

HMIC Value for Money Profile 2014

Lancashire Constabulary

compared with all forces in England & Wales

*The forces in the most similar group can be identified
in the charts in this section by using the key below*

- a** Lancashire
- b** South Wales
- c** South Yorkshire
- d** Northumbria
- e** Nottinghamshire
- f** Humberside
- g** Kent
- h** West Yorkshire

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Draft Value for Money Profile - September 2014

Introduction

The purpose of the profile is to help you compare your force's performance and resources with other forces. It is:

- Designed for use by force management and the local policing body as well as HMIC.
- Wide ranging; covering a large amount of information in a single, easy to use, document.
- Presented in a single format to enable you to target attention on the key differences which require explanation and action to improve.
- Timely - being published during October, when key budget decisions are being taken.
- Designed to give information, not judgements. The information in the profile is not a league table or targets.

Main changes to this year's profile

- 1 Some changes to the POA definitions and categories such as the introduction of Events policing under Operational Support, the removal of interpreters and translators from Criminal Justice Arrangements and the merging of Contact Management Units and Central Communications Units under Dealing with the Public.
- 2 Additional data on collaboration (included in the Use of Resources pages and Appendix 5)
- 3 Additional data on incidents - including trends since 2012/13 and comparisons between recorded crime and crime-related incidents.
- 4 An updated page on Police and Crime Commissioner/Local Policing Body costs following an update to the data collected under this heading.
- 5 Removal of the victim satisfaction page due to the difficulty in making meaningful comparisons between forces.

Frequently asked questions

What rule is used to highlight particular differences?

The difference is highlighted if the indicator puts the force in the top or bottom 10 per cent and the effect of the difference is greater than £1 per head of population.

What population figures do you use?

The profiles use the mid 2012 population estimate to align with Home Office and ONS publications.

Updating the data in your profile

To ensure that the data is as accurate as possible, we are asking forces to review their draft profile and update their data where necessary.

- Changes to the finance data (POA) need to go directly to CIPFA (Jonathan.Kefford@cipfa.org).
- Changes to Annual Data Requirement data must go directly to the Home Office via the usual channels.

All changes must be submitted by **10 October 2014**. Please copy HMIC (email below) into any changes so that we can extract the latest

If you have any comments on the format or analysis in this draft profiles please contact us as there may be scope to make minor changes

We are planning to publish the final profiles at the end of October 2014.

HMICProfiles@hmic.gsi.gov.uk

Guidance page - How to read the profiles

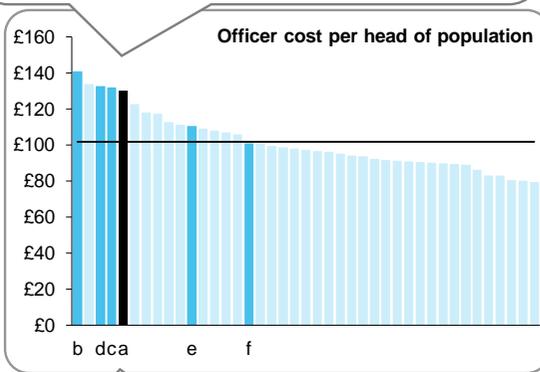
How much do officers in the force cost compared with others? How much overtime do they receive?

2013/14, £ per head of population

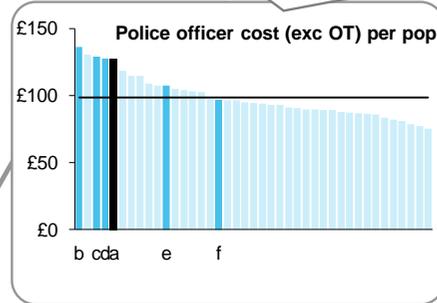
Police officer costs are split into percentage of the overall salary

Budgeted FTE numbers for the Office published FTE figures (A) The two figures are not directly

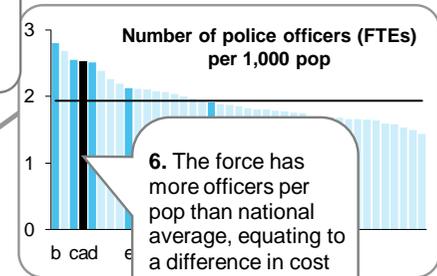
1. The profiles use 'logic trees' to take each area and break it down (from left to right) into component parts. For each breakdown, you can see how the force compares to other forces in its most similar group, as well as all forces in England and Wales.



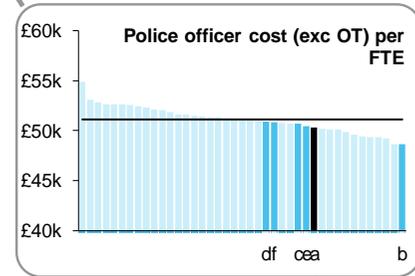
2. The force has some of the highest officer costs per head of population nationally...



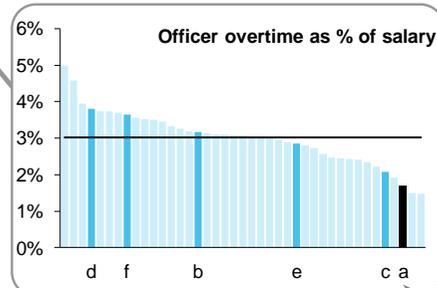
4. This chart shows a breakdown of the previous chart, revealing overtime has little bearing on officer costs.



6. The force has more officers per pop than national average, equating to a difference in cost of £17.2m (see table).



7. The cost of individual officers in the force is relatively low.



3. ...equating to a difference of £15.5m to national (all) average.

5. The force spends little (as a proportion) on overtime.

Officer costs	£/head	Averages		Diff* £m	
		All	MSG	All	MSG
All pay exc. overtime	127.7	99.0	121.0	16.0	3.7
Overtime	2.2	3.0	3.4	-0.4	-0.7
Total	129.8	102.0	124.4	15.5	3.0

Officer overtime as a % salary	% sal	Averages		Diff* £m	
		All	MSG	All	MSG
Total	1.7%	3.0%	2.9%	-0.9	-0.8 <<

Number of officers and cost per officer		Averages		Diff* £m	
		All	MSG	All	MSG
FTE per 1,000 population	2.54	1.93	2.40	17.2	3.8 <<
Cost per FTE (£000s)	50.3	51.3	50.4	-1.4	-0.1

N.B Outliers are highlighted with blue chevrons, and represent the values that are in the highest and lowest 10% of values across all force and, where appropriate, have a value of more than £1 per head.

* Net cost of the difference in spend to the average per head of all/MSG forces.

Section One – Costs, workforce and demand/performance

This section looks at how a force deploys its workforce and the associated costs for each of the 12 headline categories within the Police Objective Analysis (POA). POA subcategory information on costs is also presented.

POA estimates are used for all cost and workforce data unless stated otherwise. These data are taken as a snapshot as at 10 October. Any updates to the data made after this time will not be reflected in the profile. Home Office Annual Data Requirement (ADR) data is used where relevant POA data is not available. Examples include officers by rank, sickness rates, restricted/recuperative duty rates, officers' length of service and leavers/joiners.

With the exception of special constables, workforce data comprises full-time equivalent (FTE) figures. In POA estimates these are calculated as the number of staff budgeted for each staff type. Police workforce figures published by the Home Office are based on those in-post as of 31 March and 30 September of each year. The two sets of figures are not, therefore, directly comparable.

Key to the data and calculations

Net revenue expenditure: The profiles use a different calculation for net revenue expenditure to the Chartered Institute of Public Finance and Accountancy (CIPFA); it is calculated as total expenditure minus earned income to show the total cost of policing to the taxpayer.

Earned income: Where earned income is referred to, this covers partnership income, sales fees charges and rents, special police services, reimbursed income and interest.

Averages: All averages in this section (unless otherwise stated) are simple, unweighted England and Wales averages, including the force in question. As the Metropolitan Police and City of London Police data distorts the chart scales, they have been excluded from all charts and averages except for those in their own profiles.

Difference to most similar group (MSG) / All force: Differences are calculated on standardised data, as opposed to absolute values.

Calculation is as follows: (Force cost per head - MSG cost per head) multiplied by population = absolute cost of difference

Police officer as spend % of gross expenditure: We have chosen to show the proportion of spend on officers (including overtime) by function.

Calculation is as follows: (Police officer spend + Police officer overtime) / Gross Revenue Expenditure (GRE) = police officer spend as % of GRE.

National policing: To more accurately compare forces, national policing is not included in totals of spend and workforce (unless stated otherwise).

Operational front line, frontline support and business support: In HMIC's *Policing in Austerity: Rising to the Challenge* (July 2013), ADR data was used to split the police workforce into these three groups. Here, we map these categories using POA data for consistency with the rest of the profile. Since counter-terrorism/special branch is a national policing function, we do not include this as a front line role (for the reason given above). Due to this, and the previously described differences between the ADR and POA workforce data, the totals and proportions may not match those published elsewhere. The list of POA categories and their classifications are given in Annex 3.

Please note that, throughout the profiles, rounding may cause apparent discrepancies between totals and the sums of the parts.

How to use this section

Users may wish to focus on those charts where the force is an outlier, i.e. where they are significantly different from the average. Outliers are highlighted with blue chevrons and indicate that the force falls within the highest or lowest 10% and, where applicable, the financial value is greater than £1 per head. They should consider exploring the reasons for any differences by looking at the force as a whole, using relevant local knowledge. Staffing levels should also be considered in the context of workforce modernisation, collaboration efforts and the outsourcing of services.

Please note that, in some cases, not all plots are given; room is given to those areas with the highest costs. Further, throughout the profiles the chart scales vary and as a result the differences shown may not be as significant as they first appear.

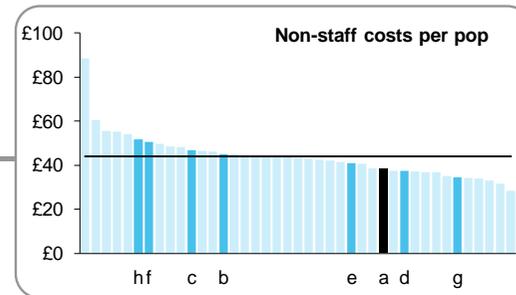
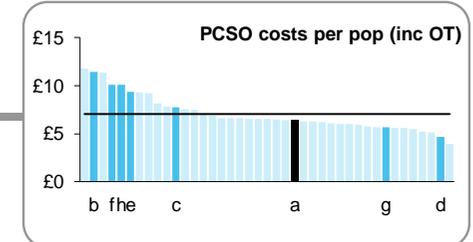
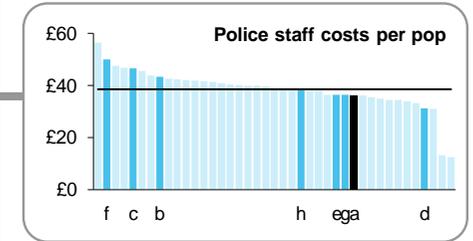
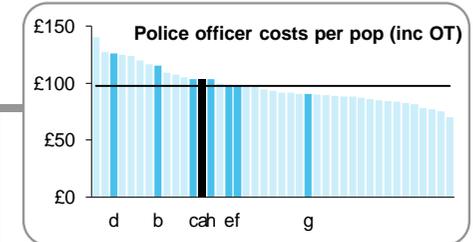
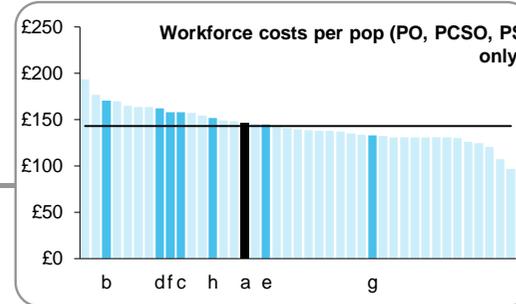
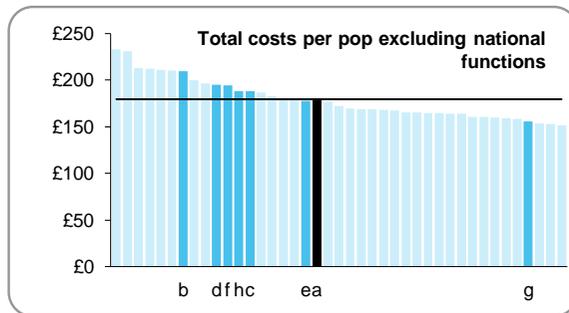
Income and expenditure - Overview

How much does the force spend in each area of business compared with others? How much does it earn in income?

Cost per head of population

The profiles calculate net revenue expenditure (NRE) as total expenditure minus earned income to show the total cost of policing to the taxpayer. Note that this is different from NRE as reported in the raw POA data.

To compare forces, national policing functions (such as counter-terrorism/special branch) are excluded from the data analysis and charts.



	Population		Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Police officers	152.2	103.6	97.7	105.0	8.6	-2.1
Police staff	53.2	36.2	38.5	39.8	-3.4	-5.2
PCSOs	9.4	6.4	7.1	8.2	-1.0	-2.6
Workforce	214.8	146.2	143.3	153.0	4.3	-9.9
Non-staff costs	56.5	38.5	43.9	43.2	-8.0	-7.0
Earned income	-10.1	-6.9	-7.7	-10.4	1.3	5.1
Net revenue exp.	261.2	177.8	179.4	185.9	-2.4	-11.8
National policing**	5.3	3.6	4.0	4.2	-0.6	-0.8
Total inc nat. pol.	266.5	181.5	183.5	190.0	-3.0	-12.6

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Note that national policing has been included in the table only for reference so that the totals reconcile to the financing totals later in this section.

Source: POA estimates 2014/15

Income and expenditure - Spend by function

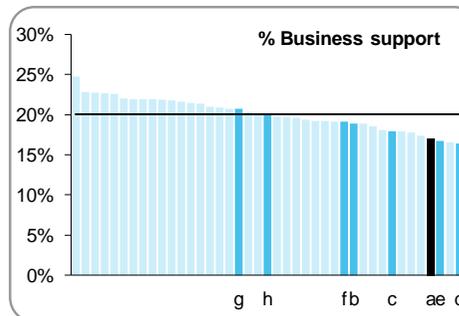
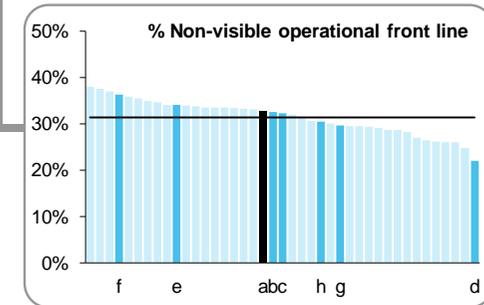
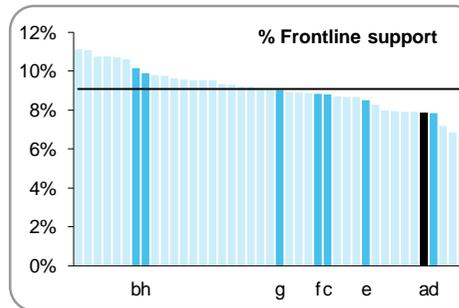
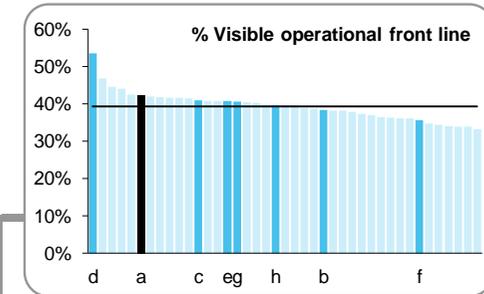
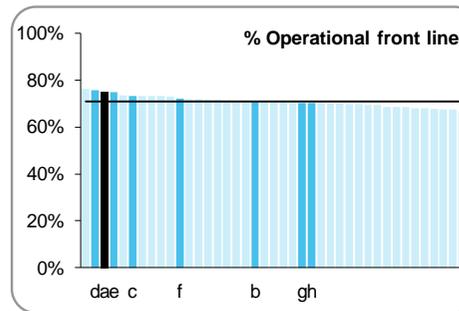
What proportion of spend is on the front line or in business support compared with others? What proportion is spent in visible functions?

Cost per head of population

Police workforce roles are split into three categories: operational front line, frontline support and business support. The front line is further broken down into visible and non-visible roles (see Annex 3 for a breakdown by POA category). These plots show the NRE in each category. To compare forces, national policing functions are excluded.

Collaboration and outsourcing affect workforce numbers so costs, rather than FTE figures, are presented.

Note that in *Policing in Austerity: Rising to the Challenge* (July 2013), HMIC define frontline support as *operational support*. Since this is the name of a POA category, *frontline support* is used here to avoid confusion.



	NRE £m	Force breakdown	Averages		MSG Diff** £m
			All	MSG	
Visible	103.9	42.4%	39.4%	41.5%	2.1
Non-visible	80.3	32.7%	31.4%	31.3%	3.6
Operational front line	184.2	75.1%	70.9%	72.8%	5.7
Frontline support	19.3	7.9%	9.1%	8.9%	-2.5
Business support	41.7	17.0%	20.0%	18.3%	-3.3
Other*	16.0				
Total (NRE)	261.2	100.0%	100.0%	100.0%	

* Functions classified as *Other* do not fit into any of the three categories. They are not included in the percentage figures. See Annex 3 for details.

** Net cost of the difference in proportion spent in each category compared to the average of MSG forces.

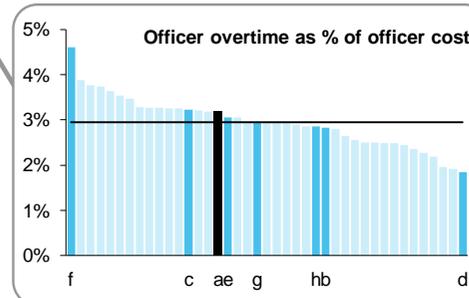
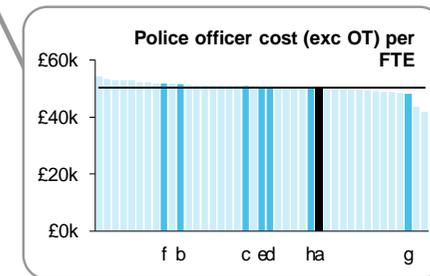
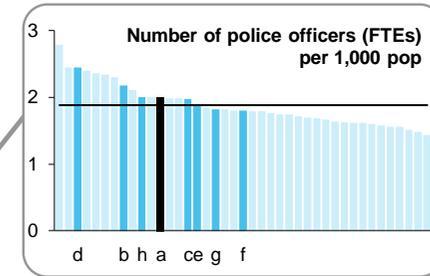
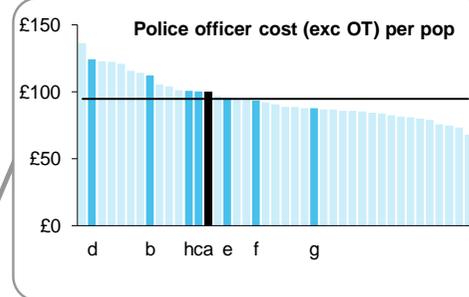
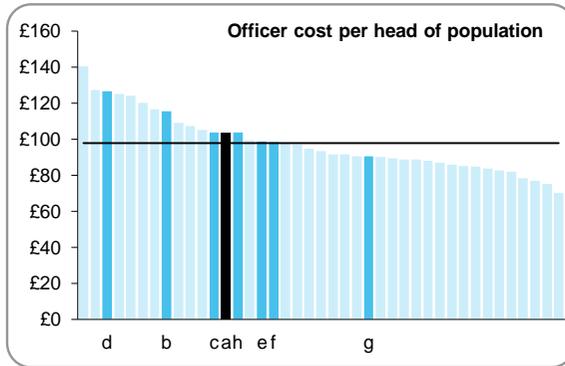
Source: POA estimates 2014/15

Income and expenditure - Workforce costs - Officers

How much do officers in the force cost compared with others? How much overtime do they receive?

Cost per head of population

Police officer costs are split into salary and overtime (OT). OT costs are also shown as a percentage of the overall salary costs. To compare forces, national policing functions are excluded.



FTE police officers 2,944 (exc national policing functions)

Officer costs	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
All pay exc. overtime	147.3	100.3	94.8	101.8	8.0	-2.3
Overtime	4.8	3.3	2.9	3.2	0.6	0.2
Total	152.2	103.6	97.7	105.0	8.6	-2.1

Officer overtime as a % salary	% sal	Averages		Diff* £m	
		All	MSG	All	MSG
Total	3.2%	3.0%	3.1%	0.3	0.2

Number of officers and cost per officer	Force	Averages		Diff* £m	
		All	MSG	All	MSG
FTE per 1,000 population	2.00	1.88	2.01	9.1	-0.7
Cost** per FTE (£000s)	50.0	50.5	50.5	-1.3	-1.5

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Cost excludes overtime

Source: POA estimates 2014/15

Lancashire

Income and expenditure - Workforce costs - Police staff and police community support officers (PCSOs)

How much do police staff and PCSOs cost in the force compared with others?

Cost per head of population

Note that collaboration/outsourcing will affect staff costs for certain forces and that national policing functions are excluded.

Police staff

Police staff FTE 1,685 (exc national policing functions)

	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
Police staff cost	53.2	36.2	38.5	39.8	-3.4	-5.2

Including overtime costs

	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
FTEs per 1,000 pop		1.15	1.19	1.27	-1.8	-5.8
Cost** per FTE (£000s)		31.6	32.7	31.3	-1.9	0.6

PCSOs

PCSOs FTE 335 (exc national policing functions)

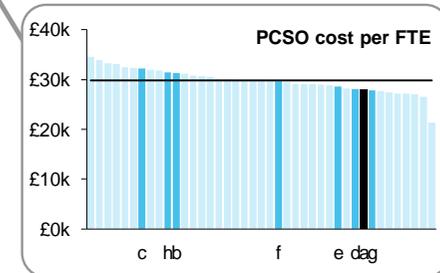
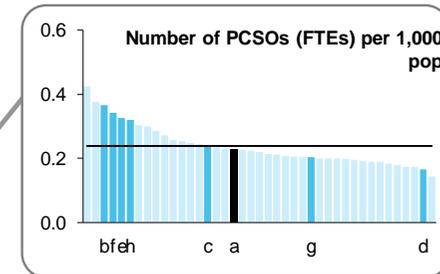
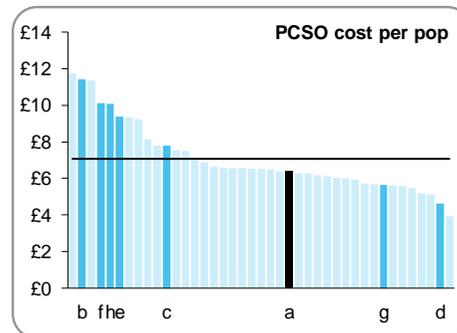
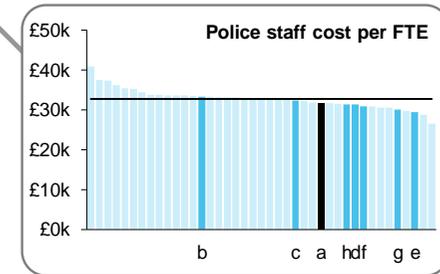
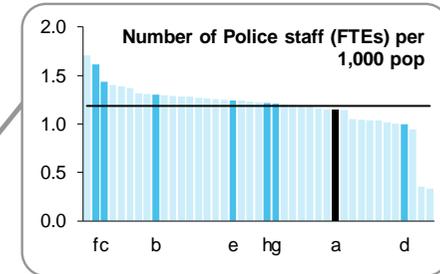
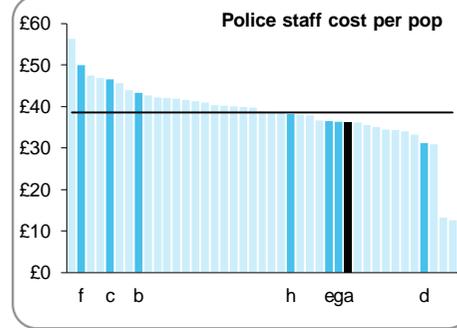
	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
PCSO cost	9.4	6.4	7.1	8.2	-1.0	-2.6

Including overtime costs

	Force	Averages		Diff* £m	
		All	MSG	All	MSG
FTEs per 1,000 pop	0.23	0.24	0.27	-0.4	-1.9
Cost** per FTE (£000s)	28.0	29.8	29.6	-0.6	-0.5

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Cost includes overtime



Source: POA estimates 2014/15

Lancashire

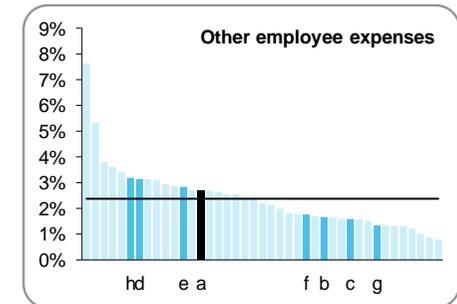
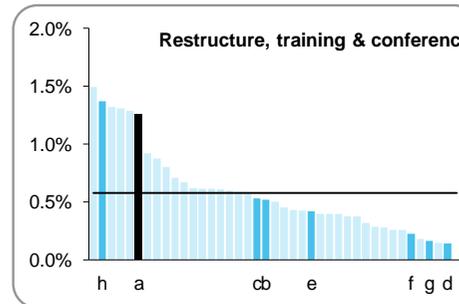
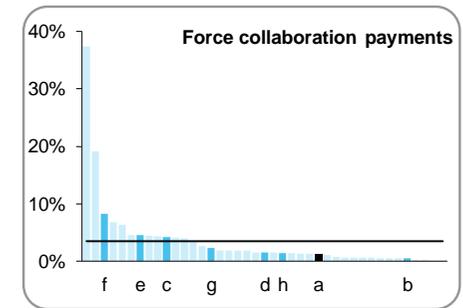
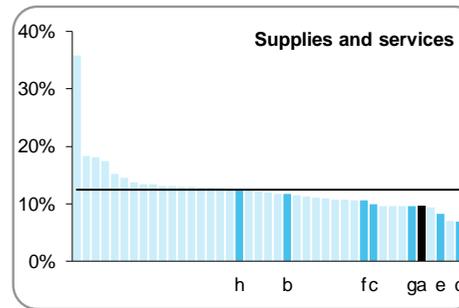
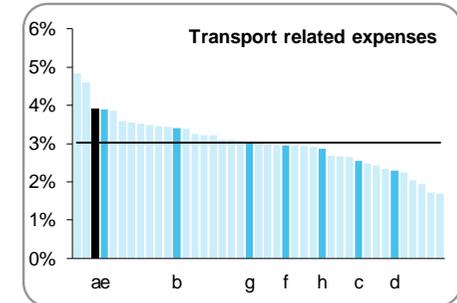
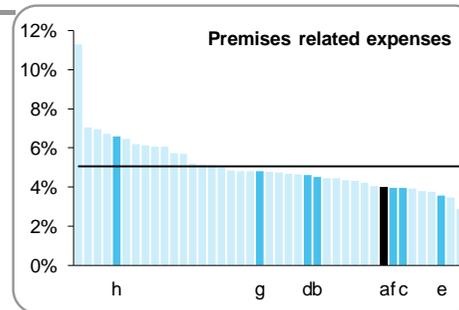
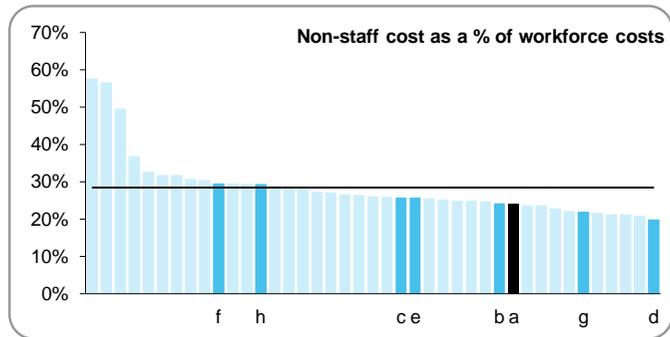
Income and expenditure - Non-staff costs

Apart from on the workforce, where else is the force spending money compared with others?

2013/14, non-staff costs as a percentage of workforce costs

Workforce costs include officer, staff and PCSO salary and overtime costs only. Temporary and agency costs are classified as non-staff. To compare forces, national policing functions are excluded.

Non-staff costs are broken down into specific types of running costs. They are shown as a percentage of workforce costs as they are largely dependent on the size of the workforce. Note that collaboration and outsourcing will affect the figures for some forces.



Force workforce costs	£215m	% w'force costs		Averages		Diff* £m	
		£m		All	MSG	All	MSG
Supplies and services**	20.5	9.5%	12.5%	9.8%	-6.3	-0.6	<<
Premises related expenses	8.6	4.0%	5.1%	4.5%	-2.3	-1.1	
Transport related expenses	8.4	3.9%	3.0%	3.1%	1.9	1.7	<<
Force collaboration payments	2.5	1.2%	3.4%	3.0%	-4.9	-3.9	
Restructure, training and conference	2.7	1.3%	0.6%	0.6%	1.5	1.5	
Other employee expenses***	5.8	2.7%	2.4%	2.3%	0.7	0.9	
PCC outsource/collab/commission	3.1	1.5%	1.4%	1.8%	0.1	-0.6	
Non-staff costs	51.6	24.0%	28.3%	25.0%	-9.3	-2.1	
Capital financing	4.9	2.3%	2.8%	3.3%	-1.1	-2.1	
Total inc capital financing	56.5	26.3%	31.2%	28.3%	-10.4	-4.2	

* Net cost of the difference in spend to the average percentage of all/MSG forces.

** Includes 3rd party payments excluding collaboration

*** Including temporary and agency staff, injury and ill health costs

Source: POA estimates 2014/15

Lancashire

Income and expenditure - Financing

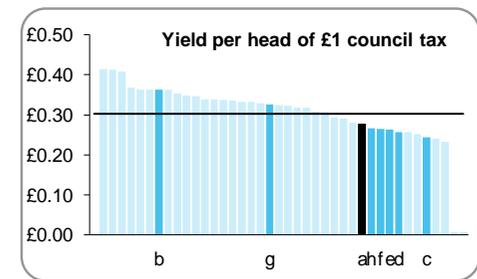
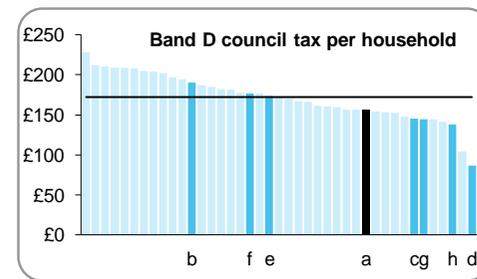
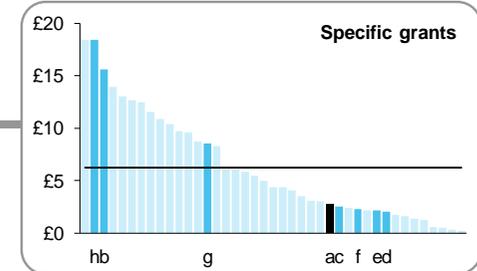
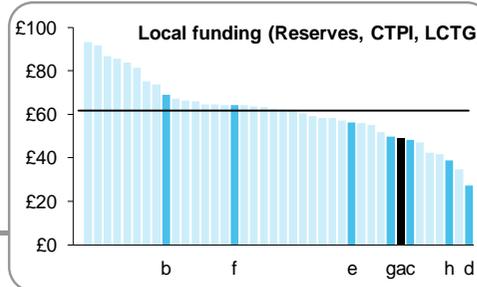
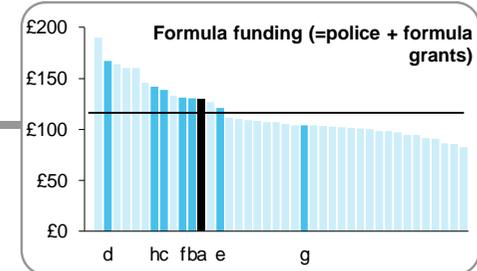
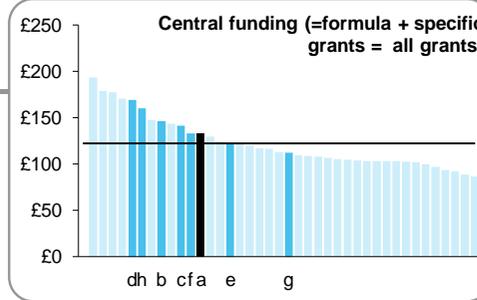
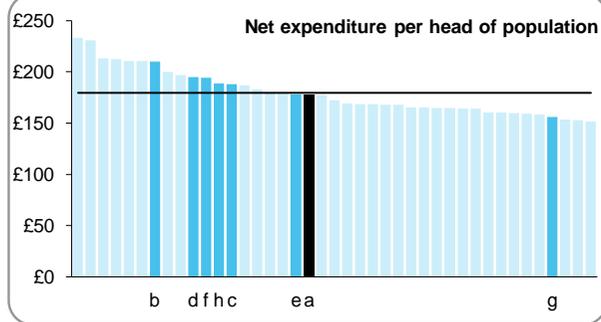
How much money does the local policing body receive in funding compared with others and from where? What is the level of council tax in the force and how does that compare with others?

Funding per head of population

Central funding is broken down into formula-based funding*, and government grants, which are not formula based. Local funding is comprised of council tax, use of reserves and council tax support grants.

Note: forces in Wales did not receive an increase in government grant for agreeing to freeze or reduce council tax but did receive a four year grant from the Welsh Assembly Government for an additional 500 PCSOs across Wales.

To show a typical council tax payment in the force, Band D tax rates (from CIPFA estimates) have been included. The yield shows the amount, from every £1 of council tax collected, that goes to the local policing body.



Population

	£m	£/head	Averages		Diff** £m
			All	MSG	
Formula funding*	190.5	129.7	115.9	132.9	-4.7
Specific grants	4.1	2.8	6.3	6.8	-5.9
Central funding	194.6	132.5	122.3	139.7	-10.6
Legacy council tax gran	12.8	8.7	8.3	6.6	3.1
Council tax	63.3	43.1	52.6	43.2	-0.2
Reserves	-4.2	-2.9	0.8	0.5	-4.9
Local funding	71.9	49.0	61.7	50.3	-2.0
Net revenue expenditure	266.5	181.5	183.5	190.0	-12.6

* Sum of police grant, non-domestic rates and revenue support grant

** Net cost of the difference in spend to the average per head of MSG forces

Source: POA estimates 2014/15

Band D tax rate	Averages	
	All	MSG
£156.0	£171.8	£151.3

Council tax £/head	Yield of £1 c. tax	Averages	
		All	MSG
£43.1	£0.28	£0.30	£0.28

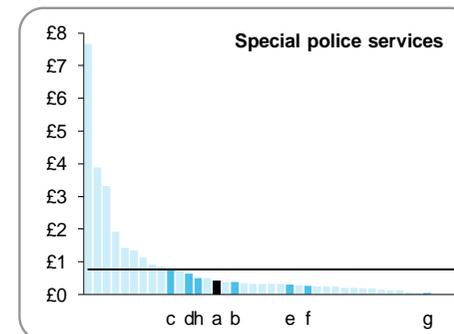
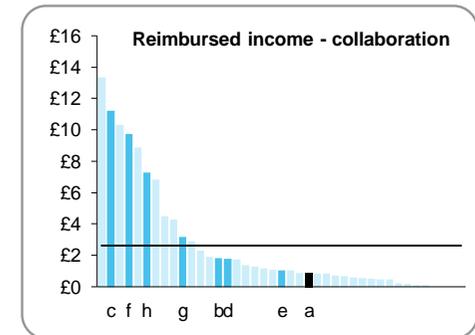
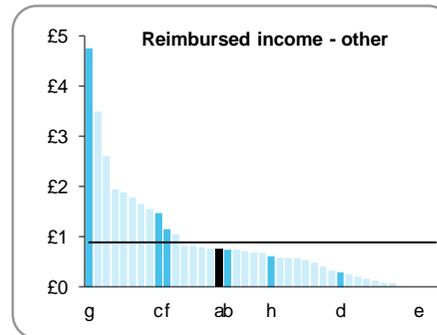
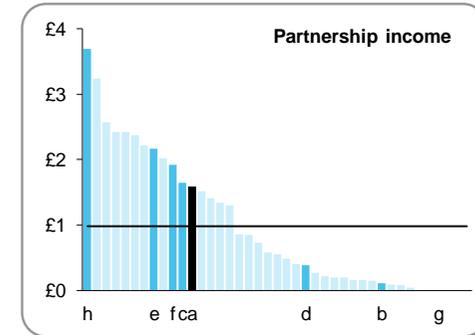
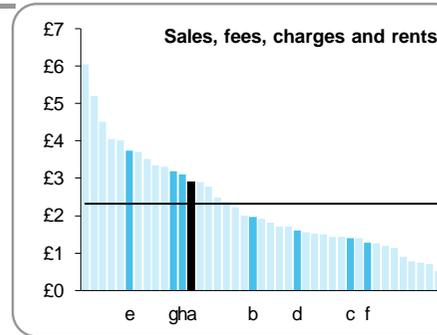
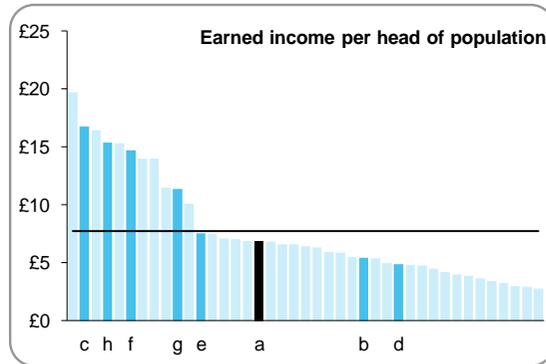
Lancashire

Income and expenditure - Earned income

How much money does the force earn compared with others and from where does it receive it?

Income per head of population

Earned income is removed from GRE in order to calculate NRE and does not include government grants.
To compare forces national policing functions have been excluded.



Population	1,469k		Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Sales, fees, charges and rents	4.3	2.9	2.3	2.4	0.9	0.8
Reimbursed income						
- From collaboration	1.3	0.9	2.6	4.6	-2.5	-5.5
- Other	1.1	0.7	0.9	1.2	-0.2	-0.7
Partnership income	2.3	1.6	1.0	1.4	0.9	0.2
Special police services	0.6	0.4	0.8	0.4	-0.5	0.0
Interest	0.4	0.3	0.2	0.2	0.2	0.1
Total earned income	10.1	6.9	7.7	10.4	-1.3	-5.1

* Net cost of the difference in earnings to the average per head of all/MSG forces.

Source: POA estimates 2014/15

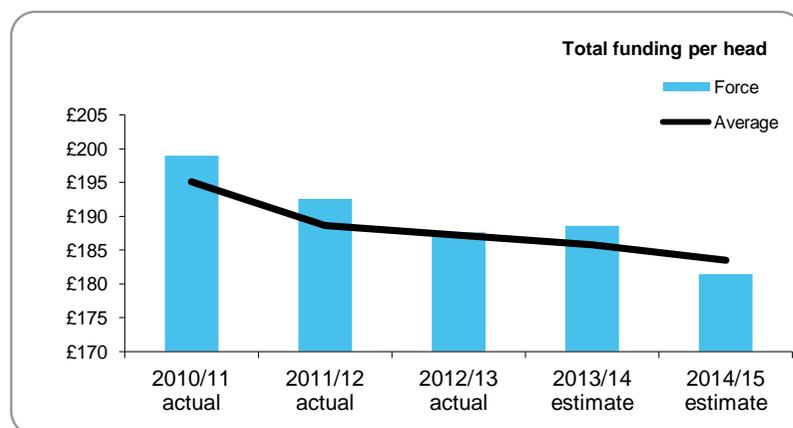
Lancashire

Income and expenditure - Funding trends

How has the local policing body's income changed over time compared with others?

Please note that estimates of reserves are unreliable and that these figures are not adjusted for inflation. The change over time is, therefore, a nominal and not a real change. The Band D council tax rates are from CIPFA estimates.

Note: change for 09/10 to 13/14 for reserves has not been given due to values crossing zero, with the potential for false negatives.



£ per 1000 pop	2010/11 actual	2011/12 actual	2012/13 actual	2013/14 estimate	2014/15 estimate	Change 10/11-14/15
Central funding*	157.9	150.2	141.0	138.7	132.5	-16%
Leagacy council tax grants				1.17	8.7	
Council tax	46.4	46.6	47.9	48.7	43.1	-7%
Reserves	-5.4	-4.3	-1.3	0.0	-2.9	
Total funding	198.9	192.6	187.7	188.7	181.5	-9%

All Average	2010/11 actual	2011/12 actual	2012/13 actual	2013/14 estimate	2014/15 estimate	Change 10/11-14/15
Central funding*	142.7	138.3	127.6	125.9	122.2	-14%
Leagacy council tax grants				1.16	8.3	
Council tax	55.9	54.6	58.3	58.6	52.6	-6%
Reserves	-3.5	-4.3	1.3	0.1	0.8	
Total funding	195.1	188.6	187.2	185.8	183.5	-6%

Band D tax rate	£146	£146	£150	£153	£156
Average	£162	£162	£166	£169	£172

* Here, central funding does not include council tax freeze grant since that features in 2013/14 only.

Source: POA data

Lancashire

Income and expenditure - Total costs by function

How does the force apportion its spend across the different functions compared with others? How has this changed since last year?

Population									
1,469k									
	Budgeted spend £m	Spend per head, £		Diff from		% of total**		% Officers***	
		Force	MSG Av	MSG £m*	Last year	Force	MSG Av	Force	MSG Av
Neighbourhood policing	33.8	23.0	24.1	-1.6	-1.0	14%	14%	73%	64%
Incident (response) management	46.5	31.7	33.2	-2.2	-0.5	19%	19%	100%	99%
Local investigation/prisoner processing	19.5	13.3	14.1	-1.3	-1.6	8%	8%	100%	92%
Other local policing	11.1	7.5	6.6	1.4	-1.4	4%	4%	57%	67%
Local policing	110.9	75.5	78.0	-3.7	-4.5	44%	44%	87%	84%
Dealing with the public	17.5	11.9	11.2	1.1	1.3	7%	6%	14%	17%
Road policing	7.2	4.9	4.5	0.7	-0.9	3%	3%	79%	73%
Operational support	12.0	8.1	8.1	0.1	-1.1	5%	5%	82%	81%
Intelligence	11.1	7.5	7.7	-0.2	-1.9	4%	4%	65%	61%
Investigations	20.3	13.8	15.4	-2.4	-1.0	8%	9%	75%	76%
Investigative support	6.6	4.5	4.9	-0.6	-1.1	3%	3%	3%	4%
Custody	6.4	4.4	4.8	-0.6	0.2	3%	3%	61%	48%
Other criminal justice arrangements	9.1	6.2	6.1	0.2	-1.3	4%	3%	-2%	4%
Criminal justice arrangements	15.6	10.6	10.9	-0.5	-1.2	6%	6%	24%	24%
ICT	9.3	6.3	7.9	-2.3	0.3	4%	4%	1%	1%
Human resources	2.9	1.9	2.4	-0.6	0.0	1%	1%	0%	1%
Training	4.1	2.8	3.1	-0.5	-0.3	2%	2%	55%	50%
Other support functions	27.7	18.9	20.8	-2.8	-1.3	11%	12%	18%	16%
Support functions	44.0	29.9	34.1	-6.2	-1.3	18%	19%	13%	11%
Police and Crime Commissioner	4.3	2.9	3.6	-1.0	1.9	2%	2%	0%	0%
Total exc national policing and central costs	249.4	169.8	178.4	-12.6	-9.9	100%	100%	56%	53%
National policing	5.3	3.6	4.2	-0.8	0.0				
Central costs	11.7	8.0	7.4	0.8	2.7				
Total	266.5	181.5	190.0	-12.6	-7.2				

Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation' as in POA

* Net cost of the difference in spend to the average per head of MSG forces.

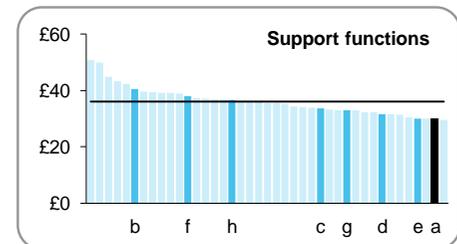
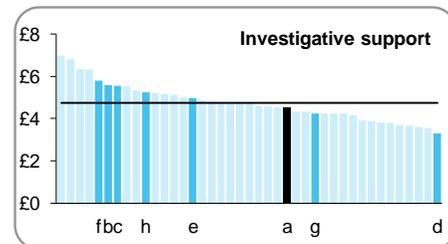
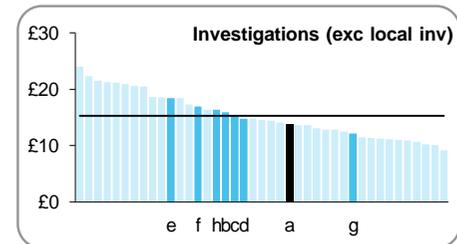
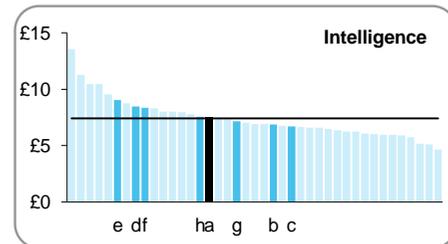
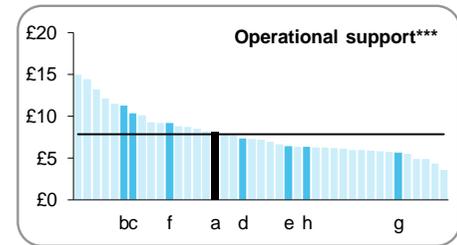
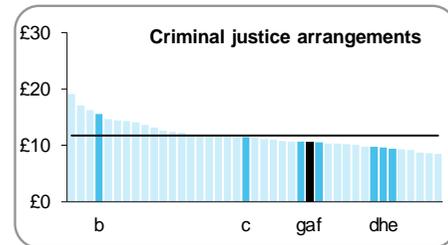
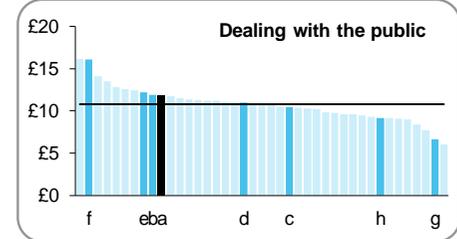
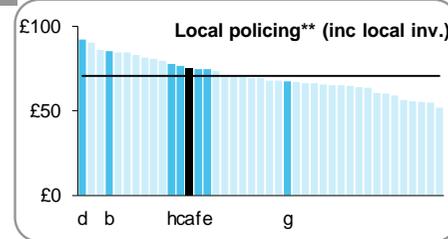
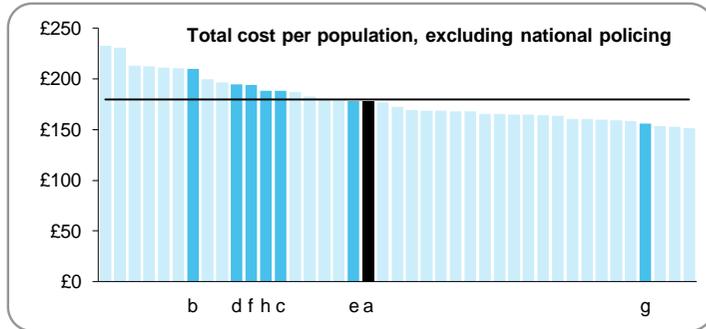
** Percentage of budgeted spend (excluding on national policing and central costs) by function

*** Cost of police officers as % of total gross cost by function

Source: POA estimates 2013/14 and 2014/15

Income and expenditure - NRE by function - Summary

What does the force spend across the different functions compared with others?



Population	1,469k		Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Local policing**	110.9	75.5	70.6	78.0	7.2	-3.7
Dealing with the public	17.5	11.9	10.8	11.2	1.6	1.1
Criminal justice arrangements	15.6	10.6	11.7	10.9	-1.6	-0.5
Road policing	7.2	4.9	4.9	4.5	0.0	0.7
Operational support***	12.0	8.1	7.8	8.1	0.5	0.1
Intelligence	11.1	7.5	7.4	7.7	0.2	-0.2
Investigations	20.3	13.8	15.3	15.4	-2.2	-2.4
Investigative support	6.6	4.5	4.7	4.9	-0.3	-0.6
Support functions	44.0	29.9	36.1	34.1	-9.1	-6.2
Police and Crime Commissioner	4.3	2.9	3.4	3.6	-0.6	-1.0
Tot. exc national pol. & central costs	249.4	169.8	172.8	178.4	-4.4	-12.6

* Net cost of the difference in spend to the average per head of all/MSG forces.

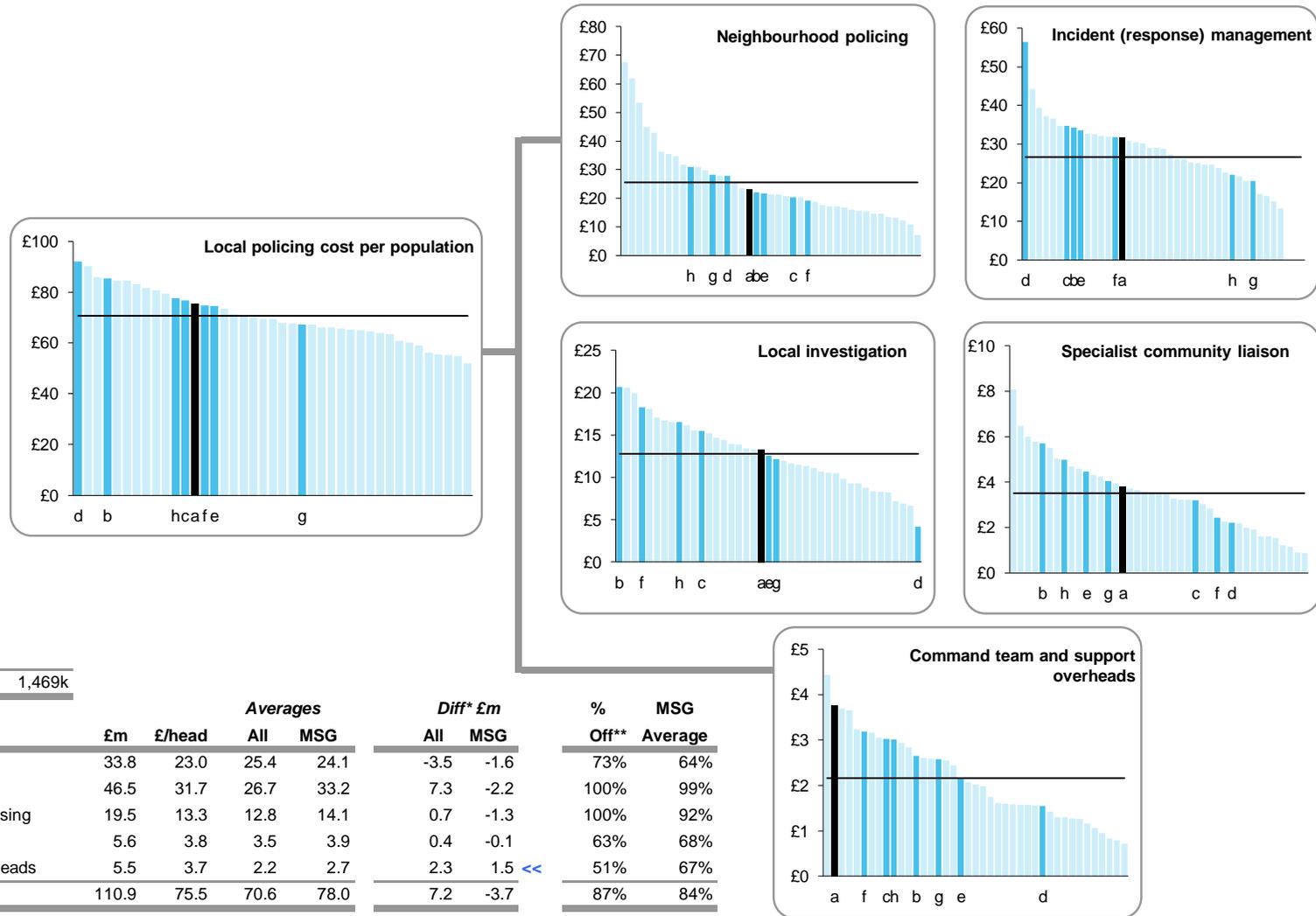
** Note that workforce under the heading of 'local investigation' are included within 'local policing' and not 'investigation' as in POA.

*** Note that this is the POA category, not the workforce descriptor used in *Policing in Austerity: Rising to the Challenge* (July 2013).

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing)

What does the force spend on the different areas within local policing compared with others?



	Population		Averages		Diff* £m		% Off**	MSG Average
	£m	£/head	All	MSG	All	MSG		
Population	1,469k							
Neighbourhood policing	33.8	23.0	25.4	24.1	-3.5	-1.6	73%	64%
Incident (response) management	46.5	31.7	26.7	33.2	7.3	-2.2	100%	99%
Local investigation/prisoner processing	19.5	13.3	12.8	14.1	0.7	-1.3	100%	92%
Specialist community liaison	5.6	3.8	3.5	3.9	0.4	-0.1	63%	68%
Command team and support overheads	5.5	3.7	2.2	2.7	2.3	1.5 <<	51%	67%
Local policing	110.9	75.5	70.6	78.0	7.2	-3.7	87%	84%
Total exc local investigation	91.4	62.2	57.8	63.9	6.5	-2.4	85%	83%

* Net cost of the difference in spend to the average per head of all/MSG forces.

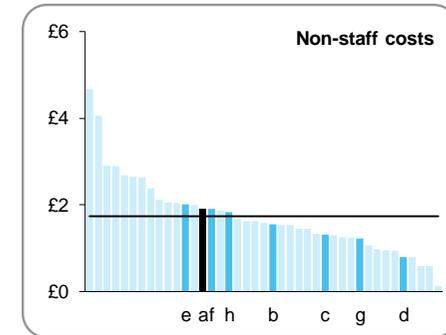
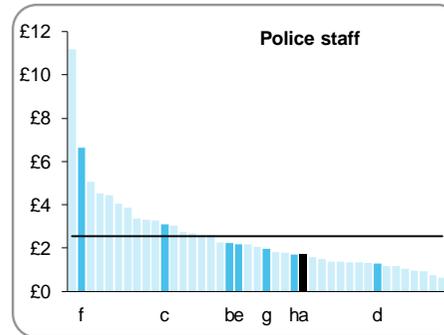
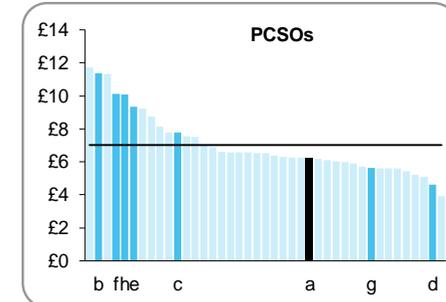
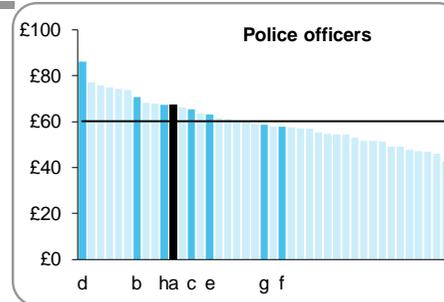
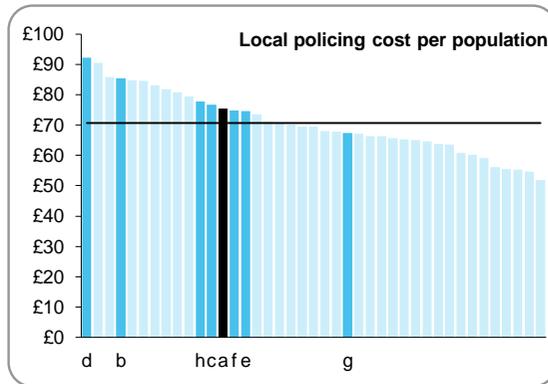
** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing) - Use of resources

How does the force spend its money within local policing compared with others?

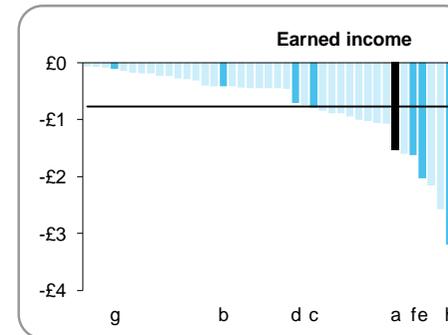
Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.



Staffing	FTE	FTE/ 1k pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	1,997	1.36	1.20	1.33	235	37
PCSOs	328	0.22	0.24	0.27	-20	-73
Police staff	80	0.05	0.08	0.09	-40	-53

Expenditure	£m	£/head	Averages		Diff**	
			All	MSG	All	MSG
Police officers	98.7	67.2	60.1	67.0	10.4	0.3
PCSOs	9.2	6.3	7.0	8.2	-1.1	-2.8
Police staff	2.5	1.7	2.5	2.6	-1.2	-1.3
Non-staff costs	2.8	1.9	1.7	1.6	0.3	0.5
Earned income	-2.3	-1.5	-0.8	-1.3	-1.1	-0.3
Total cost	110.9	75.5	70.6	78.0	7.2	-3.7

Cost/FTE	Force	Averages		Diff**	
		All	MSG	All	MSG
Police officers	£49k	£50k	£50k	-1.3	-1.6
PCSOs	£28k	£30k	£30k	-0.6	-0.6
Staff	£31k	£31k	£29k	0.0	0.2



* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces

** Net cost of the difference in spend to the average per head of all/MSG forces.

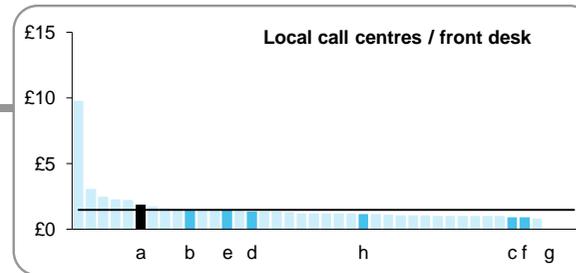
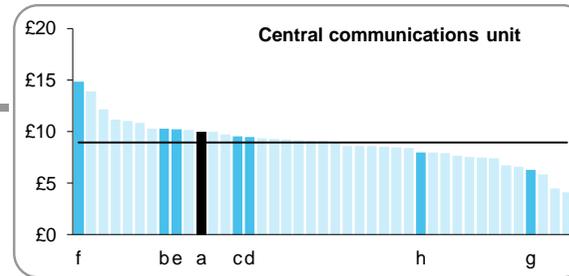
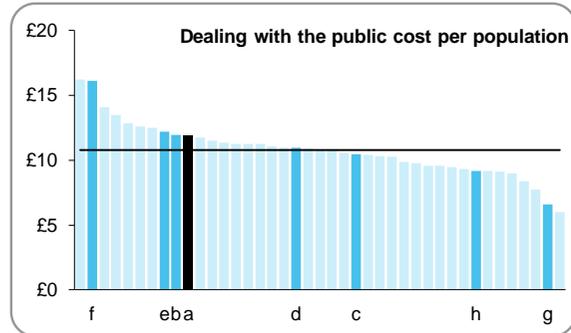
Source: POA estimates 2014/15

Lancashire

Income and expenditure - NRE by function - Dealing with the public

How does the force spend its money within dealing with the public compared with others?

Note that the Contact Management Unit heading was removed from the 2014/15 data collection.



Population 1,469k

			Averages	
	£m	£/head	All	MSG
Central communications unit	14.7	10.0	9.0	9.8
Local call centres/front desk	2.8	1.9	1.5	1.2
Command team and support	0.0	0.0	0.3	0.2
Dealing with the public	17.5	11.9	10.8	11.2

Diff* £m	
All	MSG
1.5	0.3
0.6	1.1
-0.5	-0.2
1.6	1.1

%		MSG
Officer**	Average	
16%	19%	
0%	2%	
n/a	30%	
14%	17%	

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2014/15

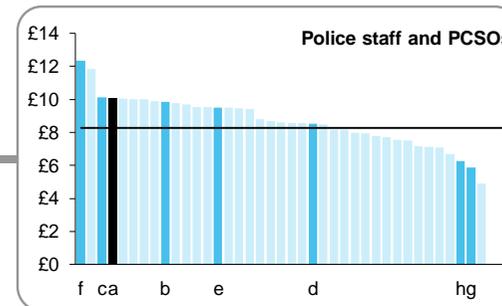
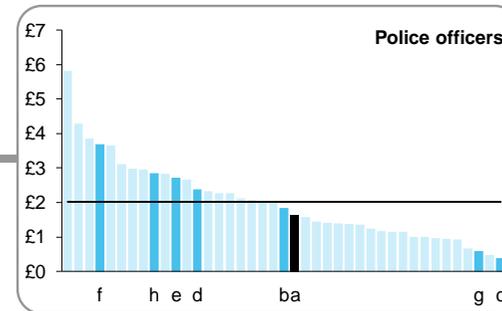
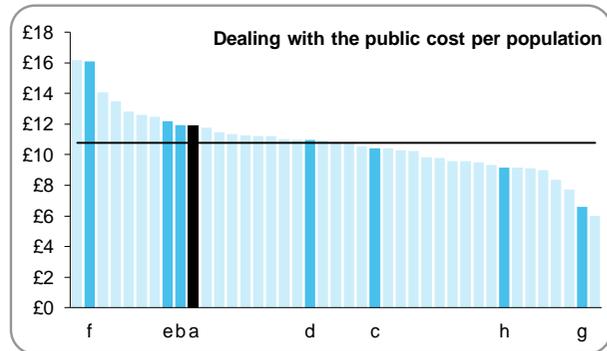
Lancashire

Income and expenditure - NRE by function - Dealing with the public - Use of resources

How does the force spend its money within dealing with the public compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Lincolnshire (£7.2) .



Staffing	FTE	FTE per 1k pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	42	0.03	0.04	0.04	-10	-10
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	443	0.30	0.25	0.28	73	26

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	2.4	1.6	2.0	2.0	-0.5	-0.5
Police staff and PCSOs	14.8	10.1	8.3	9.1	2.7	1.5
Non-staff costs	0.3	0.2	0.5	0.1	-0.4	0.2
Earned income	-0.1	-0.1	0.0	0.0	0.0	0.0
Total cost	17.5	11.9	10.8	11.2	1.6	1.1

Cost/FTE	Force	All	MSG	Diff** £m	
				All	MSG
Police officers	£57k	£57k	£57k	0.0	0.0
Police staff and PCSOs	£33k	£33k	£32k	0.3	0.6

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

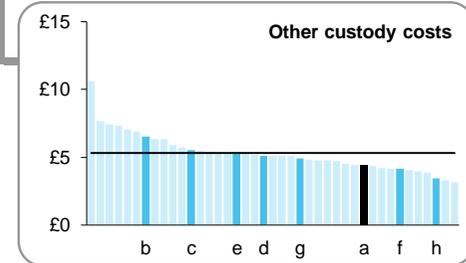
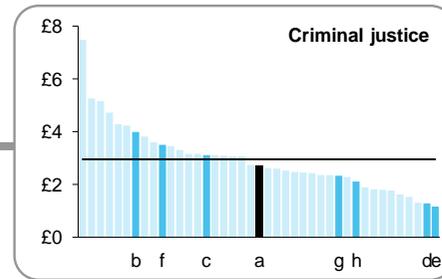
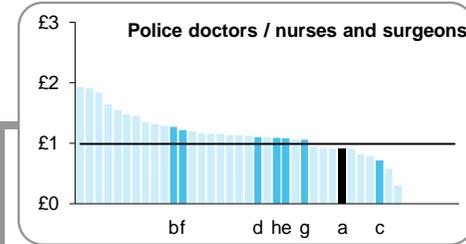
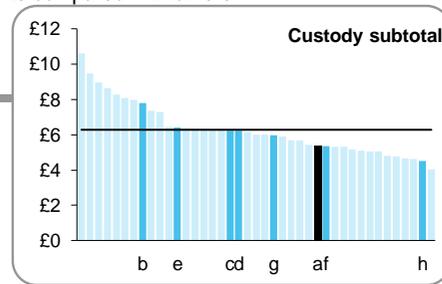
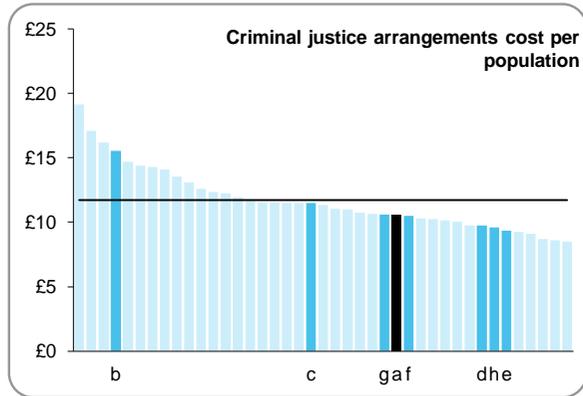
** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Criminal justice arrangements

What does the force spend on the different areas within criminal justice arrangements compared with others?

Note that not all charts are included. The 2014/15 data collection did not include the separate heading for cost of interpreters.



Population 1,469k

			Averages		Diff* £m		% MSG	
	£m	£/head	All	MSG	All	MSG	Off**	Average
Custody	6.4	4.4	5.1	4.8	-1.0	-0.6	61%	48%
Police doctors / nurses and surgeons	1.3	0.9	1.0	1.1	-0.1	-0.2	0%	0%
Other custody costs	0.1	0.1	0.2	0.1	-0.2	-0.1	0%	0%
Custody subtotal	7.9	5.3	6.3	6.0	-1.4	-0.9	50%	39%
Criminal justice	4.0	2.7	2.9	2.5	-0.4	0.2	0%	9%
Police national computer	2.4	1.6	1.2	1.2	0.7	0.6	0%	0%
Criminal records bureau	0.6	0.4	0.3	0.3	0.2	0.3	0%	0%
Property officer / stores	0.5	0.3	0.3	0.3	0.1	0.0	0%	0%
Coroner assistance	0.2	0.1	0.2	0.2	-0.1	-0.1	0%	2%
Fixed penalty scheme	0.1	0.1	0.3	0.3	-0.3	-0.3	0%	0%
Command team and support	0.0	0.0	0.3	0.2	-0.5	-0.3	n/a	41%
Criminal justice arrangements	15.6	10.6	11.7	10.9	-1.6	-0.5	24%	24%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2014/15

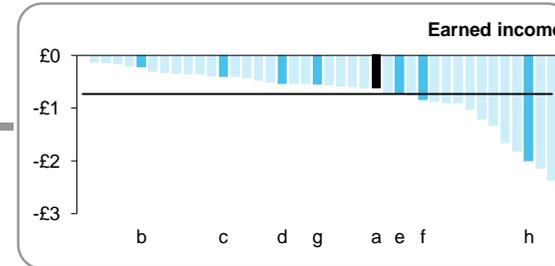
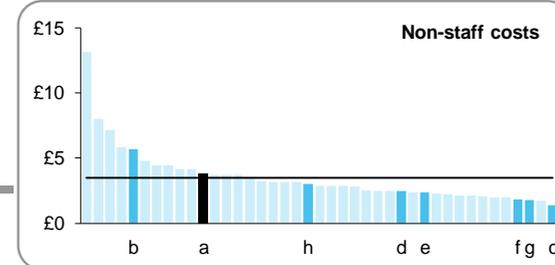
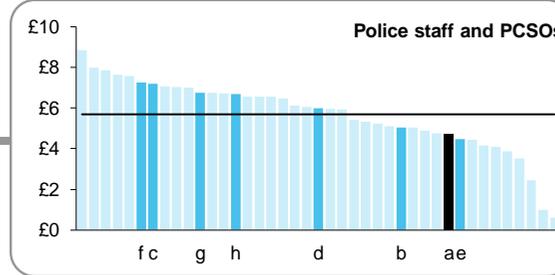
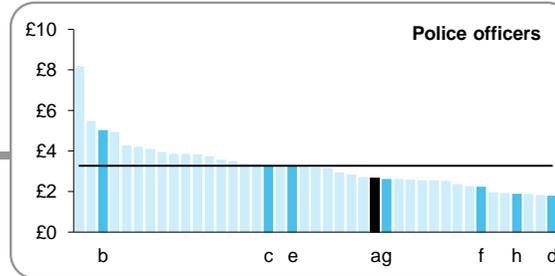
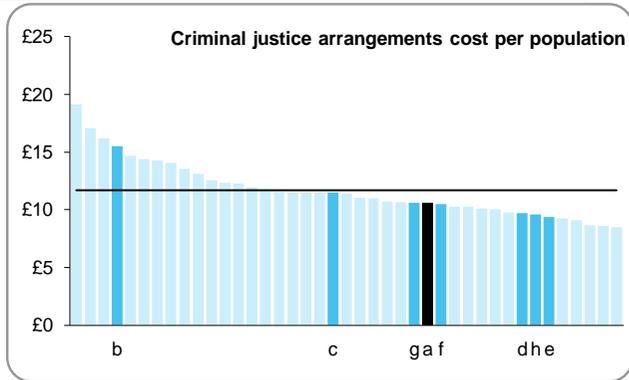
Lancashire

Income and expenditure - NRE by function - Criminal justice arrangements - Use of resources

How does the force spend its money within criminal justice arrangements compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Lincolnshire (£6.4), Warwickshire (£2.9).



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	66	0.04	0.06	0.05	-16	-3
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	266	0.18	0.20	0.22	-33	-60

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	3.9	2.7	3.3	2.9	-0.8	-0.3
Police staff and PCSOs	7.0	4.7	5.7	6.0	-1.4	-1.9
Non-staff costs	5.6	3.8	3.5	2.8	0.5	1.5
Earned income	-0.9	-0.6	-0.7	-0.7	0.1	0.2
Total cost	15.6	10.6	11.7	10.9	-1.6	-0.5

Cost/FTE	Force	All		MSG	
		All	MSG	All	MSG
Police officers	£60k	£58k	£61k	0.1	-0.1
Police staff and PCSOs	£26k	£28k	£27k	-0.5	-0.3

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

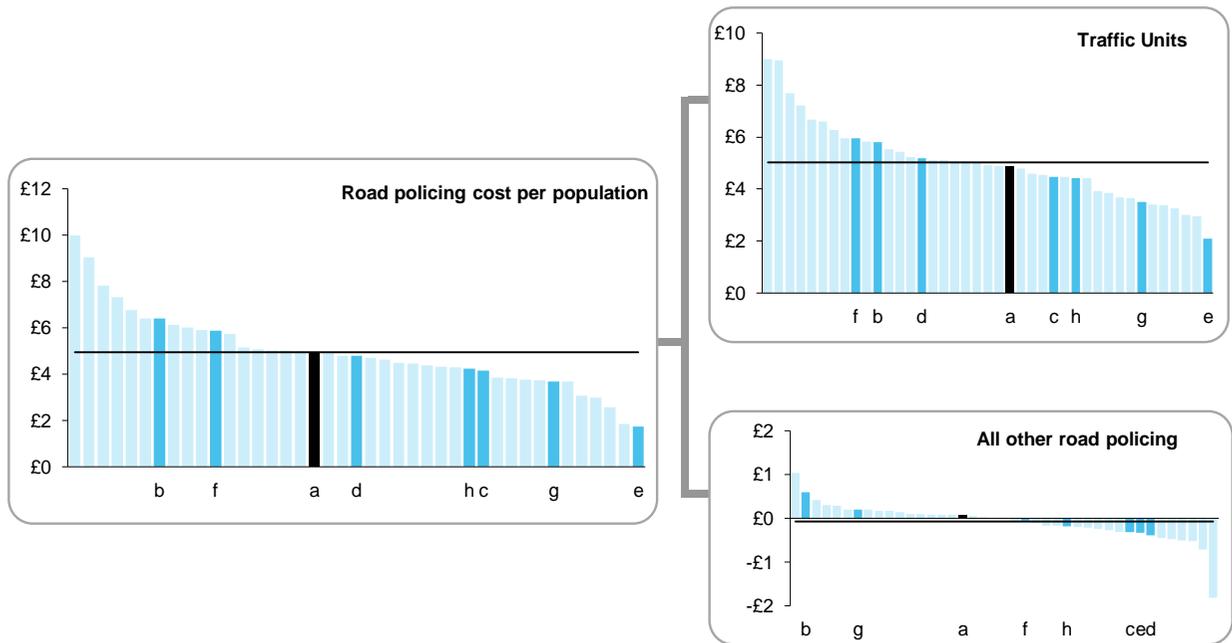
** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Road policing

What does the force spend on the different areas within road policing compared with others?

Note that not all charts are included.



	Population		Averages		Diff* £m		%	MSG
	£m	£/head	All	MSG	All	MSG	Off**	Average
Traffic Units	7.2	4.9	5.0	4.5	-0.2	0.5	92%	92%
Traffic wardens / PCSOs - Traffic	0.0	0.0	0.0	0.0	0.0	0.0	n/a	0%
Vehicle Recovery	0.1	0.1	0.0	0.0	0.2	0.2	0%	0%
Casualty Reduction Partnership	0.0	0.0	-0.2	-0.1	0.2	0.1	0%	18%
Command Team and Support	0.0	0.0	0.1	0.1	-0.1	-0.1	n/a	33%
Road policing	7.2	4.9	4.9	4.5	0.0	0.7	79%	73%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

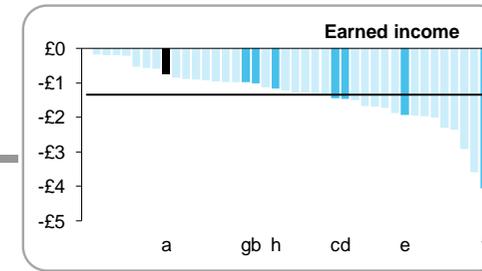
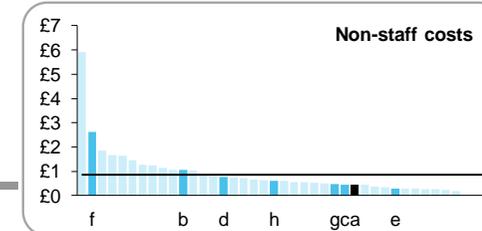
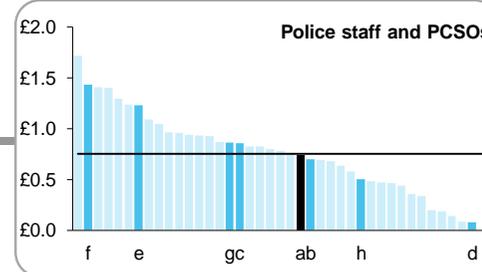
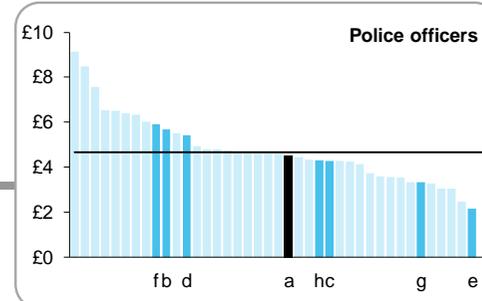
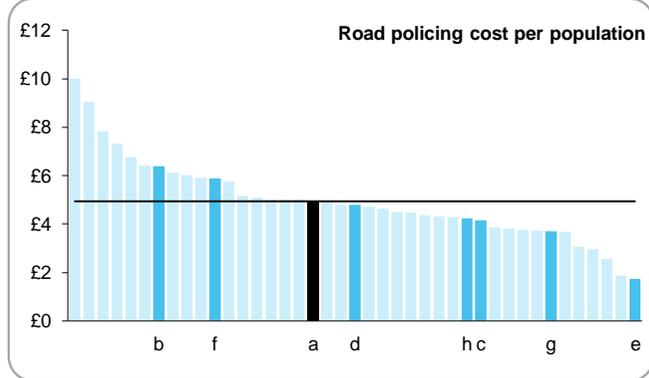
Source: POA estimates 2014/15

Income and expenditure - NRE by function - Road policing - Use of resources

How does the force spend its money within road policing compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Cambridgeshire (£5.9)



Staffing	FTE	FTE per 1k pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	134	0.09	0.09	0.08	-1	10
PCSOs	2	0.00	0.00	0.00	1	2
Police Staff	39	0.03	0.02	0.03	3	-5

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	6.6	4.5	4.7	4.4	-0.3	0.1
Police staff and PCSOs	1.1	0.7	0.8	0.8	0.0	-0.1
Non-staff costs	0.7	0.4	0.8	0.8	-0.6	-0.6
Earned income	-1.1	-0.7	-1.3	-1.6	0.9	1.3
Total cost	7.2	4.9	4.9	4.5	0.0	0.7

Cost/FTE	Force	All		MSG	
		£51k	£53k	£26k	£27k
Police officers	£49k	£51k	£53k	-0.1	-0.5
Police staff and PCSOs	£26k	£30k	£27k	-0.1	0.0

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

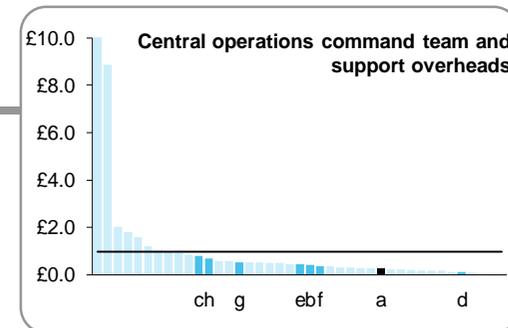
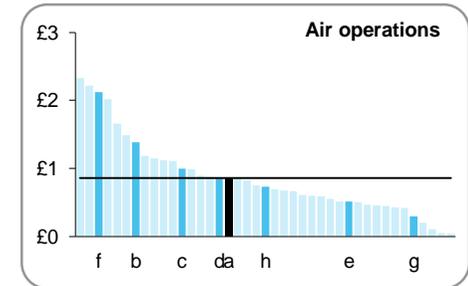
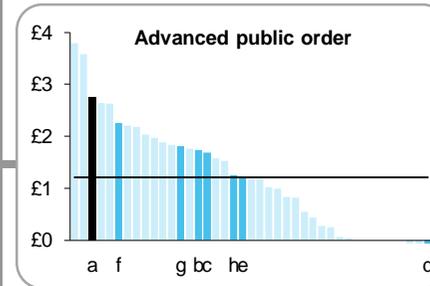
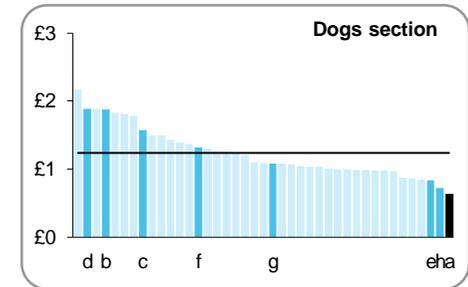
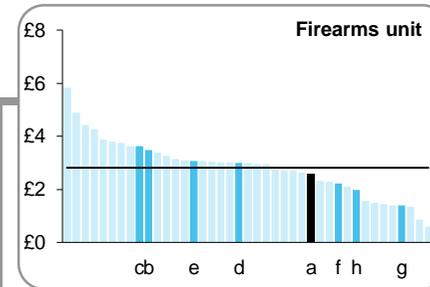
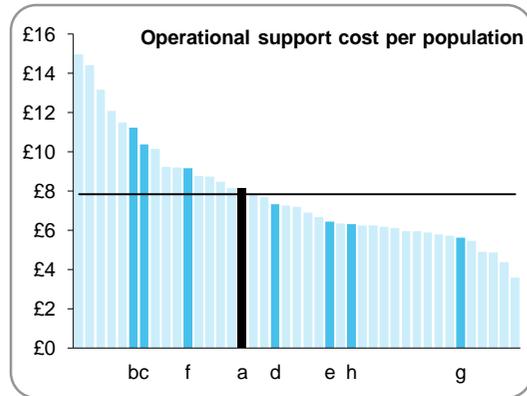
Source: POA estimates 2014/15

Lancashire

Income and expenditure - NRE by function - Operational support

What does the force spend on the different areas within operational support compared with others?

Note that not all charts are included and that operational support used here is the POA category, not the workforce descriptor used in HMIC's *Policing in Austerity: Rising to the Challenge* (July 2013).



Population	Averages		Diff* £m		% MSG			
	£m	£/head	All	MSG	Off**	Average		
1,469k								
Firearms unit	3.8	2.6	2.8	2.7	-0.4	-0.2	94%	95%
Dogs section	0.9	0.6	1.2	1.2	-0.9	-0.9	93%	91%
Advanced public order	4.0	2.8	1.2	1.6	2.3	1.7 <<	100%	98%
Air operations	1.3	0.9	0.9	1.0	0.0	-0.2	0%	10%
Civil contingencies	0.8	0.5	0.5	0.7	0.0	-0.3	68%	70%
Specialist terrain	0.1	0.1	0.1	0.2	0.0	-0.1	39%	46%
Mounted police	1.0	0.7	0.1	0.3	0.8	0.6	82%	51%
Event (new heading in 2014/15)	-0.4	-0.2	0.0	0.0	-0.3	-0.4	100%	65%
Airports and ports policing unit	0.0	0.0	0.0	0.0	0.0	0.0	n/a	71%
Command team and support	0.4	0.3	1.0	0.5	-1.0	-0.3	67%	73%
Operational support	12.0	8.1	7.8	8.1	0.5	0.1	82%	81%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2014/15

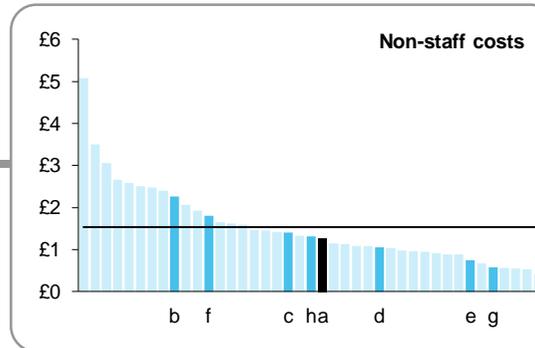
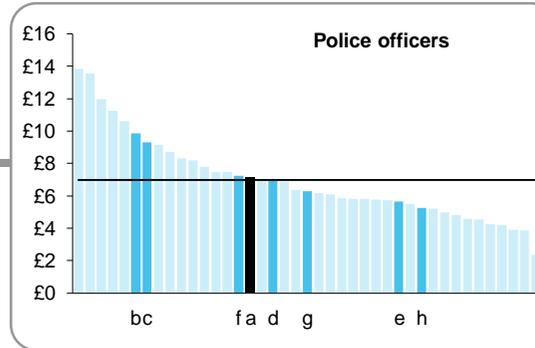
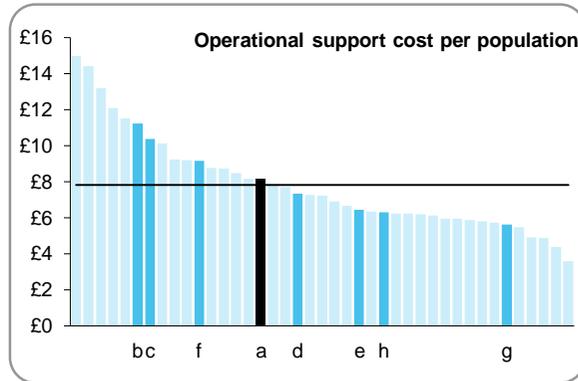
Lancashire

Income and expenditure - NRE by function - Operational support - Use of resources

How does the force spend its money within operational support compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Bedfordshire (£2.1), Cambridgeshire (£4.5). Forces with collaboration income over £2 per 1000 pop: Sussex (£2.1).



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	207	0.14	0.13	0.13	17	19
PCSOs	0	0.00	0.00	0.00	-1	0
Police staff	15	0.01	0.01	0.01	-4	-5

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	10.5	7.1	7.0	7.2	0.2	-0.1
Police staff and PCSOs	0.4	0.3	0.4	0.4	-0.2	-0.2
Non-staff costs	1.9	1.3	1.5	1.3	-0.4	-0.1
Earned income	-0.8	-0.6	-1.1	-0.9	0.8	0.5
Total cost	12.0	8.1	7.8	8.1	0.5	0.1

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£51k	£54k	£56k	-0.7	-1.2
Police staff and PCSOs	£31k	£32k	£33k	0.0	0.0

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15

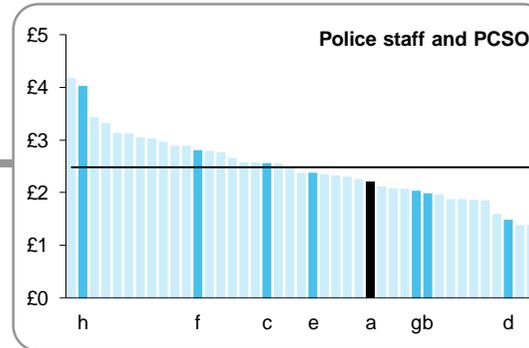
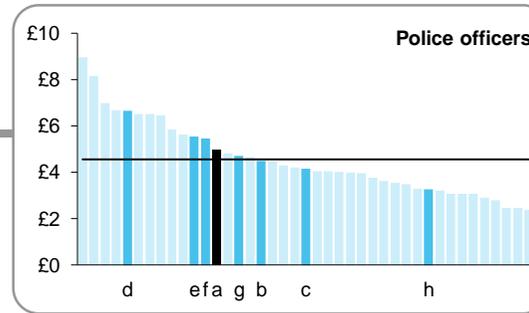
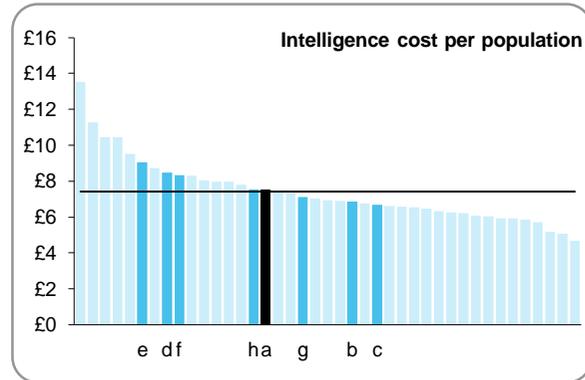
Lancashire

Income and expenditure - NRE by function - Intelligence - Use of resources

How does the force spend its money within intelligence compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration income over £2 per 1000 pop: Derbyshire (£2.2), Leicestershire (£2.7), Thames Valley (£2.8).



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	132	0.09	0.09	0.09	6	-2
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	103	0.07	0.08	0.08	-11	-15

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	7.3	5.0	4.6	4.9	0.6	0.1
Police staff and PCSOs	3.2	2.2	2.5	2.4	-0.4	-0.3
Non-staff costs	0.7	0.5	0.7	0.6	-0.3	-0.2
Earned income	-0.2	-0.1	-0.3	-0.3	0.3	0.2
Total cost	11.1	7.5	7.4	7.7	0.2	-0.2

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£55k	£53k	£54k	0.3	0.2
Police staff and PCSOs	£32k	£32k	£30k	0.0	0.1

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

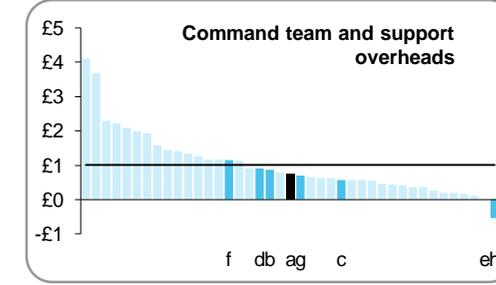
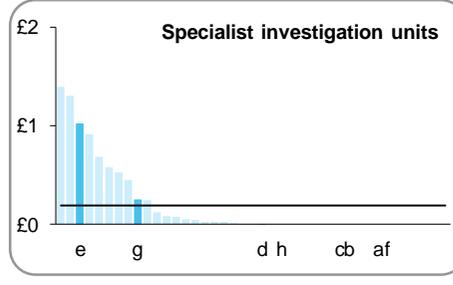
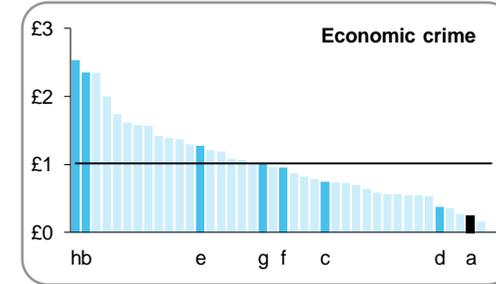
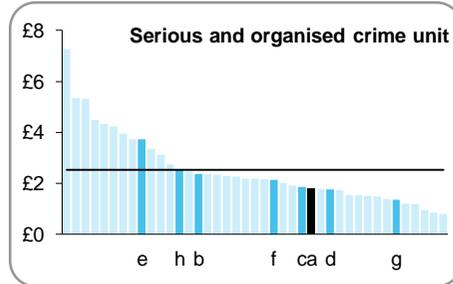
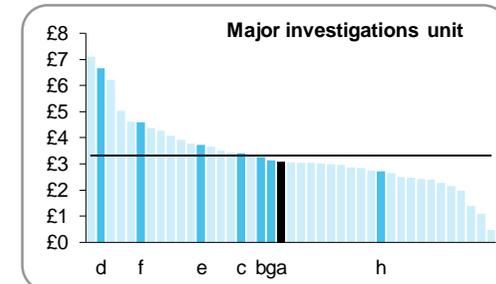
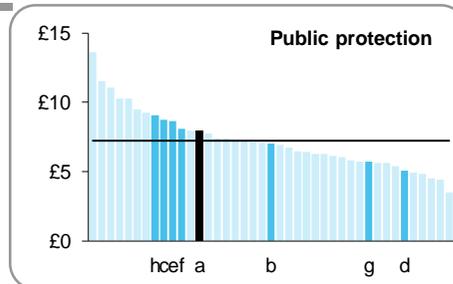
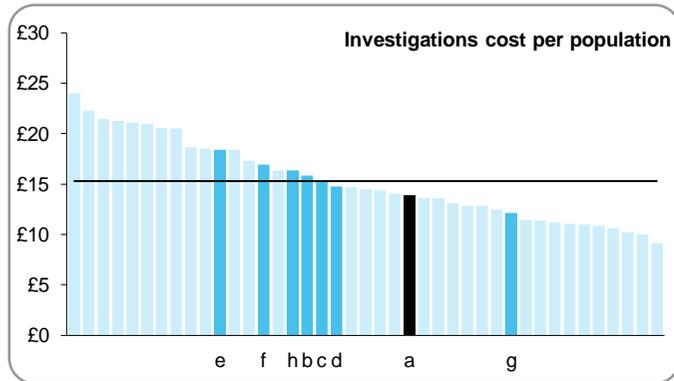
Source: POA estimates 2014/15

Lancashire

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing)

What does the force spend on the different areas within investigations compared with others?

Note that local investigation/prisoner processing is under local policing.



Population 1,469k

	£m	£/head	Averages	
			All	MSG
Public protection	11.6	7.9	7.2	7.5
Major investigations unit	4.5	3.1	3.3	3.8
Serious and organised crime unit	2.6	1.8	2.5	2.2
Economic crime	0.4	0.3	1.0	1.2
Specialist investigation units	0.0	0.0	0.2	0.2
Command team and support overheads	1.1	0.8	1.0	0.6
Investigations	20.3	13.8	15.3	15.4

	Diff* £m		% Off**	Average MSG
	All	MSG		
Public protection	1.0	0.6	81%	84%
Major investigations unit	-0.3	-1.1	76%	75%
Serious and organised crime unit	-1.1	-0.6	62%	74%
Economic crime	-1.1	-1.4	62%	51%
Specialist investigation units	-0.3	-0.2	n/a	16%
Command team and support overheads	-0.4	0.3	56%	49%
Investigations	-2.2	-2.4	75%	76%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

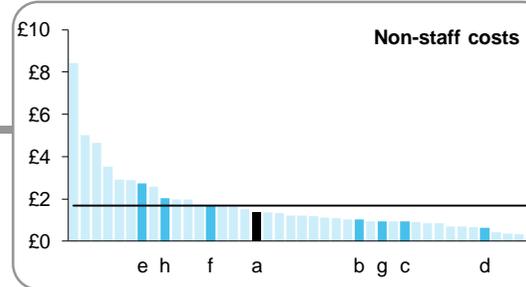
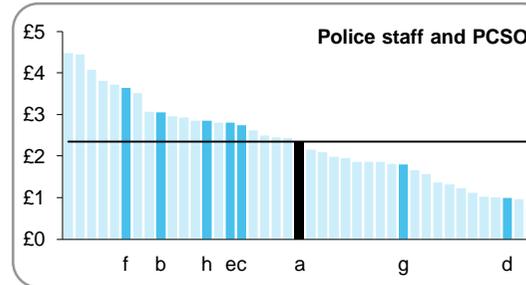
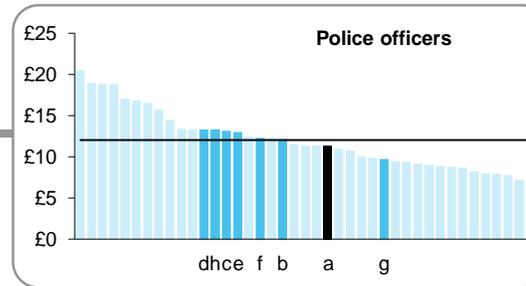
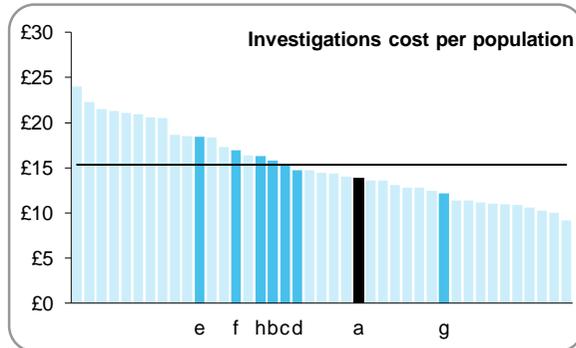
Source: POA estimates 2014/15

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing) - Use of resources

How does the force spend its money within investigations compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Cambridgeshire (£4.0), Derbyshire (£2.3), Lincolnshire (£3.4), Merseyside (£2.4), Northamptonshire (£4.9), Nottinghamshire (£2.5). Forces with collaboration income over £2 per 1000 pop: Leicestershire (£3.2), Merseyside (£3.2).



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	276	0.19	0.22	0.22	-42	-53
PCSOs	5	0.00	0.00	0.00	5	5
Police staff	113	0.08	0.08	0.08	0	-9

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	16.6	11.3	12.0	12.3	-1.0	-1.4
Police staff and PCSOs	3.5	2.4	2.4	2.5	0.0	-0.3
Non-staff costs	2.0	1.4	1.7	1.4	-0.5	-0.1
Earned income	-1.8	-1.2	-0.8	-0.8	-0.7	-0.7
Total cost	20.3	13.8	15.3	15.4	-2.2	-2.4

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£60k	£56k	£55k	1.3	1.5
Police staff and PCSOs	£29k	£31k	£30k	-0.1	-0.1

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

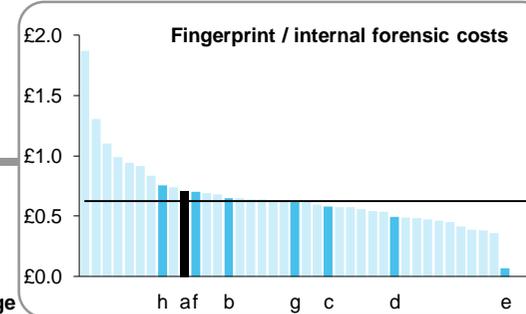
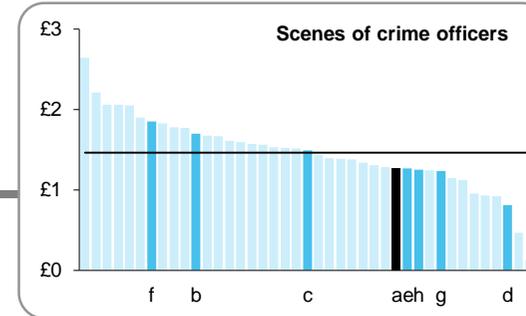
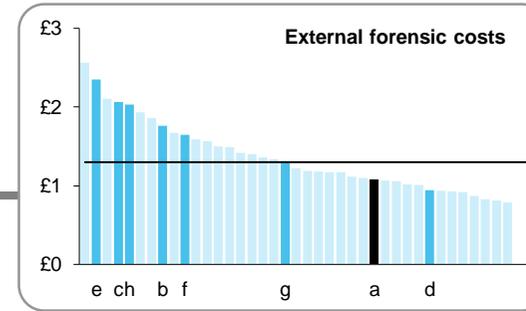
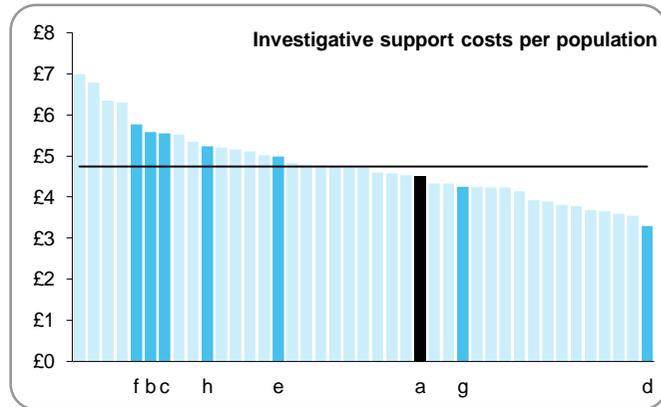
Source: POA estimates 2014/15

Lancashire

Income and expenditure - NRE by function - Investigative support

What does the force spend on the different areas within investigative support compared with others?

Note that not all charts are included.



Population		Averages		Diff* £m		% Off**	MSG Average	
£m	£/head	All	MSG	All	MSG			
External forensic costs	1.6	1.1	1.3	1.6	-0.3	-0.8	0%	0%
Scenes of crime officers	1.9	1.3	1.5	1.4	-0.3	-0.1	0%	1%
Fingerprint/internal forensic	1.0	0.7	0.6	0.6	0.1	0.2	0%	0%
Photographic image recovery	0.4	0.2	0.3	0.4	-0.1	-0.2	0%	13%
Other forensic services	1.8	1.2	0.9	0.8	0.5	0.6	9%	11%
Command team and support	0.0	0.0	0.1	0.1	-0.2	-0.1	n/a	13%
Investigative support	6.6	4.5	4.7	4.9	-0.3	-0.6	3%	4%

* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

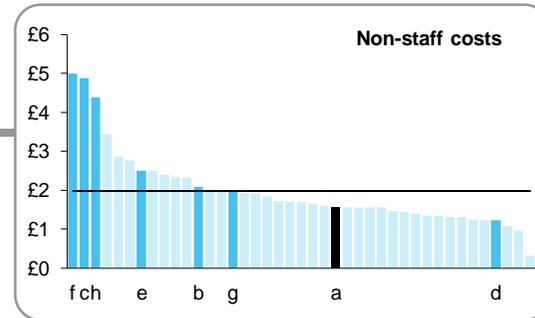
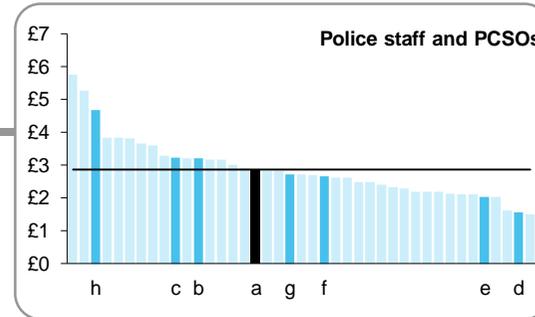
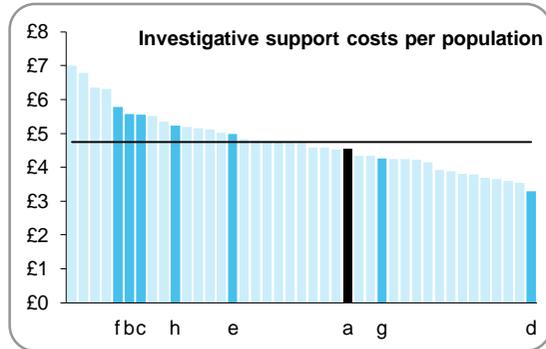
Source: POA estimates 2014/15

Income and expenditure - NRE by function - Investigative support - Use of resources

How does the force spend its money within investigative support compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Humberside (£4.6), North Yorkshire (£3.2), South Yorkshire (£2.5). Forces with collaboration income over £2 per 1000 pop: Derbyshire (£3.5), Humberside (£2.0), South Yorkshire (£2.5), West Yorkshire (£3.8)



