

LEICESTERSHIRE POLICE AUTHORITY

PAPER MARKED

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Meeting POLICE AUTHORITY
Date 27TH JANUARY 2009
Report of CHIEF CONSTABLE
Subject PERFORMANCE REPORT FOR THE PERIOD 1 APRIL 2008 – 31 DECEMBER 2008

1. Purpose and Introduction

- 1.1. The purpose of this report is to inform the Authority about Force performance against targets since 1 April 2008. Where possible, results are for the period up to 31 December but where these are not yet available (for example British Crime Survey results) this is stated. The report summarises results against each Statutory Performance Indicator, local objective and includes stop search statistics as well as a financial summary. The tables within the report give an abbreviated description of each APACS measure but for the information of members, a full description of each is attached at Appendix A. Definitions of the APACS crime measures are contained within Appendix B.
- 1.2. The three colour traffic light system continues to be used to assess performance using the following criteria: Green- target being met; Amber- target not currently being met but in the Chief Constable's opinion would be met by the year end. In addition, the report provides context to those indicators which are currently not achieving the target.

Summary of progress against Performance Indicators

2. Tackling Crime

SPI No.	Objective	Target	Performance
Tackling Crime			
5.2	Serious acquisitive crime rate	-3.00%	+2.5%
5.3	Assaults with less serious injury rate	-3.00%	-7.0%
6.2	Serious acquisitive offences brought to justice	20% sanction detection rate	15.4%
6.3	Sanction detection rate for racially and religiously aggravated crimes	40% sanction detection rate	31.9%
10.1	Prolific and other Priority Offender (PPO) re-offending rate	Benchmark Year	No data available
11.1	Adult re-offending rate	Probation Service target	-
11.2	Youth re-offending rate	Youth Offending target	-
11.3	First time youth offending	Youth Offending target	-

In the case of serious acquisitive crime, members will recall that this is made up of burglary dwelling, vehicle crime and robbery. The Force is currently 600 detections short of the target rate. The 3.4% increase in serious acquisitive crime that was evident at the end of October has decreased to a 2.5% increase year on year. Of particular concern is the

shortfall on theft from motor vehicles which is an issue across the county. This is mainly due to a marked decline in volume admissions from offenders, possibly due to court disposals for auto-crime rarely resulting in substantial custodial sentences. South BCU has shown an increase in robberies mainly limited to Wigston LPU youth robberies. There has been a great deal of crime prevention work carried out in local schools linked to knife crime. North BCU has invested in additional functionality to detect vehicle crime offences with the provision of high tech covert equipment that came on stream in December. The Force remains committed to reducing serious acquisitive crime and has focused efforts to redeploy specialist resources across all BCUs to reduce the crime rate and increase detections. The volume of burglary dwelling crimes at City BCU has had a significant impact on the Force figure for serious acquisitive crime and efforts are being made to redress this. For example, Operation Echo has brought about a recent 10% reduction in the burglary crime rate at Hinckley Road LPU where the burglary rate had previously been particularly high.

SPI 6.3, sanction detections for racially and religiously aggravated crimes, has shown progressive improvement in detection rates over the past few months (an improvement of 3 percentage points since October), since an improvement plan was implemented. The Force is working hard to ensure the 40% target is achieved at end of year. The improvement plan includes a greater push from BCUs to monitor minor crimes which have a racial element, closer scrutiny of Home Office codes and ensuring that all crimes on the system with a named suspect are detected, where possible. This strategy should provide a sustainable structure for 2008/09 and continued improvement into 2009/10.

SPI 10.1, prolific and other Priority Offender re-offending rate, is a new measure introduced in April. All forces use a national tracking database (JTrack) to measure performance. So far this year, the Force has identified the cohort of offenders whose re-offending rate will be the subject of monitoring through this measure. However our ability to report on this indicator according to the strict definitions is dependent on the availability of a national reporting tool, the roll out of which is coordinated by the Home Office. Unfortunately there is a delay in resolving this as the Home Office no longer has a contract with the original supplier, PA Consulting.

All other measures under this domain heading are the responsibility of a partner agency but we aim to share this data with the Authority as soon as this becomes available to the Force.

