

Platform for Success 2012/13

Building the Future

Quarter 1 Performance Report



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1. INTRODUCTION & EXECUTIVE SUMMARY

1.1 INTRODUCTION

"*Platform for Success Building the Future*" was published on 1 April 2012. This strategy document promotes the Force Mission and the strategy for delivery, upon which this report is focused.

That Mission is achieved through delivery of the Force Priorities, which includes crime/disorder and business/organisational issues.

The purpose of this report is to inform the Force Executive Board (FEB) and the Grampian Joint Police Board (GJPB) of progress towards achieving that Mission.

The report is structured around the four 'areas of policing' identified within the Scottish Policing Performance Framework (SPPF):

- *Service Response*
- *Public Reassurance and Community Safety*
- *Criminal Justice and Tackling Crime*
- *Sound Governance and Efficiency*

These encompass the full range of policing activities by Grampian Police and its partners. This report is split into sections covering one of the areas listed above.

The Force Priorities for 2012/13 fit within the SPPF framework. National Indicators (NI) and Local Indicators (LI) are included within each section.

Further information on indicators can be obtained by contacting Superintendent Blackhall, at craig.blackhall@grampian.pnn.police.uk.

	Service Response	Public Reassurance & Community Safety	Criminal Justice & Tackling Crime	Sound Governance & Efficiency	Context
Force Priorities	<ul style="list-style-type: none"> Community Focus 	<ul style="list-style-type: none"> Community Focus National Security Public Protection Road Casualty Reduction 	<ul style="list-style-type: none"> Community Focus Serious Organised Crime & Drugs 	<ul style="list-style-type: none"> Police Reform 	
SPPF National Indicators	<ul style="list-style-type: none"> Complaints about Police Officers and Police staff Quality of Service complaints User satisfaction with service provided <i>Public confidence in the Police</i> Proportion of 999 calls answered within 10 seconds Time taken to respond to emergency incidents Handling of non-emergency calls 	<ul style="list-style-type: none"> Number of recorded crimes and offences and detection rates Number of racist incidents, racially motivated crimes and detection rates Number of recorded ASB community crimes and offences and detection rates Level of detected youth crime Number of persons killed or injured in road accidents <i>Offenders managed under MAPPAs who are re-convicted or breach conditions</i> <i>Perception of general crime rate in local area</i> <i>Victimisation rates for personal and household crime</i> <i>Level of personal and household crime and the proportion reported to the Police</i> <i>Volume of forensic services provided</i> Number of Special Police Constables and hours they are on duty 	<ul style="list-style-type: none"> <i>Percentage of criminal cases dealt with in 26 weeks</i> <i>Overall re-conviction rate</i> Number and percentage of reports submitted to the Procurator Fiscal within 28 calendar days Number and percentage of children and young people diverted to early and effective intervention processes <i>Number of individuals reported to the Procurator Fiscal where proceedings were not taken</i> Weight of Class A drug seizures and number of supply and possession with intent to supply offences recorded Use of Police Direct Measures <i>Value of net criminal assets identified for restraint through criminal proceedings by the SCDEA</i> Level of Counter Terrorism Advice Delivered to Communities 	<ul style="list-style-type: none"> Value of efficiency savings generated by Forces <i>Value of efficiency savings generated by the SPSA</i> Proportion of working time lost to sickness absence Turnover rates for Police Officers and Police staff Proportion of salary costs accounted for by overtime Number of Police Officers and Police staff Staffing profile by declared disability, ethnicity and gender Expenditure on salaries, operating costs and capital Expenditure per resident <i>SPSA expenditure</i> 	<ul style="list-style-type: none"> Number of telephone calls and incidents Number of sudden deaths reported to the Procurator Fiscal Number of missing person incidents Number of registered sex offenders in the community Number of domestic abuse incidents Number of problem drug users Number of individuals brought into custody Number of Freedom of Information requests and questions

Indicators in italics are reported on centrally by other agencies - data not available for this report.

1.2 EXECUTIVE SUMMARY

The Force has continued to build on recent excellent performance results with another strong quarterly performance in this, the last year of Grampian Police. Recognising there are areas for improvement, the Force is taking steps to address specific issues. The main themes for the quarter are below:

SERVICE RESPONSE

Performance remains strong with the handling of 999 calls and the response to emergency incidents remaining amongst the best in Scotland. The number of abandoned / lost 'non emergency' calls has increased slightly due in large part to critical equipment failures which are being addressed.

Performance in relation to complaints about the Police has been positive with 36% less complaints received compared to the previous quarter.

PUBLIC REASSURANCE AND COMMUNITY SAFETY

The number of Anti Social Behaviour (ASB) Community Crimes continues to decrease and represents the lowest quarterly figure for 5 years.

There were seven adult fatalities arising from collisions on our roads during the quarter. Serious injuries increased when compared with the same period last year.

Recorded crime continues to show a downward trend with significant falls in Groups 1, 3 and 4 compared to this time last year. Overall performance has improved since last year, although there has been a slight increase in Group 2 crimes recorded this quarter. Compared with the previous quarter, detection rates are lower across all Groups with the exception of Group 7. These are however at comparable levels to the same period last year.

CRIMINAL JUSTICE AND TACKLING CRIME

Enforcement activity in relation to Organised Crime Groups resulted in the recovery of Class A drugs with a street value of £397,312 and cash seizures under the Proceeds of Crime Act of £85,075.

Figures for children and young people committing crime continues to show a downward trend with early intervention and partnership working contributing.

The Force continues to use a variety of means to deal with offenders and issued 666 ASB Fixed Penalty Notices representing a 10% increase on the previous quarter and the corresponding period last year.

SOUND GOVERNANCE AND EFFICIENCY

Turnover rates for Police Officers and Police Staff have remained within acceptable parameters, which should be viewed as positive considering the potential impact of the Police Reform programme.

2. SERVICE RESPONSE

The area of Service Response relates to how Grampian Police respond to the public.

2.1 COMMUNITY FOCUS

- We will continue to engage and strengthen relationships with partners and the community, to deliver improved policing services based on the principle of a community focused approach.

Proportion of 999 calls answered within 10 seconds (NI)

Proportion of 999 Calls Answered within 10 seconds	Q4 10/11	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total 999 calls	12286	13323	13849	13270	11177	12431
Answered within 10 seconds	12003	13175	13656	13145	11055	12255
% Answered within 10 seconds	97.7%	98.9%	98.6%	99.1%	98.9%	98.6%

National Target – 90%.

The number of 999 calls received in quarter 1 increased by 1254 (11.2%) compared to quarter 4. This is in line with previous increases between quarter 4 and quarter 1. Compared to quarter 1 last year, the number decreased by 892 (6.7%). The percentage of calls answered within 10 seconds remains well above the national target at 98.6%.

98.6% of 999 calls were answered within 10 seconds in quarter 1.

Time taken to respond to emergency incidents (NI) (In Grampian Police, this refers to 'Grade 1' calls where an emergency response is required)

Time Taken to Respond to Emergency Incidents	Q4 10/11	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total number of emergency response incidents	1077	1057	1137	1070	983	1021
Total number responded to within Force target response time*	1029	994	1080	1010	942	966
% responded to within Force target response time	95.5%	94.0%	95.0%	94.4%	95.8%	94.6%
Average response time (minutes/seconds)**	5m36s	5m31s	5m44s	5m4sec	5m10sec	5min7sec

*The Force target response times for Grade 1 incidents are 10 minutes for Aberdeen Division and 25 minutes for Aberdeenshire and Moray Divisions.

