

ORIGINATOR: CHIEF CONSTABLE

PAPER NO. AP13/48

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL –
31 OCTOBER 2013**

**SUBJECT: PERFORMANCE PRIORITIES – MONITORING REPORT APRIL
2013 TO SEPTEMBER 2013**

SUMMARY:

1. The report shows Constabulary performance against the Performance Priorities for the financial year 2013/14. An assessment has been made (red/amber/green) as to where the Constabulary sits against each priority and charts have been included to illustrate the position.
2. A summary with the action being taken to improve or maintain performance is included for each priority area.

RECOMMENDATION:

1. The Accountability and Performance Panel is asked to note the contents of this report.

1. KEY ISSUES FOR CONSIDERATION:

- 1.1. This report is based upon the performance priorities set within the Police and Crime Plan for the financial year to date 2013/14. The paper details each priority in turn and makes an assessment of performance against the three-year average and also by comparison with last year's performance. In addition to this, and where appropriate, comparison is made with other Police Forces.
- 1.2. The report is not designed to reflect localised performance problems but to provide an overview against each priority and a flavour of the action being taken to improve or maintain performance. Where appropriate, reference is made to specific locations if there has been an interesting or disproportionate effect on overall performance.
- 1.3. The report uses a red/amber/green grading system to summarise current performance based on the following criteria:

Red: Performance is not meeting the baseline objective.
Amber: Performance is not meeting the baseline objective but is improving.
Green: Performance is meeting the baseline target.
- 1.4 With some crime categories it is important to recognise that there is considerable context required to understand the issues. For example, active encouragement for victims to report serious sexual offences over recent years has seen a substantial increase in the rate of such crimes. This is regarded as a positive change, which allows for a comprehensive and supportive service to be provided to victims while at the same time allowing the Force to fully understand the extent of such offending.
- 1.5 Of the 14 objectives set out in the Police & Crime Plan, current performance is ahead of baseline in 11 including all crime reduction objectives and both responding to emergency targets. Of note: Anti-social behaviour has reduced by 15% in the last year and robbery by 27.8%.
- 1.6 Serious Sexual Offence detections remain 2.2% below the objective level however, this report details a significant recent improvement in performance. If this level is maintained, and it is expected to, this objective will be achieved.
- 1.7 This report includes a measurement of domestic abuse repeat victimisation. This is a new measure which has been only recently implemented and this measurement is the first available. Work will take place in the coming weeks and months to reduce repeat victimisation in domestic abuse.
- 1.8 The only objective which is not being currently achieved and has not seen a recent improvement is the Violence with Injury solved rate but this rate is still above the national average.
- 1.9 This report contains Human Resources data. This shows that the established workforce has grown by 0.6% since the third quarter of the last financial year and now employs more officers than at that time. All Safer Neighbourhood Teams are within one officer of their established staffing levels and there are no links to performance trends in this regard.
- 1.10 9% of the officer establishment is currently on restricted or recuperative duties – a proportion that has consistently fallen in recent months. Sickness has risen slightly but is within the targeted level.

2. FINANCIAL IMPLICATIONS

2.1. The performance of the Force hinges on the level of available resources to tackle each of the priority areas. In the current financial climate every effort is being made to maintain front line policing in order to ensure performance against these priorities can be maintained or improved.

3. OTHER IMPLICATIONS AND RISKS

3.1. None.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	No
Have human resource implications been considered?	No
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	No
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes