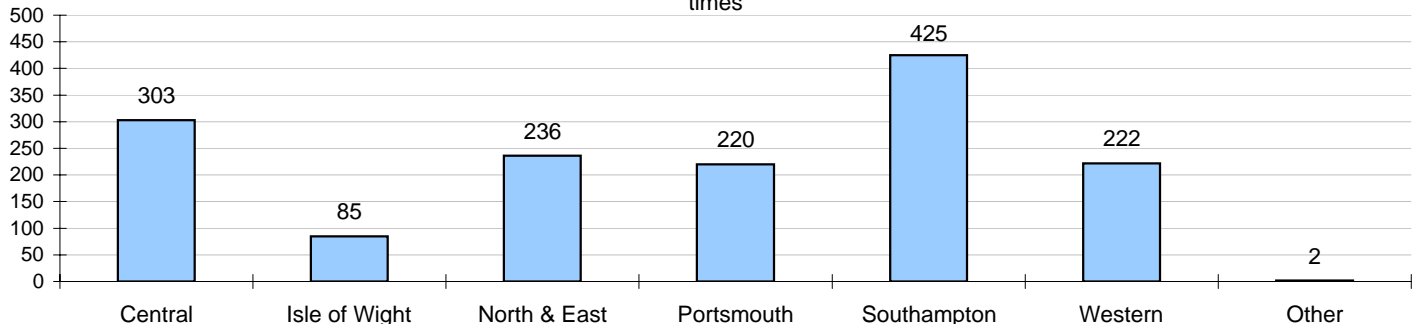
Month	Western	Eastern	Northern	Force
ASB Personal	854	881	600	2335
ASB Nuisance	1306	1520	1016	3842
ASB Environmental	313	299	256	868
Total	2473	2700	1872	7045

Repeat anti-social behaviour (ASB) callers

A repeat call for service is defined as being greater than or equal to 5 calls for service within a 12 month rolling period, based on the original telephone number for the call for service

Data is a count of the number of times a telephone number is on an Altaris incident, which has been closed with an ASB closing code

Number of telephone numbers that appear against an Altaris incident closed with an ASB closing code => 5 times



Monitoring information for an active presence in every neighbourhood

Stop and Search

For stops which have taken place between 1 April 2011 and 30 June 2011

Breakdown of Stop & Search	Western	Eastern	Northern	Force
PACE	1380	909	636	2925
Misuse of Drugs Act	1273	1606	1521	4400
Firearms Act	14	14	24	52
Other	7	13	8	28
Total	2674	2542	2189	7405

Resulting outcomes	Western	Eastern	Northern	Force
No Further Action	1875	1692	1609	5176
Arrested	284	265	222	771
Cannabis Warning	146	191	165	502
Verbal Warning/Advice Given	246	281	90	617
Alcohol/Cigarettes Removed	43	23	19	85
Dispersal	10	8	9	27
Other	47	51	63	161
Reported for Summons (from Nov 1	23	28	12	63
Total	2674	2539	2189	7402

	Western	Eastern	Northern	Force
% Arrested	10.62%	10.42%	10.14%	10.42%
% No Further Action	70.12%	66.56%	73.50%	69.99%

Self-Defined Ethnicity Breakdown	Western	Eastern	Northern	Force
White	2225	2264	1864	6353
Asian	100	20	115	235
Black	136	64	60	260
Mixed	41	15	56	112
Other	12	10	11	33
Not Stated	160	172	84	416
Total	2674	2545	2190	7409

	White	Asian	Black	Mixed	Other	Not Stated	Force
% Arrested	10.07%	5.11%	12.60%	8.93%	17.65%	16.94%	10.42%
% No Further Action	69.88%	76.17%	70.23%	75.89%	61.76%	67.53%	69.99%

Visual Ethnicity Breakdown	Western	Eastern	Northern	Force
White	2258	2297	1907	6462
Asian	138	27	118	283
Black	223	94	116	433
Other	23	9	33	65
Unknown	32	118	16	166
Total	2674	2545	2190	7409

	White	Asian	Black	Other	Unknown	Force
% Arrested	10.12%	7.07%	13.38%	16.92%	17.26%	10.42%
% No Further Action	70.01%	74.94%	71.20%	58.46%	63.10%	69.99%

* These figures relate to Stop & Search powers under the: Police and Criminal Evidence Act 1984, Criminal Justice & Public Order Act 1994, Misuse of Drugs Act 1971, Firearms Act 1968, Terrorism Act 2000 and other legislative provisions.

* Note: Some numbers are very small therefore caution should be applied when drawing conclusions. The figures are pulled from a live database, therefore these figures are subject to change.

Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

	Target	Actual	Western	Eastern	Northern
Reduce serious acquisitive crime	4164	4516	1700	1627	1189
	Area specific targets		1604	1506	1053
Serious acquisitive detection rate	15%	13.3%	12.8%	9.8%	18.8%

Note: In June this year, Hampshire Police Authority agreed this target should be changed to "solved crime rate", currently only sanction detection data is available. This will be amended when the data is available