**Average response times for all Grade 1 incidents as per the National Indicator. In quarter 1, the Aberdeen Division average response time was 4m24s, for Aberdeenshire it was 6m39s and it was 5m18s in Moray.

Compared to quarter 1 last year, emergency response incidents have reduced by 36 (3.4%). The percentage responded to within the Force target time has dipped slightly since last quarter, but this level of decrease was reflected between the same two quarters last year.

Overall, the quarter 1 figure increased by 0.6% compared to quarter 1 last year from 94.0% to 94.6%.

The average response time in quarter 1 was 5 minutes and 7 seconds. Performance in responding to emergency incidents remains among the best in Scotland.

94.6% of emergency response incidents were responded to within the Force target time in quarter 1.

Handling of non-emergency calls (NI)

Non-Emergency Call Performance	Q4 10/11	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Non-emergency calls received	83218	92450	92564	86866	88403	82739
Non-emergency calls answered	81169	89622	89391	84102	85449	79676
% Answered	97.5%	96.9%	96.6%	96.8%	96.7%	96.3%
Number of calls abandoned/lost	2049	2828	3173	2764	2954	3063
% Abandoned/lost	2.5%	3.1%	3.4%	3.2%	3.3%	3.7%
Number of calls answered within 40 seconds	76281	83440	81398	78595	79818	73661
% of non-emergency calls answered within 40 seconds	91.7%	90.3%	87.9%	90.5%	90.3%	89.0%

This indicator relates to calls handled by the Force Service Centre (FSC) and not those received directly at stations. A call is considered answered when a member of staff speaks to the caller.

It has been agreed nationally by practitioners that targets for answering calls are for 92% of all calls to be answered and for 90% to be answered in less than 40 seconds.

In quarter 1, 82739 non-emergency calls were received. This is a reduction of 9711 (10.5%) calls compared to the same period last year.

The percentage of calls abandoned or lost in quarter 1 is higher than all quarters last year at 3.7%. This was predominantly due to technical disruptions experienced at the Force Service Centre during the quarter. On three occasions the Automated Call Distribution facility was subject to a critical fault. There were also two evacuations due to electrical issues. This amounted to 5 periods where there was no facility to record call data. This would account for a significant proportion of the 10.5% reduction in calls and the 0.4% increase in abandoned or lost calls.

This disruption is also why the percentage of calls answered within 40 seconds was below the national target of 90%. Action is being taken to resolve these issues.

Complaints about Police Officers and Police Staff (NI) and Quality of Service Allegations (NI)

Complaints	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Complaints	141	149	135	167	106
Complaints per 10,000 population**	2.56	2.71	2.45	3.03	1.93
Number of on duty closed allegations	231	185	202	269	195
Number of off duty closed allegations	0	1	5	6	1
Number of closed allegations where action is taken*	45	35	46	60	27
Number of Quality of Service allegations contained within complaint cases	44	39	63	88	35
Number of Quality of Service allegations per 10,000 population**	0.80	0.71	1.14	1.60	0.64

Complaints refer to on duty, off duty and quality of service allegations

**Action includes by Crown Office Procurator Fiscal Service, within and outwith Police conduct regulations/staff discipline procedures*

*** Population in Grampian: 2011/12 – 550,620, 2012/13 – 555,280*

Compared to quarter 4 last year, complaints received have decreased by 61 (36.5%). The figure is the lowest since the start of 2010/11. Whilst this figure is encouraging, some ICT difficulties with the online complaint form may account for a proportion of this.

On duty closed allegations in 2011/12 have decreased by 74 (27.5%) compared to quarter 4 last year.

User satisfaction with service provided (NI)

Statistics on service user satisfaction are required on an annual basis by the Scottish Government. This is gathered by the use of telephone surveys conducted by the Force Service Centre (FSC), who aim to carry out 600 surveys per quarter. Statistics for previous quarters are updated as surveys are completed. The current quarter will also change once all the surveys are complete

These figures relate to the period between January and March 2012. The quarter 4 figures are for the period between October and December 2011.

In quarter 1, 627 individuals were contacted, with 606 agreeing to take part, a response rate of 96.7%.

Satisfaction with initial Police contact	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Very satisfied	58.4%	56.8%	55.6%	42.1%	52.0%
Fairly satisfied	34.5%	41.2%	40.9%	52.1%	42.1%
Neither Satisfied nor Dissatisfied	2.8%	1.2%	1.5%	2.8%	3.3%
Fairly Dissatisfied	1.9%	0.8%	0.9%	1.4%	1.3%
Very Dissatisfied	0.9%	0.0%	0.9%	1.4%	1.3%
No response	1.5%	0.0%	0.2%	0.2%	0.0%

Satisfaction with the actions taken by Police to resolve the enquiry	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Very satisfied	58.3%	57.7%	55.8%	41.3%	54.0%
Fairly satisfied	29.7%	34.9%	36.0%	47.1%	34.5%
Neither Satisfied nor Dissatisfied	4.0%	3.4%	3.2%	4.4%	3.6%
Fairly Dissatisfied	3.4%	2.1%	1.8%	3.0%	4.0%
Very Dissatisfied	3.3%	1.4%	2.3%	3.0%	3.3%
No response	1.3%	0.5%	0.9%	1.2%	0.7%

Kept adequately informed on progress	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Yes	33.2%	30.9%	37.2%	38.7%	36.5%
No	15.7%	12.0%	19.3%	24.0%	21.8%
Not applicable	50.2%	57.1%	43.5%	37.3%	41.4%
No response	0.9%	0.0%	0.0%	0.0%	0.3%

Satisfaction with their treatment by staff at initial contact	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Very satisfied	61.0%	59.7%	59.2%	47.3%	59.9%
Fairly satisfied	31.7%	37.0%	36.4%	47.1%	34.0%
Neither Satisfied nor Dissatisfied	3.1%	1.4%	2.3%	2.2%	3.5%
Fairly Dissatisfied	1.6%	1.4%	1.1%	1.2%	1.5%
Very Dissatisfied	0.9%	0.5%	0.8%	1.4%	1.5%
No response	1.7%	0.0%	0.2%	0.8%	0.2%

Satisfaction with treatment by Officers who attended	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Very satisfied	61.8%	52.9%	51.6%	53.9%	62.3%
Fairly satisfied	28.2%	41.8%	40.0%	41.3%	29.9%
Neither Satisfied nor Dissatisfied	3.4%	1.3%	2.1%	1.8%	2.5%
Fairly Dissatisfied	2.3%	2.7%	2.5%	0.9%	2.8%
Very Dissatisfied	2.7%	0.9%	2.1%	0.9%	2.5%
No response	1.6%	0.4%	1.7%	1.2%	0.0%

Satisfaction with the overall way Grampian Police dealt with the matter	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Very satisfied	58.5%	58.0%	56.3%	43.2%	55.5%
Fairly satisfied	28.9%	33.2%	34.7%	45.6%	33.0%
Neither Satisfied nor Dissatisfied	4.5%	4.0%	3.6%	5.9%	2.5%
Fairly Dissatisfied	3.4%	2.9%	3.2%	2.3%	5.3%
Very Dissatisfied	3.0%	1.7%	1.7%	2.6%	2.8%
No response	1.7%	0.2%	0.5%	0.4%	0.9%

3. PUBLIC REASSURANCE & COMMUNITY SAFETY

The area of Public Reassurance and Community Safety includes proactive and neighbourhood based work. Priorities identified in this area of policing are: *Community Focus, Public Protection* and *Road Casualty Reduction*.