3. Serious Crime and Protection

SPI No.	Objective	Target	Performance
Serious Crime and Protection			
5.1	Serious violent crime rate	-5%	-4.7%
5.4	Domestic homicide rate	No Target	1 incident of domestic homicide
5.5	Gun crime rate	-5%	-13.7%. 100 crimes recorded in 08/09 (116 for 07/08)
5.6	Knife crime rate	Benchmark Year	404 cases recorded
6.1	Serious violent offences brought to justice	55.0% sanction detection rate	38.0%
6.4	Serious sexual offences brought to justice*	25% sanction detection rate	21.9%
8.1	Asset Recovery	£2, 169,600	£1,013,316

The knife crime rate is subject to close monitoring this year against benchmark performance in anticipation of setting a target for 2009-10. There has been an increase of 19.5% from April - December compared to the previous year to date. This is an additional 66 offences, a total of 404 for the 9 month period. October and November saw a steep increase in the volume of offences. Overall, the Force has seen a fall during December with a reduction on City BCU (where the majority of offences are seen). South BCU and more particularly the North recorded increases – the North has recorded increases each month since August and during December the volume of offences on the North exceeded those seen on the City.

67% of the offences are recorded on City BCU, with 20.5% on North BCU and 12.5% on South BCU. 50% of these crimes were actual stabbings with the remainder involving knife/glass/sharp items as a threat. Overall 70% of offences involve a knife, with the remainder split between glass and other sharp items (slightly fewer being glass).

Although the serious violent and serious sexual detection rates (SPIs 6.1 and 6.4.) are both short of target, both have seen improvements, since last reported to the Authority. The serious violent detection target has seen progressive improvement since September, an overall increase of 4.3% since September. The serious sexual crime detection rate has remained broadly constant over the last few months with the latest figure of 21.9% a slight improvement on November's figure of just over 1%. The Force is currently 15 detections short of the target rate. For serious violent crime, City BCU has the most challenging period ahead as it has a disproportionate amount of serious crime, in comparison to the other BCUs. As a result the City is now being supported by a Detective Inspector and a team of 6 detective constables from Crime Support to assist in creating capacity for Detectives to investigate serious violent crime. A review has also been carried out of current serious violent crime to establish detection opportunities and barriers to detection. Issues that were raised are now being progressed and through Operation Furlong, funding and resources have been provided to expedite enquiries where this will achieve a detection. In relation to serious sexual offences, the detection rate for rape is low in comparison with other Forces and is an issue that has been monitored closely. The main reason for lack of detections relates to the issue of consent. By working closely with the CPS to review such cases, appropriate evidence can be presented which should enable more positive charging decisions to be made. CPS/Police Rape surgeries have also been introduced in order to ensure that timely specialist charging advice is available to investigating officers.

SPI 8.1, Asset Recovery, has been impacted by the current economic climate which has made achieving this year's target challenging. The government originally set this target a few years ago when the economy was in much better shape than it is today. Criminals have mainly been investing the profits of crime into houses and cars, the values of which have declined over recent months. All Forces have been affected by this and as a result are working to produce more realistic local targets for this SPI for next year. Although currently the Force is not meeting the target set, asset recovery operations are ongoing and there are court cases pending. The results of these may not be in time to influence the end of year total figure but there is the potential for good performance next year.

4. Promoting Safety

SPI No.	Objective	Target	Performance
Promoting Safety			
4.1	Perceptions of Anti-Social Behaviour	Remain below MSG average and improve on end of 07/08 (current MSG is 14.3%)	16.1% (Jun 08)
4.2	Perceptions of drunk or rowdy behaviour	Baseline Year	23.4% (Jun 08)
4.3	Perceptions of drug use/dealing	Remain below MSG average and improve on end of 07/08 (current MSG is 22.5%)	23.9% (Jun 08)
7.1	Deliberate Fires	Fire Service target	1,652 fires reported (Nov 08)
9.1	Road Traffic Casualties	360 in line with 2010 strategy	276

The most recent data from the British Crime Survey for SPI 4.1, 4.2 and 4.3 is as at the end of June 2008. Since the last published results (March 2008), perceptions of anti-social behaviour have slightly improved, decreasing by 0.4 percentage points. At present the Force remains above the most similar group (MSG) average and so therefore this target is not being achieved. Perceptions of drug use/dealing have increased since the end of year by 0.7 percentage points. Although ranked below the national average for this SPI, Leicestershire remains above the MSG average and is currently not meeting the target.