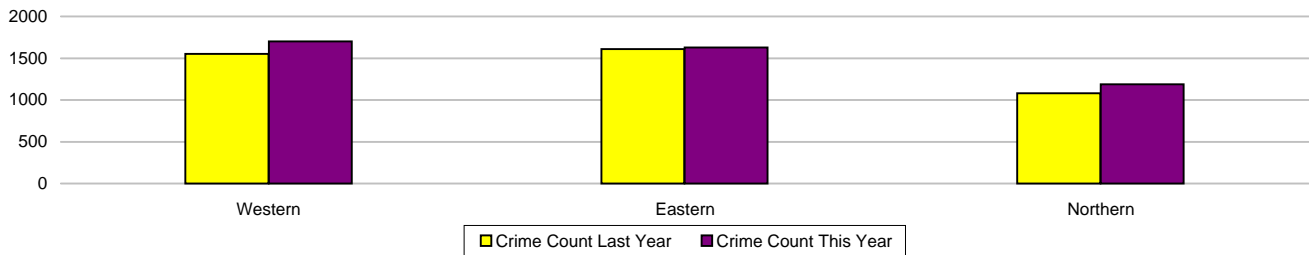
Serious acquisitive crime

Serious acquisitive crime consists of crimsec codes 28, 29, 34A, 34B, 37/2, 45 and 48



Crimes	Western	Eastern	Northern	Force
YTD Crimes	1700	1627	1189	4516
Target	1604	1506	1053	4164
YTD 10/11 Crimes	1553	1610	1081	4244
This month	577	543	424	1544
% change from 10/11	9.47%	1.06%	9.99%	6.41%

	Force
MSG actual	3 of 8
MSG average	2.34
MSG average	2.73



Detections

Target >15%	Western	Eastern	Northern	Force
YTD Detection Rate	12.82%	9.77%	18.84%	13.31%
This month	13.86%	12.34%	14.39%	13.47%
YTD 10/11 Detections	12.36%	10.62%	11.47%	11.48%

	Force
MSG actual	4 of 8
MSG average	13.63%
MSG average	15.73%

Note: Detections refer to Sanction Detections ONLY



Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

Serious acquisitive crime breakdown

Robbery

Year to date	Western	Eastern	Northern	Force
Crimes	142	87	48	277
Last year's crimes	112	95	62	269
% change from last year	26.79%	-8.42%	-22.58%	2.97%
MSG position				4 of 8

Sanction detection rate	21.13%	17.24%	37.50%	22.74%
MSG position				6 of 8

June 2011	Western	Eastern	Northern	Force
Crimes	47	35	19	101
Sanction detection rate	17.02%	2.86%	57.89%	19.80%

Dwelling burglary

Year to date	Western	Eastern	Northern	Force
Crimes	487	517	367	1371
Last year's crimes	434	523	297	1254
% change from last year	12.21%	-1.15%	23.57%	9.33%
MSG position				2 of 8

Sanction detection rate	21.97%	14.51%	18.26%	18.16%
MSG position				7 of 8

June 2011	Western	Eastern	Northern	Force
Crimes	167	157	131	455
Sanction detection rate	28.74%	24.84%	25.95%	26.59%

Vehicle crime

Year to date	Western	Eastern	Northern	Force
Crimes	1071	1023	774	2868
Last year's crimes	1007	992	722	2721
% change from last year	6.36%	3.13%	7.20%	5.40%
MSG position				3 of 8

Sanction detection rate	7.56%	6.74%	17.96%	10.08%
MSG position				4 of 8

June 2011	Western	Eastern	Northern	Force
Crimes	363	351	274	988
Sanction detection rate	6.61%	7.69%	5.84%	6.78%
Sanction detection numbers	24	27	16	67

Theft of a motor vehicle

Year to date	Western	Eastern	Northern	Force
Crimes	270	233	182	685
MSG position				3 of 8
Sanction detection rate	10.00%	14.16%	16.48%	13.14%
MSG position				4 of 8

June 2011	Western	Eastern	Northern	Force
Crimes	94	70	59	223
Sanction detection rate	11.70%	17.14%	15.25%	14.35%
Sanction detection numbers	11	12	9	32

Theft from a motor vehicle

Year to date	Western	Eastern	Northern	Force
Crimes	801	790	592	2183
MSG position				3 of 8
Sanction detection rate	6.74%	4.56%	18.41%	9.12%
MSG position				4 of 8

June 2011	Western	Eastern	Northern	Force
Crimes	269	281	215	765
Sanction detection rate	4.83%	5.34%	3.26%	4.58%
Sanction detection numbers	13	15	7	35

Robbery, dwelling burglary and vehicle crime are the component parts of serious acquisitive crime. These individual crime types do not have targets.

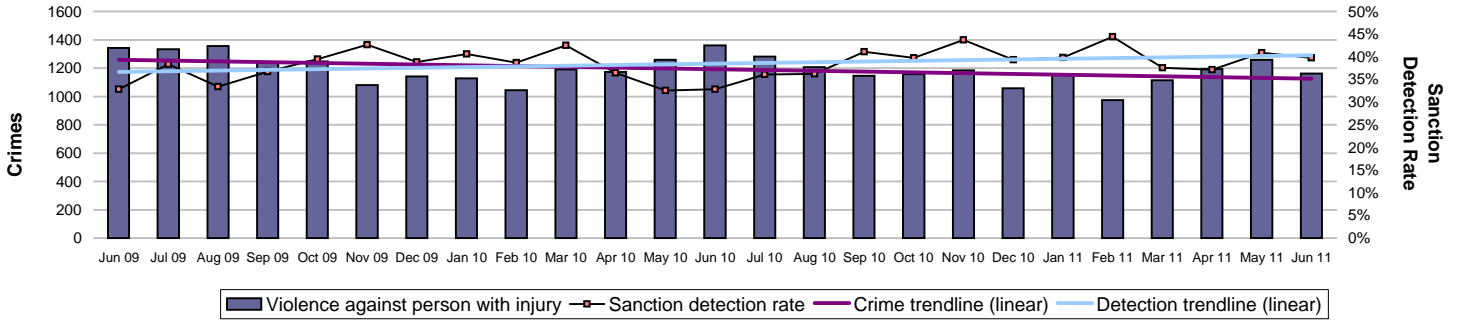
Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