3.1 COMMUNITY FOCUS

- We will continue to engage and strengthen relationships with partners and the community, to deliver improved policing services based on the principle of a community focused approach.

Antisocial Behaviour

Antisocial Behaviour (ASB) forms part of the Community Focus Force priority.

A number of initiatives and operations have taken place over quarter 1 tackling different aspects of ASB.

In Aberdeen Division midnight football took place. This is an initiative supported by private and public sector partners involving children from throughout the city. Analysis and anecdotal information suggests midnight football has a positive impact on ASB throughout the city.

Similarly, a street rugby scheme has started in the Bucksburn area. Initially focusing on a target group, it is aimed at achieving a 'buy in' from identified young people and their parents. Community Initiative Funding and alternative sources of sponsorship are being progressed.

Building on last years success, Operation Trinity was re-launched in May 2012. The operation is in response to the concerns of Aberdeen communities over antisocial motorcycle use and associated quality of life issues. The operation takes a partnership approach and involves Grampian Fire and Rescue Service, Aberdeen City Council, Arnold Clark Vehicle Rental, local businesses and the Rural and Urban Training Scheme (RUTS),

In Aberdeenshire Division, Operation Balmenach was conducted in Stonehaven during June and targeted antisocial driving, following concerns raised by local residents.

Plans are in place for a Fake Identification (ID) initiative. Organisers of games and shows and all licensed premises in Aberdeenshire will be given fake ID posters and leaflets as part of the campaign.

Part of the Summer Streets initiative this year involved Turning Point Scotland and Red Cross volunteers attending events to assist patrons under the influence of alcohol with referrals to Barnardos for alcohol interventions where appropriate.

The Force worked with Forestry Commission Scotland to reduce instances of off road illegal driving.

In Moray Division, ASB continues to be tackled through prevention and enforcement activity including close liaison with partners. Regular Operation Avon¹ and Operation Moravia² events take place across the area.

Number of recorded ASB community crimes³ and offences and detection rates (NI) (SOA)

Recorded	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Offences Recorded	2970	2823	2673	2631	2515
Number Detected	1549	1572	1368	1537	1400
Detection Rate	52.2%	55.7%	51.2%	58.4%	55.7%

Recorded ASB Community Crimes are at the lowest quarterly level in 5 years. Compared to quarter 1 last year, the detection rate has increased by 3.5%.

Vandalism has been actively targeted by the Force and is also at its lowest level in 5 years. In the last year alone, vandalism has reduced by 20.5%

The number of recorded ASB Community Crimes in quarter 1 is the lowest quarterly figure in 5 years.

¹ Operation Avon tackles underage drinking across Moray.

² Operation Moravia is a long term operation that tackles the root cause of drug dealing, violence and anti-social behaviour. It involves partners including NHS Grampian, Moray Council, Grampian Fire and Rescue and COPFS.

³ ASB Community Crimes and Offences are Fireraising, Vandalism, Breach of ASB Order, Breach of the Peace, Urinating or defecating in a public place, Drunk and Incapable, Riotous behaviour whilst drunk or refusing to leave licensed premises, Confiscation of alcohol from person under 18, Consumption of alcohol in designated places, byelaws prohibiting, Persisting to play music etc, Offences relating to ASB on public transport and Vehicle Nuisance.

3.2 PUBLIC PROTECTION

- We will continue to safeguard children, young people, victims of domestic abuse and adults at risk from physical, emotional and sexual abuse, neglect or other harm and effectively manage offenders through internal and partnership processes.

Child Protection

The Force and partners continue to prepare for the launch of Visually Recorded Interviews (VRIs). Due to a number of technological difficulties, a go live date has still to be set. Seven sites have been fitted with the equipment and five mobile units are available. Police and Social Work staff have been retrained and a multi agency VRI Management Group has been formed which includes the Force, Crown Office and Procurator Fiscal Service (COPFS), Local Authority Social Work Departments and Scottish Children's Reporter Administration (SCRA).

The Sex Offenders Community Disclosure Scheme is now embedded across the Force, with a lower than expected number of applications.

Getting it Right for Every Child (GIRFEC)

The Force Referral Unit (FRU) review and audit final report has been completed. The priority actions in line with the ACPOS national Priorities are:

- Management of Concerns
- Training Needs Analysis
- Performance and Outcomes
- Scrutiny

An additional Detective Sergeant has been secured to progress the recommendations.

Sex Offenders Management Group (SOMG)

The 'Managing Sexual Offenders, Potential Dangerous Persons and Restricted Patients' Procedure was introduced in March 2012 and will be reviewed in October 2012. These updated procedures are considered to contribute positively to mitigating the risks posed.

This will continue to be developed to keep pace with new legislation and best practice.

3.3 ROAD CASUALTY REDUCTION

- We will encourage partners and the public, to achieve road casualty reduction by using the key themes of enForcemenT, education, engineering and personal responsibility.

Association of Chief Police Officers Scotland (ACPOS) Scottish Road Policing Framework

The ACPOS Scottish Road Policing Framework was published in 2009. Based on *education, enforcement, engineering, encouragement* and *evaluation*, the framework aims to reduce deaths and injuries on Scotland's roads by the year 2020.

Number of persons killed and injured in road accidents (NI) (SOA)

Persons Killed or Injured in Road Accidents (National Indicator)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Fatal Injury Collisions	5	6	4	4	6
Serious Injury Collisions	56	65	84	80	72
Slight Injury Collisions	168	180	180	155	160
Total Collisions	229	251	268	239	238
Adults Killed	5	7	4	4	7
Adults Seriously Injured	64	84	94	94	71
Adults with Slight Injuries	197	247	217	206	182
Children Killed	0	0	1	0	0
Children Seriously Injured	9	8	6	12	11
Children with Slight Injuries	23	19	12	15	14
Total KSI	78	99	105	110	89
Total Injuries (Fatal, Serious, Slight)	298	365	334	331	285

In quarter 1 seven people lost their lives on roads in Grampian, including 4 young people aged 17 and 18 who died in three separate collisions in Aberdeen and Aberdeenshire. In recent years the number of young people losing their lives has been reducing. These recent tragedies have acted as a stark reminder of the vulnerability of this group. Prior to these collisions, the Roads Policing Department had already prepared the annual programme for Young Driver Roadshows and these have been supplemented with an additional venue on Deeside.

Road Safety Grampian, the safety partnership between Grampian Police and Grampian Fire and Rescue Service (GFRS) lost its final member of dedicated GFRS staff during quarter 1. A decision is awaited to ascertain if the post will be filled prior to the establishment of the national Scottish Fire and Rescue Service.

The work undertaken under the ACPOS Road Policing Strategy is summarised below.

Education

During quarter 1 four Young Driver Roadshows were held in Elgin, Ellon, Huntly and Peterhead. In total, 127 drivers attended and were provided with information, practical demonstrations and a demonstration drive. A local driving instructor now attends these events. In response to concerns about young people drinking and driving, Alcohol Support Ltd now attends and provides information on the impact of driving whilst under the influence of alcohol.

Enforcement

The ACPOS Summer Drink Drive Campaign ran from June 4 to 18. Twenty nine drivers were detected as over the legal limit, of which 8 were young drivers. Three vehicle forfeiture requests arose from those offences.

Encouragement

The Force motorcycle initiative, Operation Zenith, is now in its third year. Weather conditions have discouraged motorcyclists from riding recently and as such, the number of casualties has reduced. Road Safety Grampian staff have attended local motorcycling events and undertook a road safety event in Alford on 16 July 2012.