Due to the time lag of road traffic collision data, the figure quoted above on the number of persons killed or seriously injured is subject to change and could increase. At this stage these provisional figures indicate that the number of persons quoted is above the required profile at this stage of the year i.e. 270 or fewer persons killed or seriously injured. Efforts are ongoing to reduce the number of casualties on Leicestershire's roads. In an attempt to reduce the disproportionate number of motor cycle casualties the Partnership has focused on this vulnerable group. Fatalities have fallen to 7 in 2008 against an annual average of 12. Excess speed continues to be a major factor in fatal/serious collisions. Complaint sites continue to be visited by the Camera Safety Team together with local and RPU Officers in order to help reduce inappropriate and excess speed.

5. Confidence & Satisfaction

SPI No.	Objective	Target	Performance
Confidence & Satisfaction			
1.1	Satisfaction with service delivery (Police)	Above new MSG and better than end of 07/08	82%
1.2	Comparative satisfaction with service delivery (Police)	No Target	-1.1% point gap
1.3	Satisfaction with service delivery (racist incidents)	Above new MSG and better than end of 07/08	77.6%
1.4	Satisfaction with service delivery (CJS)	LCJB target. By end of Mar 2011 to increase satisfaction with CJS compared to end of Mar 08	-
2.1	Understanding local concerns (agencies)	Baseline Year	40.6% (Jun 08)
2.2	Dealing with local concerns (agencies)	Baseline Year	43.2% (Jun 08)
2.3	Residents perception of police performance (measured by British Crime Survey)	Above new MSG and better than end of 07/08	56.4% (Jun 08)
2.4	Effectiveness of the CJS	LCJB target 55%	-
2.5	Fairness of CJS	LCJB target 55%	-

Overall satisfaction for all users has continued to improve since September and remains above the 2007/08 end of year figure. However, it still remains below the 84% target which was set to ensure that our performance would better the MSG average – currently 82.7%. Action plans have been put in place to improve user satisfaction on BCUs. For example, North BCU is to have a specific team to work on public confidence from January which will focus on the services provided, public communications and the concerns of dissatisfied customers. With regards to RTC satisfaction, a call back regime has been introduced on Areas whereby Sergeants ring back victims within 24 hours after the incident. RTC training undertaken by Officers has also been reviewed with a view to increasing this training for Officers in the future. With this continued improving trajectory the Force is optimistic that this end of year goal can be achieved. Satisfaction with service in relation to racist incidents (SPI 1.3) has fallen since last reported, by 1.2 percentage points. Although above the end of year target, this figure is below the current MSG average and this current rate would indicate that the end of year target will not be met. Each BCU has an action plan led by the Chief Inspector of the Community Safety Bureau together with BCU hate crime officers to improve satisfaction with service for victims of racist incidents. South BCU is also piloting a scheme whereby supervisors will visit dissatisfied victims.

Members will note that data for SPIs 2.1 and 2.2 is now available from the last published British Crime Survey. Both of these have no specific target with 2008/09 being a baseline year. With regards to understanding local concerns, the Force is currently performing above the MSG average of 39.4%. Dealing with local concerns is the new overarching confidence measure in the Green paper. Leicestershire is currently below the MSG average of 44.3%. A provisional target of 58% to be achieved by March 2011 has been proposed by the Home Office.