	Target	Actual	Western	Eastern	Northern
Reduction of VAP with injury	3458	3612	1264	1464	884
	Area specific targets		1185	1488	785
Serious violent detection rate	50.0%	56.8%	58.6%	47.8%	70.6%

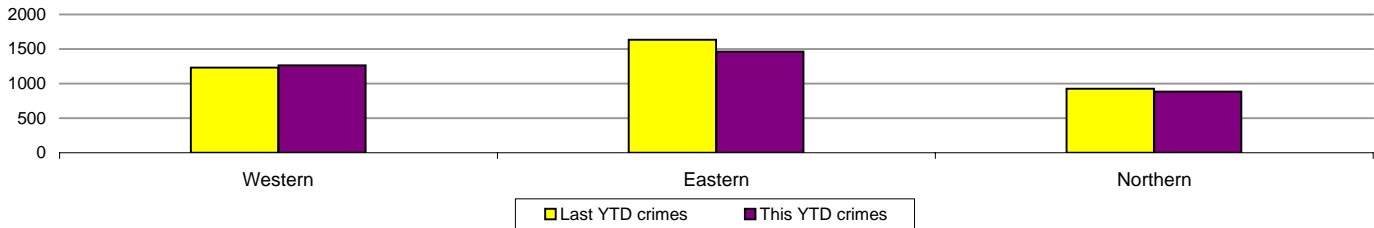
Violence against the person (VAP) with injury

VAP with injury crimsec codes 1, 2, 4.1-4.4, 4.6-4.10, 5A, 5B, 5C, 8F, 8G, 8H, 8J, 8K and 37.1



Crimes	Western	Eastern	Northern	Force
YTD Crimes	1264	1464	884	3612
YTD Target	1185	1488	785	3458
YTD 10/11 Crimes	1232	1634	926	3792
This month	410	467	284	1161
% change from 10/11	2.60%	-10.40%	-4.54%	-4.75%

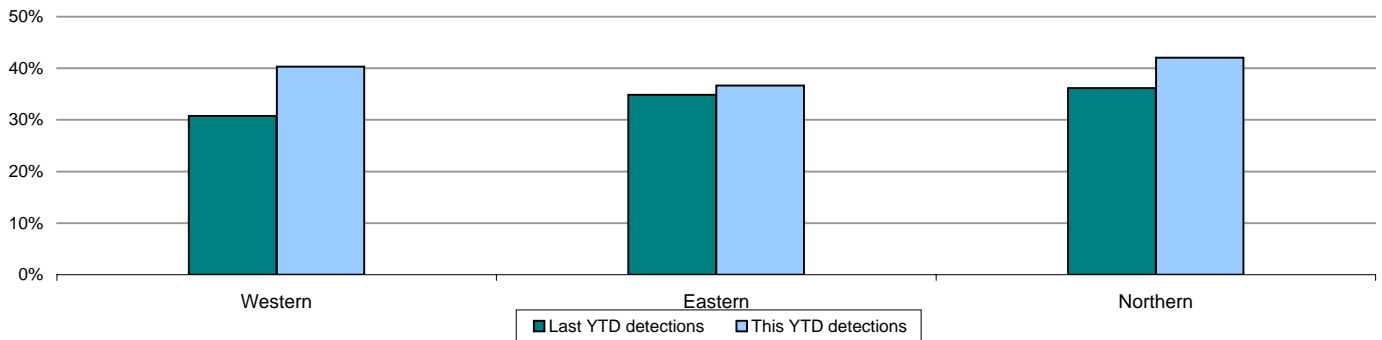
	Force
MSG position	7 of 8
MSG actual	1.90
MSG average	1.46



Detections	Western	Eastern	Northern	Force
YTD Detection rate	40.35%	36.68%	42.08%	39.29%
This month	36.83%	40.47%	42.96%	39.79%
YTD 10/11 Detections	30.76%	34.88%	36.18%	33.86%