This quarter saw the launch of 'Be a SMART Driver' (SMART = Safe, Medically fit, Alert, Responsible and Taking control), which encourages older drivers and their families to consider their ability to drive. NHS Grampian are key partners and promote the initiative through local Medical Practices and at pharmacies.

3.4 OTHER INDICATORS

Number of recorded crimes and offences (NI)

Crime Group	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	
Group 1	145	198	157	116	125	
Group 2	267	267	228	227	233	
Group 3	4060	3928	3718	3633	3567	
Group 4	1855	1703	1695	1568	1479	
Group 5	1298	1366	1280	1325	1223	
Group 6	4837	4932	4531	4347	4400	
Group 7*	10147	8707	7261	9124	8715	

*Group 7 includes Vehicle Penalty and Fixed Penalty Offences (VPFPO) and Road Traffic Fixed Penalty Offences.

Group 1 – 4

The number of recorded crimes in quarter 1 is the lowest figure for 5 years. Compared to quarter 1 last year the figure has reduced by 923 crimes (14.6%).

Group 1 – Crimes of Violence

The positive situation with crimes of violence as reported in the 2011/12 Annual Report has continued. The recorded figure is the second lowest figure in 5 years. Compared to quarter 1 last year, the figure has reduced by 20 crimes (13.8%). The most notable reductions have been in Serious Assault and Threat and Extortion charges. Serious Assaults in particular have reduced by 34.4%.

Operation Maple⁴ has had significant success, tackling various offences including violence and in particular domestic related violence. Funding has been secured to ensure it continues until April 2013.

Group 2 – Sexual Offences

Considerable work was undertaken internally and externally over the last year on sexual offences to identify best practice and learning points. The work concluded that the Force was recording all sexual offences accurately and thorough investigation was taking place to ensure the highest detection rate possible.

⁴ Operation Maple aimed to tackle drugs, violence and anti-social behaviour in Aberdeen, supported by Grampian Fire & Rescue Service, Grampian NHS and Aberdeen City Council.

For the last three quarters the number of recorded offences has remained stable and below the baseline figure. Compared to quarter 1 last year, the figure has reduced by 34 crimes (12.7%).

During the forthcoming quarter, a joint national media campaign will be launched by ACPOS and Rape Crisis Scotland targeting sexual offenders. The aim of this campaign is to reduce the number of incidences of rape.

Group 3 – Crimes of Dishonesty

The recorded figure for group 3 is the lowest figure in 5 years. Compared to quarter 1 last year, the figure has reduced by 493 crimes (12.1%). Vehicle crime in particular has reduced, with thefts of and from, vehicles falling by 30%. Compared to quarter 1 last year, shoplifting has reduced by 13.6%.

Group 4 – Fire-raising, Malicious and Reckless Conduct *(including Vandalism)*

The number of recorded crimes in group 4 was the lowest quarterly figure in 5 years. The figure has reduced by 376 crimes, a reduction of 20.2%. The most notable reduction has been in the number of recorded vandalisms which has fallen by 20.5%.

Group 5 – Other Crimes *(including Resisting Arrest, Obstruction, Perverting the Course of Justice, Bail Offences and Drugs Offences)*

The proactive requirement for the detection of many crimes in group 5 means that during times of significant resource abstraction for example the investigation of major crimes, the recording of these offences can be impacted. Compared to quarter 1 last year the group figure has reduced by 75 offences (5.8%), with decreases in the number of drug possession and drug supply charges.








Group 6 – Miscellaneous Offences *(including Common Assault, Breach of the Peace, Racially Aggravated Offences, Licensing Offences and Telecommunications Offences)*

Group 6 figures in quarter 1 are the lowest quarterly figure in the last 5 years. They have decreased by 437 offences (9.0%). Prominent decreases have been in Breach of the Peace and Common Assault charges.

Group 7 – Offences Relating to Motor Vehicles

Compared to quarter 1 last year, the number of recorded offences in group 7 has reduced by 1432 (14.1%).

Detection Rate for Recorded Crimes and Offences (NI)

Crime Group	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	
Group 1	79.3%	85.4%	83.4%	89.7%	79.2%	
Group 2	61.4%	63.3%	52.2%	73.6%	62.7%	
Group 3	37.2%	36.9%	38.6%	34.4%	33.1%	
Group 4	29.2%	30.2%	28.6%	34.6%	28.4%	
Group 5	98.1%	97.8%	98.2%	98.5%	98.2%	
Group 6	74.3%	72.7%	75.8%	76.7%	74.5%	
Group 7*	97.6%	97.9%	97.2%	96.8%	97.5%	

*Group 7 detection rates include offences recorded in CrimeFile, VPFPO and Road Traffic Fixed Penalty Offences.

Group 1 – Crimes of Violence

The quarter 1 detection rate of 79.2% is comparable to the same period last year. When broken down to individual crime type, the detection rate for Threats and Extortion, Serious Assault and Abduction has improved.

Group 2 – Crimes of Indecency

The detection rate of 62.7% is an improvement of 1.3% compared to quarter 1 last year. Although the rate is shown in red, it is only 0.5% away from the baseline of 63.2%.

Group 3 – Crimes of Dishonesty

While the detection rate of 33.1% is lower than expected, the nature of these crimes mean that enquiries can be protracted and it is anticipated that this quarterly figure will improve as investigations are brought to conclusion.

Group 4 – Fire-raising, Malicious and Reckless Conduct

Whilst the detection rate of 28.4% fell compared with that of quarter 4, it remains comparable with quarter 1 of previous years.

Group 5 – Other Crimes

For the last five quarters, the detection rate has remained consistently around 98%.

Group 6 – Miscellaneous Offences

The detection rate in quarter 1 was 74.5% which is similar to the same period last year.

Group 7 – Offences Relating to Motor Vehicles

The detection rate has increased by 0.7% from quarter 4. Compared to last year, the detection rate is almost identical.

Number of racist incidents, racially motivated crimes and offences and detection rates (NI) (SOA)

Racist Incidents	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Recorded	140	136	111	110	107

The numbers shown above are incidents recorded in STORM Command and Control system.

Racially Motivated Crimes	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Recorded	220	231	199	147	114
Detected	164	167	160	89	74
Detection Rate	74.5%	72.3%	80.4%	60.5%	64.9%

Racially Motivated Crimes include the direct charges of racially aggravated conduct and harassment, and any other crime or offence which has been perceived as racially motivated by the victim.

The number of racist incidents recorded in quarter 1 was 107. This is the fifth consecutive quarter during which the number of offences has fallen.

In line with this reduction, the number of recorded racially motivated crimes was 114, with a detection rate of 64.9%.

Aberdeen City Centre continues to feature as a hotspot with a significant proportion of incidents being drunken abuse directed at door stewards.

Number of Special Constables and hours they are on duty (NI)

Special Constables (Headcount)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of Special Constables	191	180	177	171	162
Hours they are on duty	8855	8254	8653	8018	6438
Average hours on duty	46.4	45.9	48.9	46.9	39.7

Recruitment of Special Constables has reduced due to the recommencement of regular Police Officer recruitment. In quarter 1, the Force had 162 Special Constables, spending a total of 6438 hours on duty. Although this is a decrease from the last quarter, it is traditionally a period for annual leave which affects the number of hours spent on duty.

The Force consistently has among the highest number of hours spent on duty by Special Constables across Scotland.