5.1 Stop Search Statistics for April - Nov 2008

Performance Measure	Time period	White	Black	Asian	Other	Total
Total Number of population	Mid 2004 estimates	712,822	14,494	93,318	7,131	833,765
% of total population	Mid 2004 estimates	85.49%	1.74%	11.91%	0.86%	
Total searches	YTD Nov 08	9025	1186	2065	142	13129*
% of all searches by ethnicity	YTD Nov 08	68.74%	9.03%	15.73%	1.08%	
Of which S60 Prevention of Public Order searches	YTD Nov 08	170	20	32	2	241*
All searches Rate per 1000 population	YTD Nov 08	12.67	81.8	22.13	19.91	15.75
Total arrests	YTD Nov 08	381	73	90	9	589*
Arrest Rate	YTD Nov 08	4.2%	6.2%	4.4%	6.3%	4.5%

* This total does not match the sum of previous columns due to the further addition of records where the individual did not state their ethnicity.

The stop and search figures quoted above follow the same breakdown of ethnic groups as is used in the Home Office annual publication of statistics under S95 of the Criminal Justice Act. Compared to the same period last year, the total number of searches conducted has fallen by 12.9%, with the number of searches falling across all ethnic groups. The greatest reduction in searches conducted is for black persons where there has been a 24% decrease. The overall number of arrests resulting from searches has also fallen by 41% year on year, with the largest reduction being for arrest of white persons, with a decrease of 48% (from 740 to 381). There has also been a fall in the number of black persons arrested from searches, from 108 to 73, a fall of 32%. The overall arrest rate for all persons has fallen year on year to 4.5% which is a decrease of 2.2 percentage points. The corresponding arrest rates for white and black persons have both fallen by 2.9 and 0.7 percentage points respectively. Leicestershire Constabulary continues to monitor and scrutinise the application of stop and search. For example, a recent meeting with the Police Advisory Group on Race Issues (PAGRI) specifically discussed stop and search in Leicestershire.

6. Organisational Management

SPI No.	Objective	Target	Performance
Resource Use			
3.1	Minority ethnic Police Officer recruitment	13.5%	8.9%
3.2	Female Police Officer representation	24.0%	24.5%
12.1	Police Service efficiency	9.3% over next 3 years	3.5%
13.1	Police Officer sickness absence rate	59.5 hrs (annual rate)	33.6 hrs (Nov rate)
13.2	Police Staff sickness absence rate	59.2 hrs (annual rate)	47.1 hrs (Nov rate)

With regard to SPI 3.1, the next police officer recruitment intake is planned for January in which there will be 3 recruits from ethnic minority groups out of a known intake of 35 officers. The results for this indicator in January will slightly decrease to 8.8%. One last intake for this year is due in March in which approximately 30 Officers are likely to be recruited. There are currently 9 applicants from ethnic minorities who could potentially join this intake. If all of these 9 applicants passed the necessary interviews and checks the estimated figure for the year end would be 12.7% which would result in the target not being met. Although not included in this SPI, members should note that out of 52 transferees that have joined so far this year, 5 were from ethnic minorities.

Latest available sickness figures are as of the end of November. In order to be on-profile to meet the end of year target the Police Staff sickness at this time would need to be 39.4 hours per person or less. For the target to be met Police Staff sickness would need to reduce significantly to 3 hours per person for the remaining 4 months of the year, the average monthly target set at 4.93 hours per person. The current sickness rate would indicate that the end of year target of 59.2 hours per person will not be met. 'Gold Service' meetings continue to be held for the Contact Management Centre who had previously been identified as having a high rate of sickness. An unprecedented level of irregular Police Staff attendees, at 65%, have now had management action taken, in respect of their absence.

7. Local Objectives

SPI No.	Objective	Target	Performance
Local Objectives			
L1	The proportion of the Local Support team Officers' hours resourced for Officers and PCSOs who are available for full operational duties (no medical restrictions)	5% or less	8.1%
L2	To answer 87% of Call Management non-emergency calls within 30 seconds	87% stretch target 88%	94.16%
L3	To locally resolve 50% of eligible complaints against the Police	Resolve 50% of eligible complaints against the Police	49% (data to Nov 08)
L4	The pre-planned abstraction rate for beat officers and neighbourhood PCSOs combined	5%	5%
L5	To increase the proportion of total incidents dealt with by scheduled response	25% in March 2009	23.0%
L6	In conjunction with the Police Authority, to map the extent of existing engagement with young people		Narrative below