	Force
MSG position	7 of 8
MSG actual	38.74%
MSG average	41.86%

Note: Detections refer to Sanction Detections ONLY

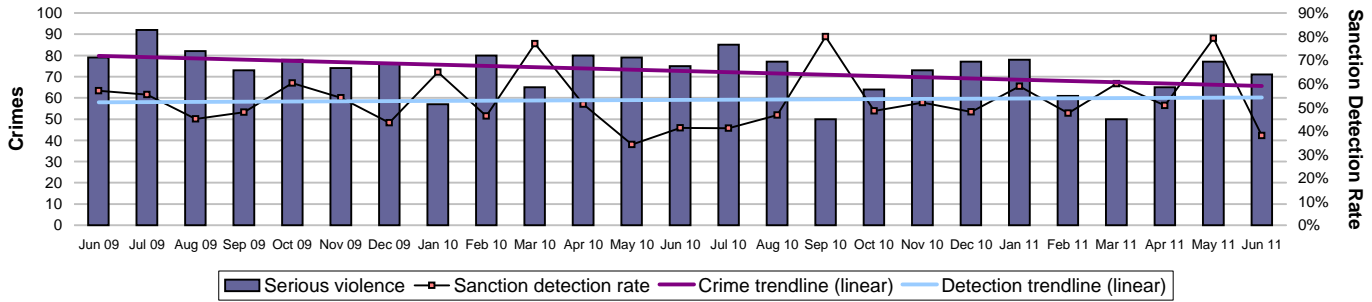


Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

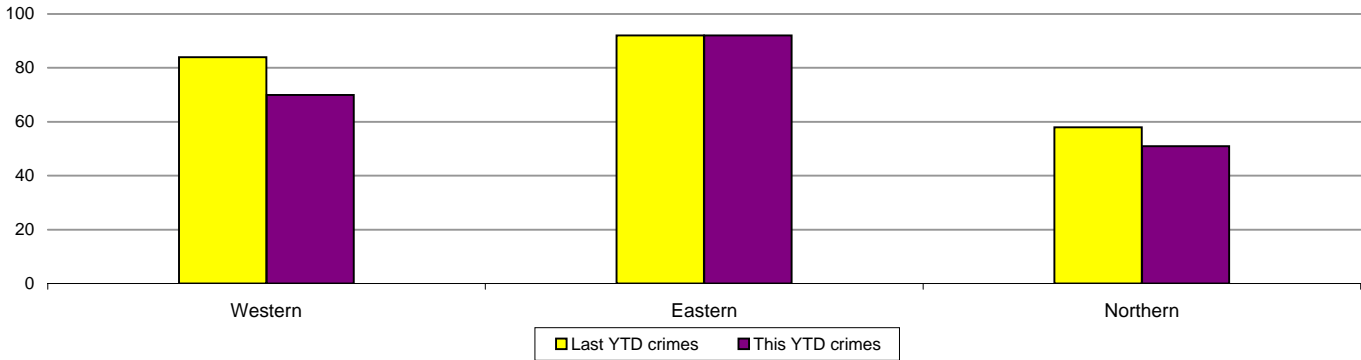
Serious violent crime

Serious violent crime consists of crimsec codes 1, 2, 4.1-4.4, 4.6, 4.8, 5A, 5B, 5C, 8F, 8H and 37.1



Crimes	Western	Eastern	Northern	Force
YTD Crimes	70	92	51	213
YTD 10/11 Crimes	84	92	58	234
This month	23	35	13	71
% change from 10/11	-16.67%	0.00%	-12.07%	-8.97%

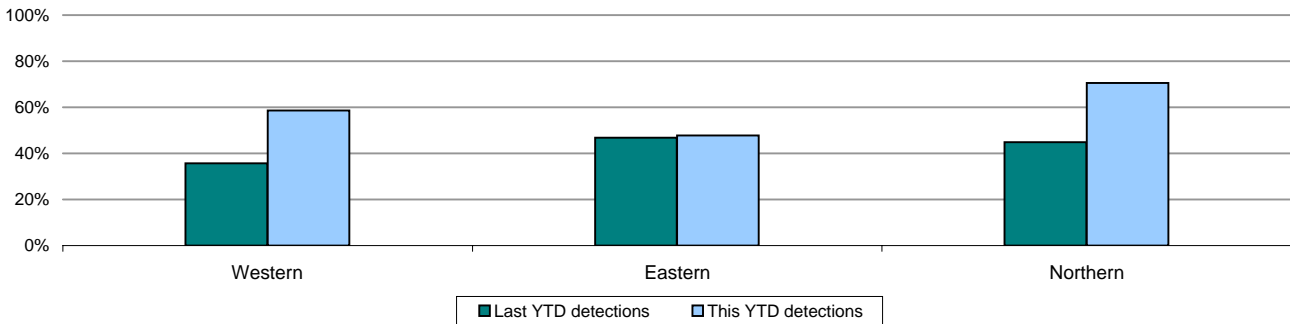
	Force
MSG position	6 of 8
MSG actual	0.104
MSG average	0.099



Detections	Western	Eastern	Northern	Force
YTD Detection Rate	58.57%	47.83%	70.59%	56.81%
This month	34.78%	25.71%	76.92%	38.03%
YTD 10/11 Detections	35.71%	46.74%	44.83%	42.31%

	Force
MSG position	3 of 8
MSG actual	53.31%
MSG average	51.41%

Note: Detections refer to Sanction Detections ONLY



Homicide

	Western	Eastern	Northern	Force
YTD June 2011 - total	2	0	0	2
YTD Domestic Homicides 2011/2012	1	0	0	1
YTD June 2010 - total	1	0	1	2
YTD Domestic Homicides 2010/2011	0	0	0	0

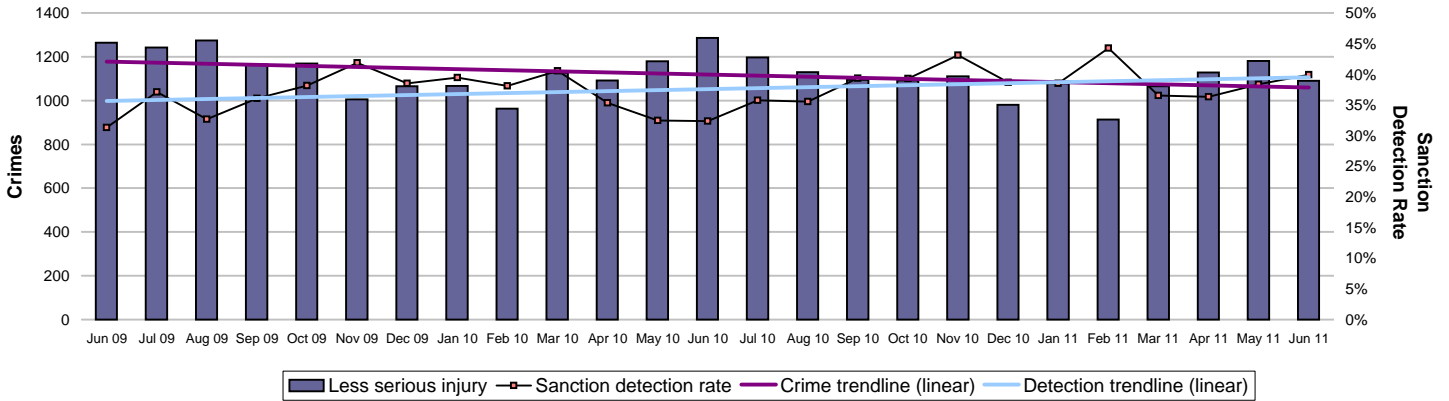
Note: A domestic homicide is where the relationship between victim and suspect was either: spouse, common-law spouse or cohabiting partner, boyfriend/girlfriend, ex-boyfriend/girlfriend or adulterous relationship

Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

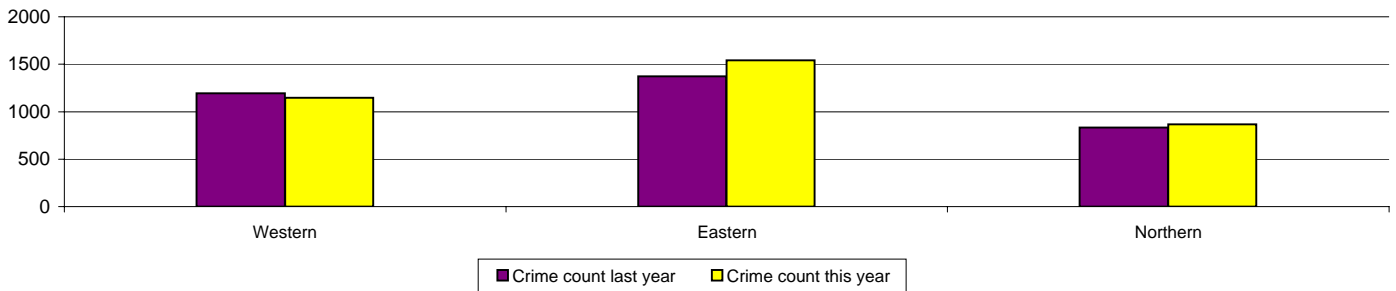
Assault with less serious injury

Assault with less serious injury consists of crimsec codes 8G and 8J



Crimes	Western	Eastern	Northern	Force
YTD Crimes	1194	1372	833	3399
YTD 10/11 Crimes	1148	1541	868	3557
This month	387	432	271	1090
% change from 10/11	4.01%	-10.97%	-4.03%	-4.44%

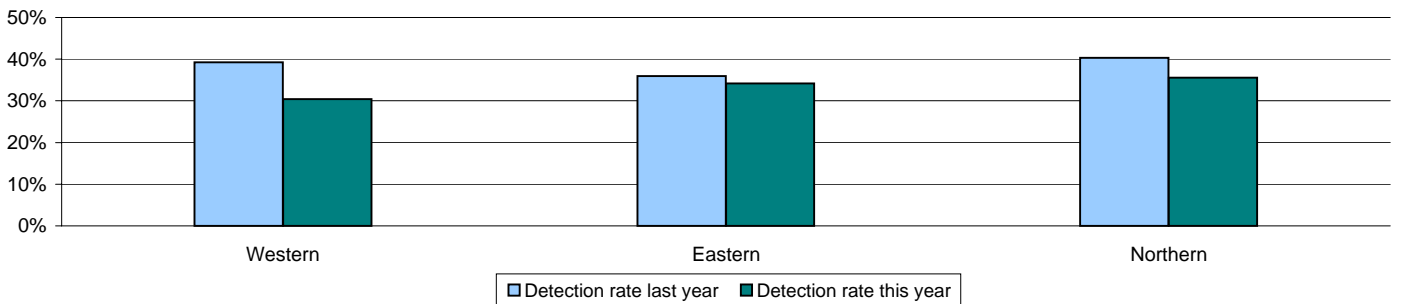
	Force
MSG position	7 of 8
MSG actual	1.794
MSG average	1.361



Detections	Western	Eastern	Northern	Force
YTD Detection Rate	39.28%	35.93%	40.34%	38.19%
This month	36.95%	41.67%	41.33%	39.91%
YTD 10/11 Detections	30.40%	34.20%	35.60%	33.31%