4. CRIMINAL JUSTICE & TACKLING CRIME

The Force Priorities in this area are *Serious Organised Crime and Drugs (SOC&D)* and *Community Focus (Violence strand)* and *National Security*.

4.1 SERIOUS ORGANISED CRIME AND DRUGS

- We will continue to reduce harm caused by Serious Organised Crime and Drugs and in particular, controlled drugs, within the communities we serve.

Weight of Class A drug seizures and number of supply and possession with intent to supply offences recorded (NI) (SOA)

National Drug Indicators	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
All Offences for Supply and Possession with intent to supply ⁵ (NI)	138	111	123	139	114
Supply and Possession with intent to supply Class A drugs (NI)	51	34	34	38	35
Weight of Class A Drug Seizures (grams) (NI)	3692	7810	2632	4772	3869
Quantity of Class A Drug Seizures (tablets) (NI)	10	2	111	40	108
Millilitres of Class A Drug Seizures (NI)	450	681	210	484	444

The enforcement activity on Organised Crime Groups (OCGs) continues. Class A drugs with a street value of £397,312 were recovered, with the majority of seizures relating to 'Crack' Cocaine. Cocaine, Diamorphine, Ecstasy and Crystal MDMA were also seized. The recoveries of Ecstasy and Crystal MDMA are in line with national trends which, following some years of decline indicate an increased use of these drugs.

Operation Shield⁶ continued with over 1.3 kilograms of Class A drugs recovered from individuals from London, the West Midlands, Glasgow and East Kilbride conveying into or around the Force area. These drugs had a street value of £126,725.

Enforcement activity in Fraserburgh under Operation Glacier resulted in the recovery of 'Crack' Cocaine with a street value of £3000 and the arrest of local individuals linked to

⁵ Supply and Possession with intent to supply are counted from the Crime recording system CrimeFile based on the number of charges. To distinguish between Class A, B & C involves counting charges dependent on a drug Modifier applied to them, relevant to the drug class. In a minority of charges this has not yet been applied, for example, because laboratory test results are yet to be completed. Therefore, the sum of Class A and B & C drugs charges will not always equal the total number of charges.

⁶ Operation Shield is a Force wide initiative tackling SOC&D, with emphasis on transport routes used by those attempting to take drugs into or around the Force area.

OCGs.

In May 2012, two separate Drug Search Warrants were executed in Aberdeen with cash recoveries totalling more than £8,100 being made from persons from the West Midlands.

Operation Verona yielded positive results with Class A controlled drugs with a street value of almost £40,000 recovered and the subject from the West Midlands area arrested along with a number of other criminal associates connected to the OCG. Officers from Aberdeen Division also recovered Crystal MDMA with a street value of almost £25,000.

Local drug indicators (LI) (SOA)

Local Drug Indicators	Q2 10/11	Q3 10/11	Q4 10/11	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Supply and Possession with intent to supply Class B&C drugs (LI)	60	52	63	69	55	54	57	48
Possession of Class A drugs (LI)	134	97	112	95	89	104	87	80
Possession of Class B & C drugs (LI)	349	268	372	453	373	285	291	254


Local Serious Organised Crime & Drugs Indicators	Q2 10/11	Q3 10/11	Q4 10/11	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of Organised Crime Groups Disrupted	14	9		9	6	9	19	7
Number of Arrests linked to Organised Crime Groups	n/a	n/a	n/a	n/a	n/a	n/a	n/a	33
Class A Drug Street Value Seized	n/a	n/a	n/a	£326,230	£746,650	£246,750	£484,910	£397,312
SOC&D Cash Productions	n/a	n/a	n/a	£65,740	£30,879	£17,728	£64,445	£77,750
Seizures Under POCA Legislation	n/a	n/a	n/a	£185,594	£139,191	£24,517	£58,232	£85,075

Statistics for 2010/11 concerning the value of drugs seized, cash productions and POCA seizures are not available. The Force has processes in place to capture this data on a quarterly basis from 2011/12 onwards. The number of individuals arrested linked to Organised Crime Groups is an additional statistic that is being recorded effective from Q1 of 2012/13.

Along with drug enforcement activity, eight cash seizures from individuals involved in criminality have been made under the Proceeds of Crime Act (POCA). In total, £85,075 was seized under POCA.

4.3 OTHER INDICATORS

Number and percentage of reports submitted to the Procurator Fiscal within 28 calendar days (NI)

Reports to PF	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	
Total Reports	5477	5276	5237	5058	4644	
Number submitted within 28 days	5081	4744	4617	4624	4210	
% on Target	92.8%	89.9%	88.2%	91.4%	90.7%	

National Target - 80% Submitted within 28 days.

Although a minor decrease compared to quarter 4, the percentage of reports submitted to the Procurator Fiscal (PF) within 28 days remained well above the national target at 90.7% in quarter 1.

Level of Detected Youth Crime (NI) (SOA)

Crimes Detected	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	694	713	563	557	418
Aberdeenshire	385	355	267	238	235
Moray	188	142	129	132	130
Total	1267	1210	959	927	783

Figures for youth crime relate to detected crimes (groups 1-6) where a child or young person (aged 8-17 inclusive) has been identified and charged with an offence.

As crimes are detected from previous quarters, figures increase. As such the quarter 4 figure of 800 as reported previously report has increased to 927.

In this quarter, 783 detected offences were committed by children or young persons.

Number of children and young people who have committed crimes and offences (NI)

Number of Children and Young People Responsible	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	450	447	337	341	259
Aberdeenshire	297	294	216	176	166
Moray	149	117	101	114	107
Total	896	858	654	631	532

This indicator is a count of the number of children and young people (aged 8-17 inclusive) who committed crimes (Crime Groups 1-6).

The number of children and young people responsible for committing crimes in quarter 1 was 532. As more crimes are detected, it is anticipated this figure will increase. The figure is however, still likely to remain below the quarter 1 figure for last year. Presently, the number of children and young people responsible for committing crimes has reduced by 364 (40.6%) compared to quarter 1 last year.

A contributing factor is the work of the Youth Justice Management Unit (YJMU), who continue to develop and refine their processes, particularly in relation to early intervention with initiatives such as Getting it Right for Every Child (GIRFEC) and the Youth Justice Whole System approach. The latter approach initially focused on young people in Aberdeen and the principles are now being applied in Aberdeenshire and Moray.

Number and percentage of children and young people diverted to early and effective intervention (EEI) processes (NI)

Number and Percentage of Children and Young People Diverted to Early and Effective Intervention Processes (EEI)	Q1 12/13
Total number of children and young people (aged 8 to 17 years inclusive) who have committed crimes and offences and are dealt with by Police Direct Measures.	73
Percentage	20%
Total number of children and young people (aged 8 to 17 years inclusive) who have committed crimes and offences and are referred to EEI (or equivalent process).	217
Percentage	60%
Total number of children and young people (aged 8 to 17 years inclusive) who have committed crimes and offences and are reported to SCRA/PF.	69
Percentage	20%
Total number of children and young people (aged 8 to 17 years inclusive) who have received a Restorative Justice (Option 2) Warning or Conference.	0

This is a new indicator and replaces the 'Number of Reports submitted to Children's Reporter within 14 days'. This new indicator is more meaningful to the Grampian area as the emphasis over the last few years has been on multi agency 'diversion from prosecution' mechanisms.

Overall 80% of offences committed by children and young people have been dealt with by Youth Justice Direct Measures. Youth Justice Direct Measures involve warnings or multi agency early and effective intervention processes. Primarily diversion is to Social Work, Education or to support provided by Third Sector organisations. The remaining 20% of offences concern more serious crimes, which have been reported to either the Children's Reporter or COPFS. This figure also includes cases involving offenders who either have pending referrals or who are known to require more formal care measures.