Local Objective 1. Latest Performance shows that the Force has to cover opening hours with fully fit police Officers/PCSOs on 8.1% of occasions. However future pressures such as abstractions of LSTOs for Vantage training in March (so they can create OIS incidents) means that the target of 5% or less is now unlikely to be achieved. Presently the Force is experiencing very high levels of internal transfer of LSTOs into other police posts such as PCSOs and PCs, the present recruitment programme is to replace 20% of our LSTOs establishment (twelve posts) within the next three months. At the same time we have experienced a number of maternity and health abstractions. With these two issues it has placed a substantial strain on the Force in meeting the local objective of achieving the 5% figure, however, the published opening hours have not been compromised or the level and quality of service provided.

- Local Objective 2. Performance has steadily increased during 2008/09 and bodes well for exceeding the target over the full twelve month period.
- Local Objective 3. Latest performance shows an improving trajectory and only 1% less than the target set. It is expected that this target will be met at the end of the year.
- Local Objective 4. The latest data shows that the Force is keeping to this 5% which is in line with the target.
- Local Objective 5. Performance on this has improved since last reported and at 23% is just under target. It is expected that the target will be met by the end of the year
- Local Objective 6. Progress towards this objective is still being made. A full discussion document has been submitted to the Police Authority, to be discussed later this month.

8. Summary of Projected Revenue Outturn as at 31 October 2008

	£000	£000
Approved Revenue Budget 2008/09		<u>164,696</u>
Projected Overspends		
City Area	83	
Community Safety Bureau	<u>16</u>	99
Projected Underspends		
Police Pay, Allowances & Secondments	(1,354)	
Central & Financing Items	(1,106)	
Scientific Support Department	(217)	
Professional Standards Department	(131)	
Police Pensions	(118)	
Crime Support Department	(108)	
Growth & Carry Forwards	(72)	
Learning & Development Department	(39)	
Information Technology Department	(36)	
Procurement & Support Services Department	(32)	
Special Constabulary	<u>(8)</u>	<u>(3,221)</u>
Projected Revenue Budget Underspend		(3,122)
Less Transfer to General Reserve		1,300
Less Transfer to Operational Contingency		<u>150</u>
Balance of Projected Revenue Budget Underspend		<u>(1,672)</u>

The balance of projected underspending of £1.67m will undoubtedly change as a result of future risks, budgetary pressures and opportunities yet to be identified during the remainder of the financial year.

The Force's 3 year rolling Budget Forecast currently identifies a projected funding gap for 2010/11 of circa £1.7m (net of earmarked reserves). This has increased by £0.8m from previous estimates due to the compound effect of the higher than anticipated 3 year pay settlements implemented from 1st September 2008 and other emerging inflationary pressures.

The Investment Delivery Group will continue to monitor the budgetary situation closely over the coming months, and provide regular progress updates to the Strategic Financial Planning Group (SFPG) chaired by the Deputy Chief Constable.

The SFPG last met on 16th January 2009. This meeting considered the extent to which the 2008/09 projected underspend should ring-fenced to be carried forward to future years to mitigate the funding gap currently identified in 2010/11. Any recommendations arising from SFPG will be duly considered by Chief Officers and the Police Authority as part of the strategic approach to budget setting for both 2009/10 and beyond.

9. New Challenges / Conclusion

The Force continues to use APEX and PDG to prioritise and focus resources and manage risk alignment with the threat to achieving targets. The Deputy Chief Constable is currently working with the Chair of the Performance Panel to ensure performance management meetings across the Force are consistent and effective. In addition to this, Corporate Development is working alongside Area and Department strategic leads in Project Stepchange, aimed at improving performance in specific areas. These are: Serious acquisitive crime, racially and religiously aggravated crime, serious crime, serious sexual crime and satisfaction with service delivery (all users). After internal issues blocking performance and external best practices have been identified, action plans will be put forward to strategic leads to help improve performance in these areas. In addition £20,000 has been allocated to each BCU from the contingency fund to help achieve crime detection and crime reduction.

10. Recommendation

Members are recommended to note the contents of this report.

11. Persons to contact:

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