	Force
MSG position	7 of 8
MSG actual	37.83%
MSG average	41.17%

Note: Detections refer to Sanction Detections ONLY

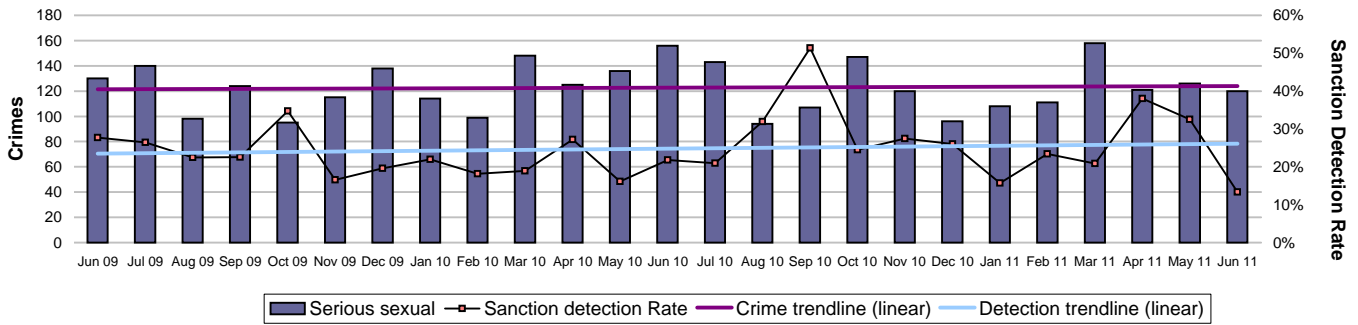


Force target areas for catching criminals and managing offenders

Force target areas for protecting our communities

Serious sexual offences

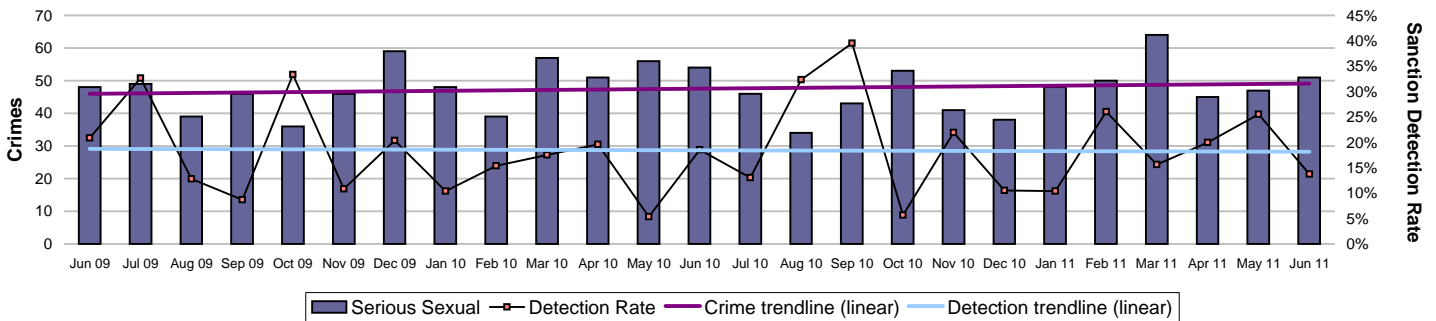
Serious sexual offences consist of crimsec codes 19A-H, 21, 17A, 17B, 20A, 20B, 22A, 70, 71 and 72



	Western	Eastern	Northern	Force
YTD Crimes	130	149	88	367
YTD 10/11 Crimes	145	173	99	417
This month	42	46	32	120
% change from 10/11	-10.34%	-13.87%	-11.11%	-11.99%

	Western	Eastern	Northern	Force
YTD Detection Rate	30.00%	27.52%	26.14%	28.07%
This month	14.29%	13.04%	12.50%	13.33%
YTD 10/11 Detections	29.66%	15.61%	20.20%	21.58%

Rape



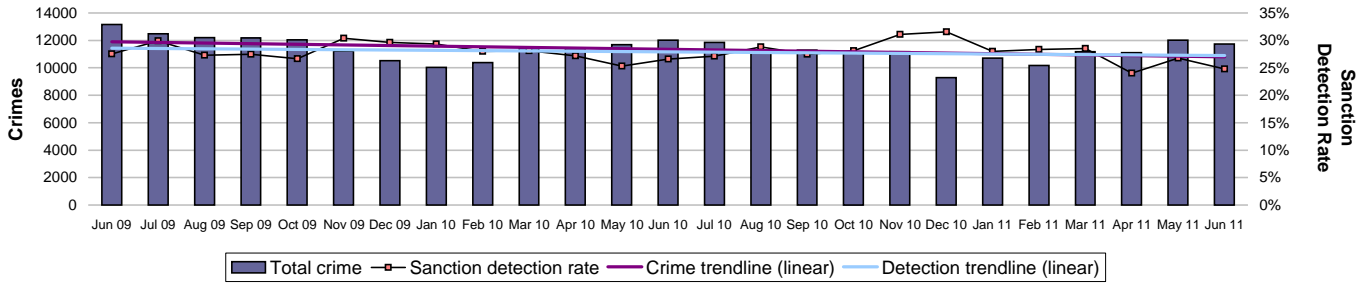
	Western	Eastern	Northern	Force
YTD Crimes	52	60	31	143
YTD 10/11 Crimes	59	55	47	161
This month	19	20	12	51
% change from 10/11	-11.86%	9.09%	-34.04%	-11.18%

	Western	Eastern	Northern	Force
YTD Detection Rate	13.46%	20.00%	29.03%	19.58%
This month	15.79%	15.00%	8.33%	13.73%
YTD 10/11 Detections	22.03%	12.73%	6.38%	14.29%

Note: MSG data is always published a month in arrears.
For an explanation of this data, refer to the Summary on page 2

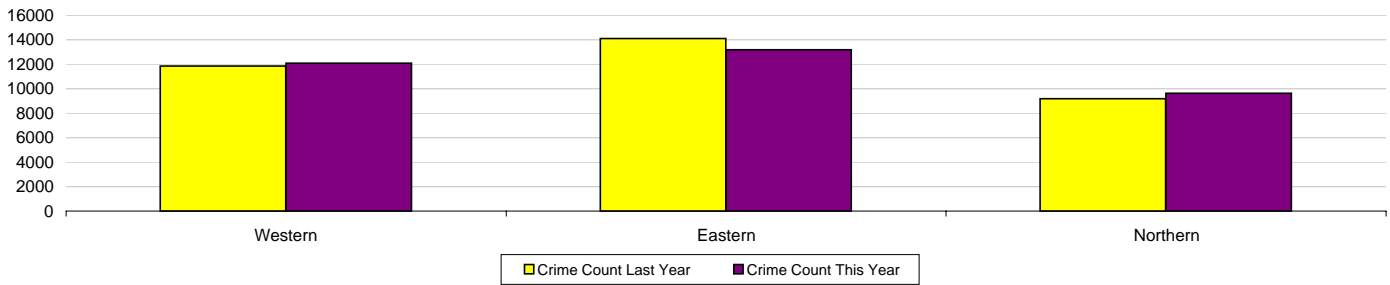
Exception report for protecting our communities