The Restorative Justice Warning is a disposal open to the Children's Reporter only. Local multi-agency arrangements mean this is rarely required in Grampian.

Use of Police Direct Measures: Antisocial Behaviour Fixed Penalty Notices (ASBFPNs) (NI)

Antisocial Behaviour Fixed Penalty Notices Issued	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	354	352	373	439	479
Aberdeenshire	197	169	115	121	141
Moray	56	57	66	46	46
Total Issued	607	578	554	606	666
Total Complied With (Paid)	392	356	372	409	359
% Complied With	64.6%	61.6%	67.1%	67.5%	53.9%

The percentage of ASBFPNs complied with may not reflect the true picture of compliance, as individuals have a 28 day period in which to pay the penalty issued. As such, not all tickets issued, may have been complied with. ASBFPNs have been established as a means of dispensing justice, while minimising Police bureaucracy and maximising Officers' time spent on the streets. ASBFPNs are issued at an officer's discretion for minor offences as defined by the Antisocial Behaviour etc (Scotland) Act 2004, which include drunken behaviour, vandalism, breach of the peace and malicious mischief.

As is normal with each quarter, the percentage of ASBFPNs complied with is lower than previous quarters. It is expected as late payments are made, this figure will increase. The current Grampian Police compliance rate is usually around 65%, well above the national average of 44%.

Discussions are taking place with the local Criminal Justice Board with a view to expanding the use of Direct Measures.

In quarter 1 so far, 53.9% of ASBFPNs were complied with. The quarter 4 figure has increased to 67.5% from the 56.0% figure as reported.

Use of Police Direct Measures: Formal Adult Warnings (NI)

Formal Adult Warnings (FAWs) Issued	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	247	278	205	201	152
Aberdeenshire	92	71	70	55	48
Moray	54	48	61	40	23
Total	393	397	336	296	223

The number of Formal Adult Warnings decreased in quarter 1 to 223.

The criteria for ASBFPNs and FAWs is currently being examined, with a view to extending the range of offences. Locally, the guidance for operational Officers is being updated as part of an emphasis on direct measures for 2012/13.

4.4 NATIONAL SECURITY

- We will continue to raise awareness, and by working closer with our communities we will gather intelligence, and take action to counter the threat from terrorism and domestic extremism.

Level of Counter Terrorism Briefings Delivered to Communities (NI)

	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of Briefings/Presentations Delivered by Force	45	40	44	59	34
Number of Non Police Attendees	529	185	707	959	441

The UK threat level from international terrorism during quarter 1 was assessed as SUBSTANTIAL, indicating that there was a strong possibility of an attack in the UK.

Prevent

During quarter 1, the multi agency Delphinus groups in Aberdeen, Aberdeenshire and Moray have continued to make progress in identifying potential causes of radicalisation in their areas and developing measures to address them.

The Grampian Police Prevent Coordinator is continuing to deliver briefings and workshops to raise awareness of the causes of radicalisation, aimed at ensuring communities know when and how to report concerns to the Police.

Pursue

Work undertaken for the Olympic Torch Relay (OTR) which passed through the Force area on 11 and 12 June 2012 impacted considerably on Intelligence and Operational Policing. The Force also provided support to Northern Constabulary for the period the OTR was in their area.

On 30 April 2012 a facilitated exercise took place involving Central Vehicle Index (CVI), Family Liaison Officer (FLO) and Reconciliation staff to test preparedness in advance of the Olympics. This was the first occasion the FLO aspect was exercised.

Project Pegasus, which is a national counter terrorism strategy was launched on 1 April 2012. Briefings have been delivered to key General Aviation (GA) stakeholders and practitioners. The aim has been to develop a network of contacts within the sector that will allow the dissemination of information and the reporting of any suspicious activity.

Project Kraken continues to be implemented with visits to small ports increasing by 60% since the project was launched.

Local Intelligence meetings involving Special Branch Ports Unit (SBPU), Airport Uniformed Officers, United Kingdom Border Agency (UKBA) and British Airports Authority (BAA) allow for the continued sharing of relevant information between partner agencies

Prepare

On 31 May 2012, an exercise was held at RAF Lossiemouth covering a firearms incident on the base and a civilian aircraft making an emergency landing.

Protect

CTSAs have continued to deliver Project Argus⁷ and Griffin⁸ events within the Force area. Three Griffin and 10 Argus events were held. One Griffin event was for retailers in the Garthdee area of Aberdeen, with the other two held for Aberdeen City Council Wardens.

CTSAs have undertaken two bomb threat management and search awareness presentations in the last quarter. The first was at the University of Aberdeen and the other involved staff from Subsea 7.

⁷ Project Argus is a National Counter Terrorism Security Office initiative, exploring ways to prevent, handle and recover from a terrorist attack, by taking businesses through a simulated terrorist attack.

⁸ Operation Griffin is a Counter Terrorism initiative aimed at the business, retail and commercial communities, with the aim of providing an understanding of terrorism and extremism and the practical measures that can be taken to counter this

5. SOUND GOVERNANCE & EFFICIENCY

The area of Sound Governance and Efficiency helps ensure the organisation is effective and accountable to the public, the Grampian Joint Police Board (GJPB) and other stakeholders. It also considers whether the Force is being run efficiently and effectively. The Force Priority, *Police Reform* is contained within this area.

5.1 POLICE REFORM

- We will support the national Police reform programme to develop the future delivery of policing and ensure a smooth transition of services to a single Force.

Number of Police Officers and Police Staff (NI)

Total Staff (Headcount)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Police Officers	1549	1524	1525	1542	1540
Police Staff	704	696	685	693	707
Cadets	10	12	6	4	1
Total	2263	2232	2216	2239	2248
Total Staff (Full Time Equivalent FTE)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Police Officers	1509.6	1485.9	1485.2	1503.5	1497.9
Police Staff	620.14	613.6	603.8	618.2	630.05

Following a period of recruitment, the number of Police Officers and Police Staff is 1540 and 707 respectively.

There is still a high level of interest in the role of Police Officer and there are 178 applicants in the selection process.

Nineteen candidates have completed the assessment centre stage of the recruitment process. For 2012/13, the final number who will be offered a place has still to be determined.

Staffing Profile by Declared Disability, Ethnicity and Gender (NI)

Police Officers (Headcount)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of declared disabled Officers in post	72	84	95	100	28
% with a declared disability	4.6%	5.5%	6.2%	6.5%	1.8%
Declared Ethnicity as White	1382	1361	1361	1340	1178
Declared Ethnicity as Black and Minority	3	3	3	3	7
Ethnicity Unknown/Not Declared	164	160	161	199	355
% declared ethnicity as Black or Minority Ethnic	0.2%	0.2%	0.2%	0.2%	0.5%
Females	419	412	411	418	419
Males	1130	1112	1114	1124	1121
% Female	27.1%	27.0%	27.0%	27.0%	27.2%

Police Staff	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of declared disabled Staff in post	44	50	56	57	25
% with a declared disability	6.3%	7.2%	8.2%	8.2%	3.5%
Declared Ethnicity as White	545	537	532	518	516
Declared Ethnicity as Black and Minority	4	3	3	3	8
Ethnicity Unknown/Not Declared	153	154	148	170	183
% declared ethnicity as Black or Minority Ethnic	0.6%	0.4%	0.4%	0.4%	1.1%
Females	470	465	458	465	474
Males	234	231	227	228	233
% Female	66.8%	66.8%	66.9%	67.1%	67.0%

Figures for disability were previously reported by the Force occupational health provider which, in their opinion, may be considered as a disability under the terms of the Equalities Act. Disability should however be self classified and not identified using the method described above.

The Force has started to use alternative software and is now able to begin collating self classified data.

As more members of staff utilise the system and complete the necessary forms, the figures will increase and reflect the more accurate position.

Turnover rates for Police Officers and Police Staff (NI)

Police Officers	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Staff Leaving (Headcount)	22	26	19	17	18
Average Staff Employed (Headcount)	1559	1537	1525	1534	1541
% Staff Turnover	1.4%	1.7%	1.3%	1.1%	1.2%

Police Staff	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Staff Leaving (Headcount)	60	18	21	25	21
Average Staff Employed (Headcount)	729	700	691	689	700
% Staff Turnover	8.2%	2.6%	3.0%	3.6%	3.0%

Eighteen Police Officers left the Force in quarter 1, along with 21 members of Police staff. This represents a staff turnover figure of 1.2% for Police Officers and 3.0% for Police Staff.

Following the high number of retrials and voluntary redundancies at the start of 2011/12, the figures for turnover have levelled off. The anticipated loss of staff as a result of Police Reform has not materialised, although this will be monitored over the coming months.

Proportion of working time lost to sickness absence (NI)

Police Officers	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Days Available	84355	83228	82522	82992	82451
Total Days Lost	3193	2909	3224	3147	3017
% Working Time Lost to Sickness Absence	3.8%	3.5%	3.9%	3.7%	3.7%

Police Staff	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Days Available	35725	34340	33853	33991	34540
Total Days Lost	1144	1409	1441	1645	1503
% Working Time Lost to Sickness Absence	3.2%	4.1%	4.3%	4.3%	4.3%

The percentage of working time lost to sickness absence for Police Officers was 3.7%, consistent with the figure from the previous quarter.

Over the last 4 quarters, the figure for Police staff has remained stable.

5.2 OTHER INDICATORS

Value of efficiency savings generated (NI)

Efficiency Savings	Target 2011/12	Achieved 2011/12	Target 2012/13	Achieved 2012/13
Efficiency Savings	£2,816,000.00	£3,320,052.69	To Be Confirmed*	£2,036,216.00

* The target figure for 2012/13 has not yet been confirmed by the Scottish Government and ACPOS. The figure is expected to be available in September 2012

Although the formal figure has not yet been confirmed the Force is working towards a 3% efficiency saving for 2012/13.

In quarter 1, the Force made savings of £2,036,216.00.

This figure is partly due to the sale of Police properties at Fonthill, Aberdeen and Peterculter. Other notable savings include a number of posts that have released Police Officers into Local Policing Teams. These can only be included as an efficiency saving where it is confirmed by the business area there has been no detrimental loss of service.

This figure also includes a number of individual total year savings which cannot be broken down into quarterly amounts. This means that like for like quarterly figure savings for the remainder of 2012/13 are unlikely to match this total figure for Quarter 1.

Expenditure on Salaries, Operating Costs and Capital (NI)

Salaries £000's	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Police Officer salaries	15656	15610	15750	16204	15628
Police Staff salaries	5327	4188	4671	4714	4791
Operating Costs (all non-employee expenditure)	4472	2511	2702	4064	4941
Capital Expenditure	26	361	647	1250	47
Total	25481	22670	23770	26232	25407
Police Officer salaries % total costs	61.4%	68.9%	66.3%	61.8%	61.5%
Police Staff salaries % total costs	20.9%	18.5%	19.7%	18.0%	18.9%

Police officer salary costs are comparable to quarter 1 last year. Following the recruitment of additional members of Police staff, salary costs have increased.

Expenditure per Resident (NI)

Finance	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Expenditure on salaries and operating (£000s)	25455	22309	23123	24982	25360
Population	550,620	550,620	550,620	550,620	555,280
Spend per resident (£)	46.22	40.51	41.99	45.37	45.67

Expenditure per resident increased for the second consecutive quarter to £45.67 in quarter 1. Compared to quarter 1 last year, this is an increase of £0.55.

Proportion of salary costs accounted for by overtime (NI)

Police Officers	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Payroll Costs (£000's)	15656	15610	15750	16204	15628
Total Overtime Costs (£000's)	390	508	804	1153	502
% Overtime Costs	2.5%	3.3%	5.1%	7.1%	3.2%

Police Staff	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Payroll Costs (£000's)	5327	4188	4671	4714	4791
Total Overtime Costs (£000's)	27	24	58	69	42
% Overtime Costs	0.5%	0.6%	1.2%	1.5%	0.9%

Overtime costs decreased with the lowest figures in 3 quarters for Police Officers and 2 quarters for Police staff.

Health and Safety (LI)

Health and Safety	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of Incidents	69	88	92	59	66
Number of RIDDOR* Incidents	11	7	7	5	8
Lost Time incidents	10	9	9	5	10
Incidence Rate (incidents per 1000 hours worked)	27.3	36.4	38.4	24.5	27.3
Number of Days Absent (related to RIDDOR* incidents only)	76	168	81	56	46

*RIDDOR – Reporting of Incidents, Diseases or Dangerous Occurrences Regulations

The incidence rate is based on 2415 staff. In general there has been a downward trend overall but the data can be affected significantly by one serious single officer absence, as was the case in Q2 2011/12.

6. CONTEXT INDICATORS

Context indicators can be used in conjunction with performance indicators. They are not measures of performance, but are designed to provide wider information on the demands placed on the Force and the environment in which we operate.

In summary, for quarter 1 2012/13 compared with quarter 1 2011/12:

- The total number of 999 calls is lower than last year.
- The total number of non-emergency calls decreased
- The total number of STORM incidents decreased
- There were 43 less sudden deaths
- There were 113 fewer reported missing person incidents
- There are 6 more Registered Sex Offenders living within the community
- There were 28 fewer domestic abuse incidents t
- There were 12 fewer drug deaths

Number of telephone calls and incidents (NI)

Telephone Calls	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Total Number of 999 Calls	13323	13849	13270	11177	12431
Total Number of Non-Emergency Calls	92450	92564	86866	88403	82739

STORM Incidents (Command and Control System)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	20789	20692	19611	19703	19668
Aberdeenshire	11823	11994	11455	10808	11181
Moray	5555	5888	4965	4512	4855
Total	38167	38574	36031	35023	35704

Number of sudden death reports to Procurator Fiscal (NI)

Sudden Deaths	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Sudden Deaths	134	98	118	129	91

Number of missing person incidents (NI)

Missing Person Incidents (NI)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Aberdeen	392	346	276	394	356
Aberdeenshire	134	102	101	125	102
Moray	109	100	88	78	64
Total	635	548	465	597	522

Number of Registered Sex Offenders in the community (NI)

Registered Sex Offenders (NI)	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Registered Sex Offenders in the Community	267	271	269	272	273

These statistics are a snap shot at the end of each quarter and reflect the number of offenders within the community.