All crime



Crimes	Western	Eastern	Northern	Force
YTD Crimes	12084	13167	9617	34868
YTD 10/11 Crimes	11849	14096	9184	35129
This month	3954	4542	3249	11745
% change from 10/11	1.98%	-6.59%	4.71%	-0.74%

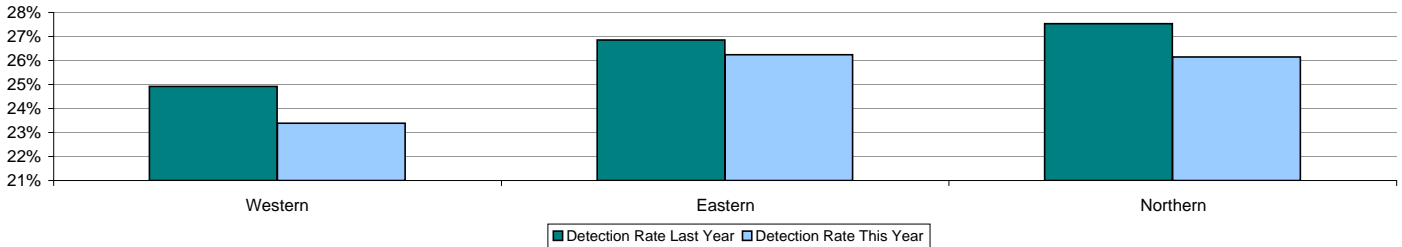
	Force
MSG position	5 of 8
MSG actual	18.43
MSG average	17.46



Detections	Western	Eastern	Northern	Force
YTD Detection Rate	23.39%	26.24%	26.15%	25.23%
This month	21.85%	26.29%	26.25%	24.79%
YTD 10/11 Detections	24.91%	26.85%	27.54%	26.38%

	Force
MSG position	6 of 8
MSG actual	27.79%
MSG average	28.83%

Note: Detections refer to Sanction Detections ONLY



Force target areas making the most of our resources

	Target	Actual
BME Workforce population	2%	2.14%
Effective use of specials	550	249
Cost reductions and savings	To maintain top quartile position	7 of 41
Protecting the frontline	2224	2226

BME workforce population

The 2011/2012 target is to retain 2% of all officers and staff as BME

BME retention	All staff	Minority ethnic staff	Percentage
As at 30/06/2011	6010.86	128.39	2.14%

Police officer	Police officers	Minority ethnic police officers	Percentage
As at 30/06/2011	3607.40	84.40	2.34%

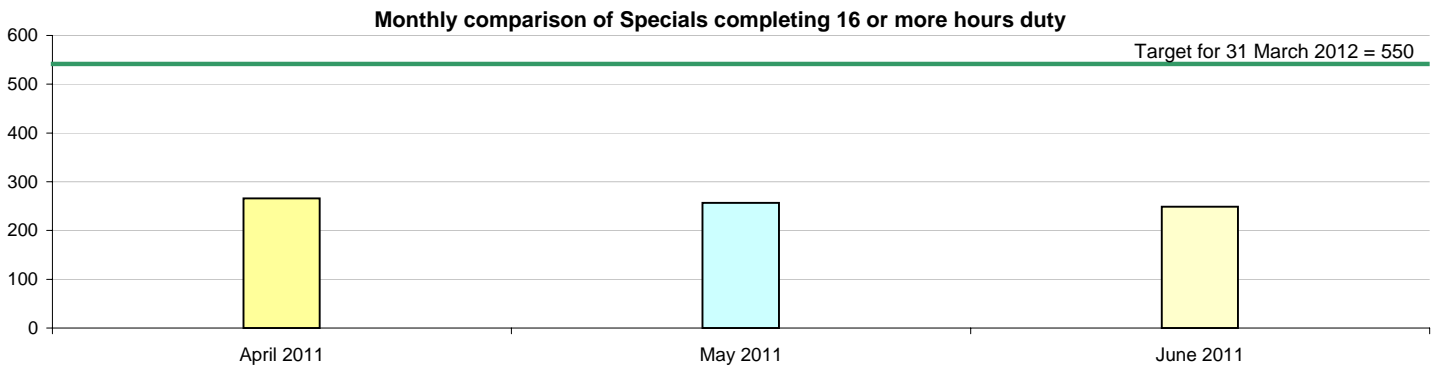
Police staff (incl PCSOs)	Police staff	Minority ethnic police staff	Percentage
As at 30/06/2011	2403.46	43.99	1.83%

Effective use of specials/volunteers

	Target	Force
June 2011	550	249

This target shows the number of special constables who are delivering 16 hours or more of duty per month

Note: There were 256 Specials who completed an average of 16 hours per month during the first quarter (April - June 2011)