Number of domestic abuse incidents (NI)

Domestic Abuse	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Incidents	869	879	825	905	841

Number of drug related deaths (LI)

Drug Related Deaths	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Drug Related Deaths (LI)	22	8	6	6	10

Number of Problem Drug Users (NI)

Annual Statistics	2011/12	2012/13
Problem Drug Users	4153	4153

Number of individuals brought into custody (NI)

Custodies	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Individuals Brought into Custody	4943	4787	4729	5023	4638

Number of Freedom of Information requests and questions (NI)

<i>Freedom of Information (FOI)</i>	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13
Number of requests	145	171	156	144	171
Number of questions within requests	705	793	651	572	607
% answered within 20 working days	100%	97%	97%	96%	96%

7. APPENDIX A

7.1 INTERPRETATION OF INFORMATION

7.1.1 Force Priorities

The purpose of this report is to provide a picture of Grampian Police Force Priorities and how the Force is addressing them. This report identifies work and progress during 2012/13. The Force Priorities for 2012/13 are:

- Community Focus
- National Security
- Public Protection
- Road Casualty Reduction
- Serious Organised Crime & Drugs
- Police Reform

7.1.2 National Indicators (NI)

The SPPF was launched across Scotland in April 2007 and identified a set of National Indicators to be reported by all Forces. Additional indicators have been introduced each year.

In this report, National Indicators have been integrated with Force Priorities, where relevant, and are identified by the **(NI)**. Calculations in proportion to population use the General Register's Office for Scotland 2011 mid year estimates of population, which record the Grampian population as 555,280 for 2012/13.

Audit Scotland provides annual direction on Statutory Performance Indicators (SPIs).

Quarter on Quarter Comparison

Where possible, statistics for the same quarter in the last financial year have been provided, and where not available, have been marked '-'.

7.1.3 Local Indicators (LI)

Where local indicators provide an additional level of information deemed useful in providing context they are included in tables. Local Indicators are identified by **(LI)**. These Local Indicators are reflective of Force Priorities and local needs.

7.1.4 Single Outcome Agreement (SOAs)



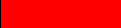
Single Outcome Agreements (SOAs) were introduced in Scotland as a result of the concordat between the Scottish Government and COSLA. An important element of the SOA approach is the annual reporting process. This reporting has a dual purpose to provide reporting to the public on the delivery of outcomes in the local area and to report to the Scottish Government a Local Authority or Community Planning Partnership's (CPP's) contribution towards the governance, management and delivery of local services and outcomes. This includes Grampian Police as a statutory partner in the CPP.

7.1.5 Baselines and "Traffic Lights"

Where appropriate, an aspirational target has been set by the Force for certain indicators. These targets are based on:

1. The baseline set from the average of the past 3 years annual performance data.
2. An aspirational value based on the best annual figure during the past three years.

Where these are applied the following traffic light system is used:

<i>Excellent (Aspirational)</i>	
Good (Baseline)	
Below Average	

- Performance highlighted in green is classified as excellent, representing an improvement in the best quarterly performance over the last 3 years,
- Performance highlighted in amber is classified as good performance, indicating that the results achieved exceed the average overall performance over the last three years,
- Performance falling below average is highlighted in red.

Due to continuous improvement within the Force and ongoing excellent levels of performance during the past three years, targets for 2012/13 are increasingly challenging. This is due to the previous performance driving up both the average (baseline) and the best ever (aspirational) targets. It is anticipated that this challenging regime will result increasingly in more targets being categorised as amber, providing evidence of good performance.

The Force recognises the requirement to build on every opportunity to detect crimes as it moves forward to a National Police Service. In the interim, the Force will retain the

(traffic light) system by which we judge performance. The system has developed against several years of very positive outcomes and sets a high standard for future performance. The fact that a box is red does not always point to poor performance but reflects the challenge that we currently face.

7.2 ACRONYMS

ACPOS	Association of Chief Police Officers Scotland
ASB	Antisocial Behaviour
ASBFPN	Antisocial Behaviour Fixed Penalty Notice
ASBO	Antisocial Behaviour Order
BAA	British Airports Authority
COPFS	Crown Office Procurator Fiscal Service
CT	Counter Terrorism
CTSA	Counter Terrorism Security Advisor
CVI	Central Vehicle Index
FAW	Formal Adult Warning Scheme
FCR	Force Control Room
FEB	Force Executive Board
FLO	Family Liaison Officer
FOI	Freedom of Information
FSC	Force Service Centre
FTE	Full Time Equivalent
FTTCG	Force Tactical Tasking Coordinating Group
GA	General Aviation
GAE	Grant Aided Expenditure
GFRS	Grampian Fire and Rescue Service
GIRFEC	Getting it Right for Every Child
GJPB	Grampian Joint Police Board
GROS	General Register Office for Scotland
ID	Identification
KSI	Killed or Seriously Injured
LI	Local Indicator
LPT	Local Policing Team
MARAC	Multi Agency Risk Assessment Conference
MCAT	Mephedrone
MIT	Major Investigation Team
NESCPC	North East of Scotland Child Protection Committee
NHS	National Health Service
NI	National Indicator
OCG	Organised Crime Group
PDR	Performance and Development Review
PF	Procurator Fiscal
POCA	Proceeds of Crime Act
PPR	Public Performance Reporting
PPU	Public Protection Unit
QOS	Quality of Service
RJ	Restorative Justice
RJW	Restorative Justice Warning
RSHO	Risk of Sexual Harm Order
RSO	Registered Sex Offender
RTC	Road Traffic Collision
RUTS	Rural and Urban Training Scheme
SBPU	Special Branch Ports Unit
SCRA	Scottish Children's Reporter Administration
SCSWIS	Social Care and Social Work Inspectorate Scotland
SLWG	Short Life Working Group
SOA	Single Outcome Agreement
SOC&D	Serious Organised Crime & Drugs
SOMG	Sex Offender Management Group
SOP	Standard Operating Procedure

<i>SOPO</i>	<i>Sexual Offences Prevention Order</i>
<i>SPI</i>	<i>Statutory Performance Indicator</i>
<i>SPPF</i>	<i>Scottish Policing Performance Framework</i>
<i>SPSA</i>	<i>Scottish Police Services Authority</i>
<i>TTCG</i>	<i>Tactical Tasking and Coordinating Group</i>
<i>UK</i>	<i>United Kingdom</i>
<i>UKBA</i>	<i>United Kingdom Border Agency</i>
<i>VPFPO</i>	<i>Vehicle Penalty and Fixed Penalty Offences</i>
<i>VRI</i>	<i>Visual Recording Interviews</i>
<i>YJMU</i>	<i>Youth Justice Management Unit</i>

7.3 FURTHER SOURCES OF INFORMATION

Census data is provided by the General Register Office for Scotland, and currently uses the most up to date statistics available: the 'Mid 2011 Population Estimates Scotland'. Data for the Grampian Police area can be found at:

<http://www.gro-scotland.gov.uk/statistics/theme/population/estimates/mid-year/2011/index.html>

Statistics on drug misuse are contained with the Executive Report commissioned by the Scottish Executive entitled, 'Estimating the National and Local Prevalence of Problem Drug Misuse in Scotland'. Figures based on 2006 estimate. The numbers can be found in section 5.1.6 of the Executive Report, which can be found at: http://www.drugmisuse.isdscotland.org/publications/local/Prevalence_2009.pdf

Platform for Success Building the Future can be accessed at:

<http://www.grampian.Police.uk/Publications8448.html?id=59&pid=30;31;5;59>

This report will be published at:

<http://www.grampian.Police.uk/Publications.aspx?id=133&pid=30;31;5;133>

Further information on the SPPF can be found at:

<http://www.scotland.gov.uk/Topics/Justice/public-safety/Police/Performance>

The 2010/11 ACPOS Annual Performance Report 2010/11 can be accessed at:

<http://www.acpos.Police.uk/SPPF/Index.html>