Force target areas making the most of our resources

Special Constable Balanced Scorecard

	Western	Eastern	Northern	RPU	CS/CQ	Force
Total number of officers	141	174	142	6	7	470
Number of officers on leave of absence	7	7	10	0	0	24
Total number of operational hours	2987	4104	2853	101	186	10231
Number of operational hours per 1000 population	5.6	6.4	4.7	N/A	N/A	5.7
Average number of operational hours per officer	22.3	24.6	21.6	16.8	26.6	22.7
Leavers joining regular service or transferring to another Force	0	0	0	0	0	0
Leavers not joining regular service or transferring to another Force	0	1	2	0	0	3
Number of officers completing 16 hours or more of duty per month	72	92	77	3	5	249
% of Officers completing 16 or more hours duty per month	51%	53%	54%	50%	71%	53%

Gender	Western	Eastern	Northern	RPU	CS/CQ	Force
Male	100	121	104	6	6	269
Female	41	53	38	0	1	201

Ethnicity	Western	Eastern	Northern	RPU	CS/CQ	Force
White	137	170	139	6	7	459
Mixed	0	2	0	0	0	2
Black or black British	2	0	2	0	0	4
Asian or asian British	1	1	1	0	0	3
Chinese or other	1	1	0	0	0	2

Age	Western	Eastern	Northern	RPU	CS/CQ	Force
25 and under	57	90	44	0	0	191
26 to 40	67	54	62	2	2	187
41 to 55	16	25	27	3	2	73
Over 55	1	5	9	1	3	19

Length of service	Western	Eastern	Northern	RPU	CS/CQ	Force
up to 1 year	47	64	41	0	0	152
1yr to 5 years	76	86	60	0	1	223
5 to 10 years	13	10	18	1	0	42
10 to 15 years	0	7	13	3	2	25
15 to 20 years	3	3	9	2	1	18
20 to 25 years	1	2	0	0	1	4
25 years and over	1	2	1	0	2	6
Number of joiners	2	6	6	N/A	N/A	14

Note: RPU - Roads Policing Unit CS/CQ - Central Support Departments

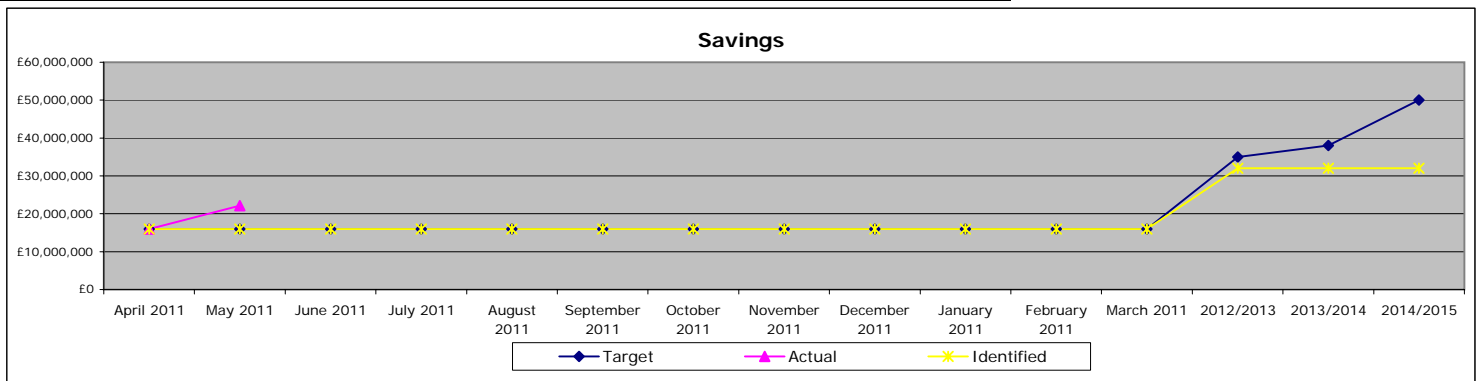
Force target areas making the most of our resources

Finance

	Savings		
	Target	Actual	Identified
April 2011	£16,000,000	£16,000,000	£16,000,000
May 2011	£16,000,000	£22,155,000	£16,000,000
June 2011	£16,000,000		£16,000,000
July 2011	£16,000,000		£16,000,000
August 2011	£16,000,000		£16,000,000
September 2011	£16,000,000		£16,000,000
October 2011	£16,000,000		£16,000,000
November 2011	£16,000,000		£16,000,000
December 2011	£16,000,000		£16,000,000
January 2011	£16,000,000		£16,000,000
February 2011	£16,000,000		£16,000,000
March 2011	£16,000,000		£16,000,000
2012/2013	£35,000,000		£32,000,000
2013/2014	£38,000,000		£32,000,000
2014/2015	£50,000,000		£32,000,000
Total	£50,000,000		£44,500,000

National position for value for money
7 of 41

Note: National position excludes Metropolitan Police and City of London Police



The savings chart shows:

Savings target - across all four years i.e. cumulatively this is £16m, £35m, £38m, £50m

Savings actual - this is the base budget reduction +/- the in year projected over/underspend

Savings identified - this is helpful to see the value of savings identified

The combination of data shows how much savings have been identified against the savings targets. It also shows how much is being saved against target

Note:

If the pink line (actual) is above the blue line (target) then we are underspending in year (saving more than the savings target)

The yellow line (savings identified) needs to reach the blue line (target) in order to identify sufficient savings to meet the target

Protecting the frontline

The number of full time equivalents (FTE) undertaking response policing, neighbourhood policing and local crime investigation will be protected at a minimum of 2224 on average per month throughout 2011-2012

	Target	Average
Frontline Staff	2224	2226