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	2	0.00	0.01	0.00	-6	-3
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	130	0.09	0.08	0.08	15	11

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	0.2	0.1	0.3	0.2	-0.2	-0.1
Police staff and PCSOs	4.2	2.8	2.9	2.9	0.0	0.0
Non-staff costs	2.3	1.6	2.0	3.0	-0.6	-2.0
Earned income	0.0	0.0	-0.4	-1.1	0.5	1.6
Total cost	6.6	4.5	4.7	4.9	-0.3	-0.6

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£86k	£52k	£54k	0.1	0.1
Police staff and PCSOs	£32k	£37k	£36k	-0.6	-0.4

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

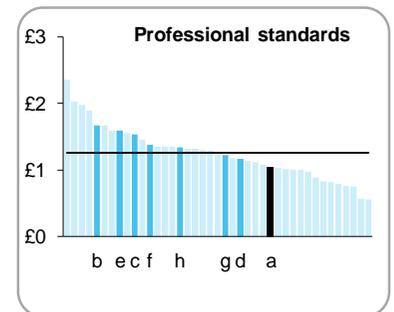
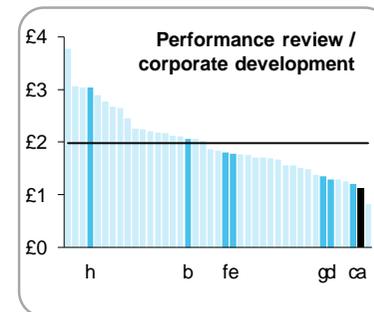
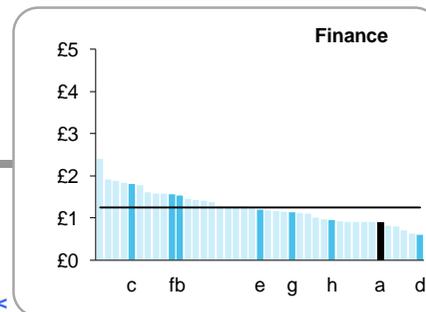
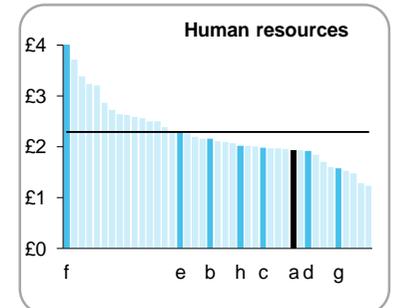
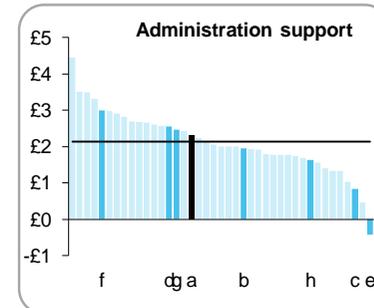
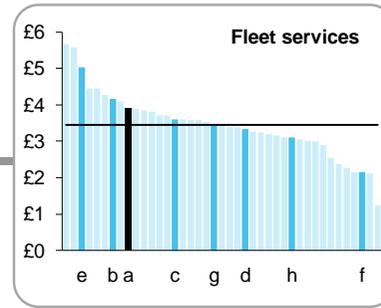
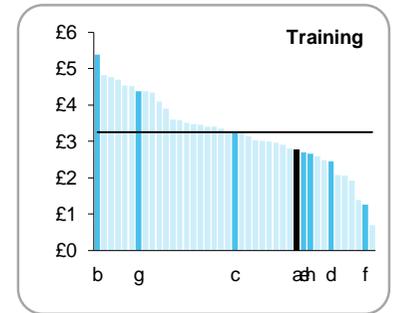
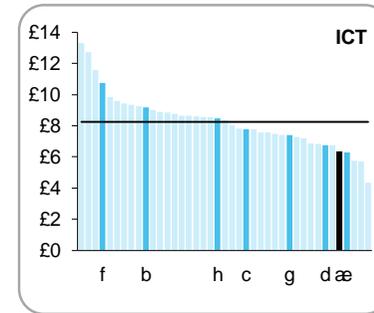
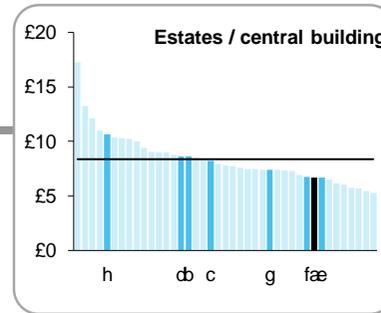
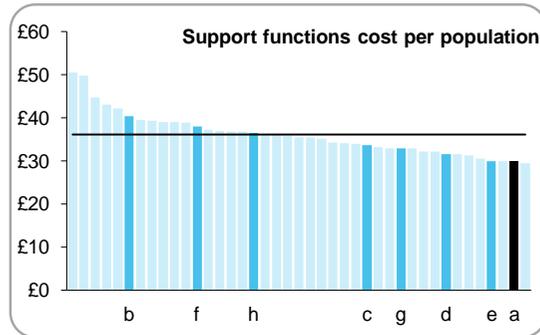
Source: POA estimates 2014/15

Lancashire

Income and expenditure - NRE by function - Support functions

What does the force spend on the different areas within support functions compared with others?

See page 37 for more details.



Population 1469k

			Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Estates / central building	9.8	6.7	8.4	7.9	-2.5	-1.9
ICT	9.3	6.3	8.3	7.9	-2.9	-2.3 <<
Training	4.1	2.8	3.3	3.1	-0.7	-0.5
Fleet services	5.7	3.9	3.4	3.6	0.7	0.5
Administration support	3.4	2.3	2.1	1.8	0.3	0.8
Human resources	2.9	1.9	2.3	2.4	-0.5	-0.6
Finance	1.3	0.9	1.3	1.2	-0.5	-0.5
Performance review	1.6	1.1	2.0	1.7	-1.3	-0.9
Professional standards	1.5	1.0	1.3	1.4	-0.3	-0.5
All other support functions	4.3	2.9	3.9	3.2	-1.4	-0.4
Support functions	44.0	29.9	36.1	34.1	-9.1	-6.2 <<

* Net cost of the difference in spend to the average per head of all/MSG forces.

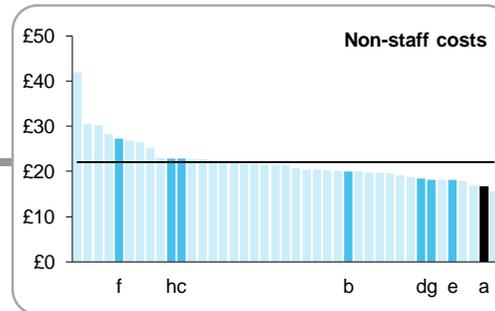
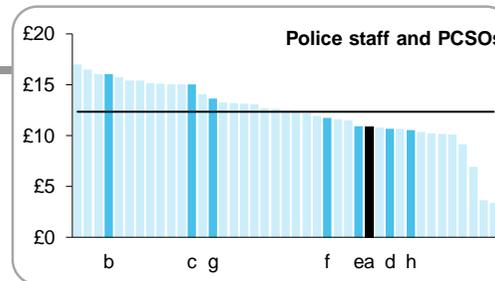
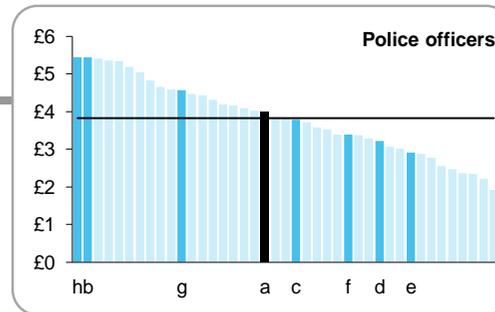
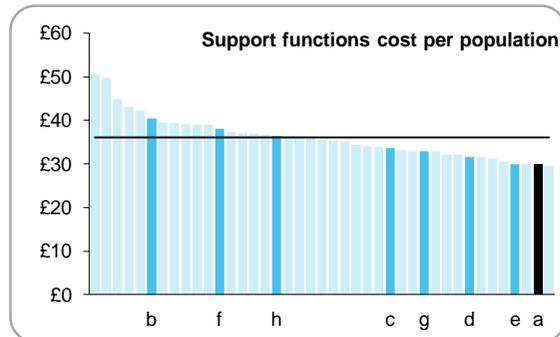
Income and expenditure - NRE by function - Support functions - Use of resources

How does the force spend its money within support functions compared with others?

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

Forces with collaboration payments over £2 per 1000 pop: Bedfordshire (£2.6), Derbyshire (£2.2), Gwent (£5.5), Hampshire (£6.7), Humberside (£7.2), Lincolnshire (£16.6), South Yorkshire (£2.2), Sussex (£2.6).

Forces with collaboration income over £2 per 1000 pop: Cheshire (£3.3), Derbyshire (£2.6), Humberside (£3.6), Kent (£2.0), Leicestershire (£4.4), South Yorkshire (£6.8), Sussex (£2.1), Thames Valley (£8.4).



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	88	0.06	0.06	0.07	-1	-9
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	481	0.33	0.36	0.38	-54	-76

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	5.9	4.0	3.8	4.1	0.2	-0.1
Police staff and PCSOs	16.0	10.9	12.3	12.4	-2.1	-2.3
Non-staff costs	24.6	16.7	22.0	20.6	-7.8	-5.6
Earned income	-2.5	-1.7	-2.0	-2.9	0.5	1.8
Total cost	44.0	29.9	36.1	34.1	-9.1	-6.2

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£67k	£63k	£62k	0.3	0.4
Police staff and PCSOs	£33k	£34k	£33k	-0.3	0.2

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Support functions - Use of resources (2)

2013/14 estimates

These charts provide a detailed breakdown of support service functions as a cost per FTE and a percentage of total NRE.

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.

POA 2013/14 estimates

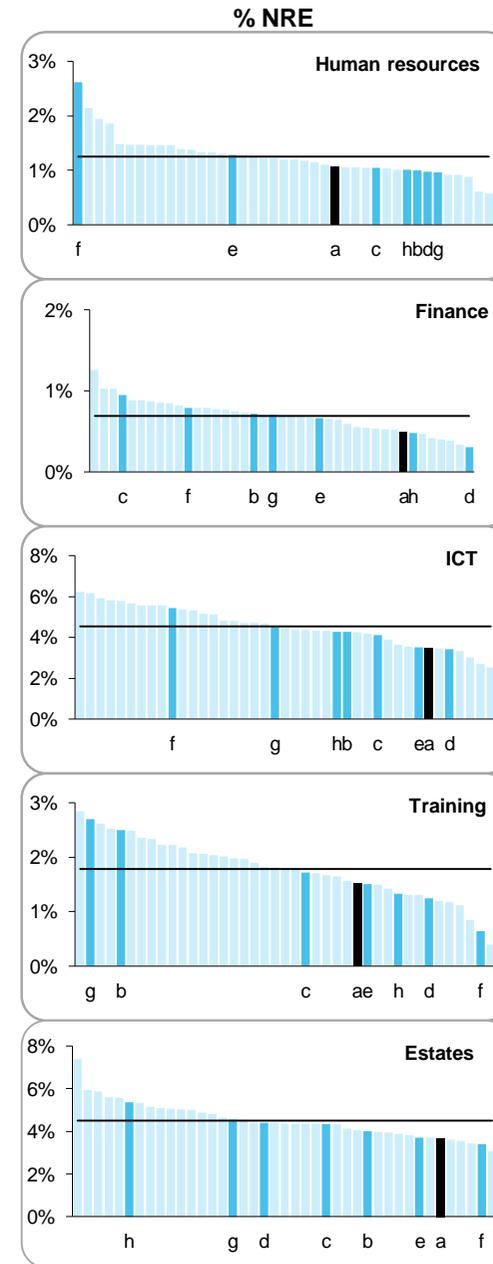
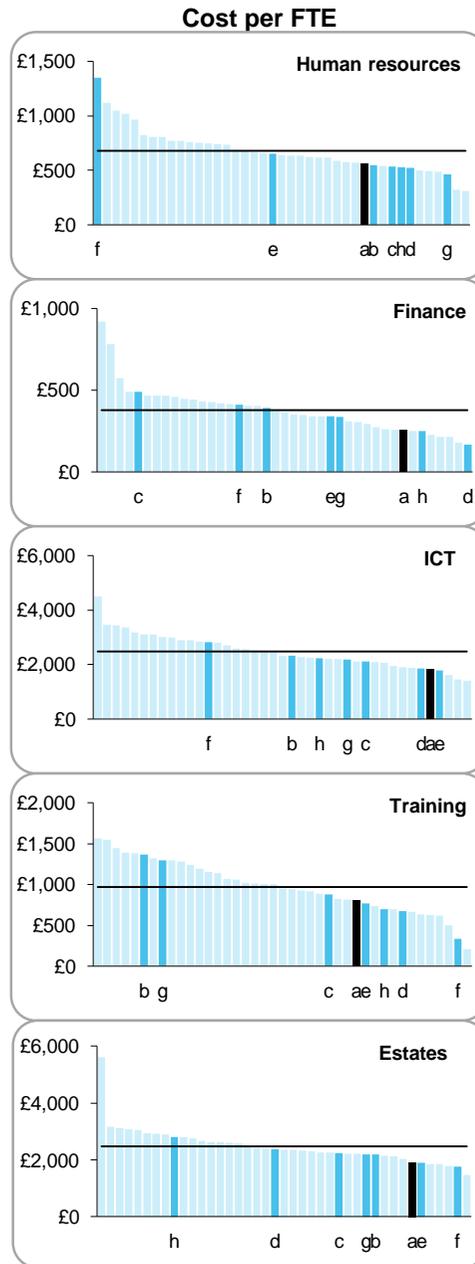
(including national policing functions)

Total FTE	5,076 (Officers, staff and PCSOs)
Officer FTE	3,016
Total NRE (£m)	266.5

	Cost £m	per FTE	All Avg	Diff* £m
Human resources	2.9	£562	£680	-0.6
Finance	1.3	£257	£380	-0.6
ICT	9.3	£1,828	£2,483	-3.3
Training	4.1	£806	£973	-0.8
Estates	9.8	£1,929	£2,477	-2.8

	% NRE	All Avg	Diff* £m
Human resources	1.1%	1.3%	-0.5
Finance	0.5%	0.7%	-0.5
ICT	3.5%	4.5%	-2.8
Training	1.5%	1.8%	-0.7
Estates	3.7%	4.5%	-2.2

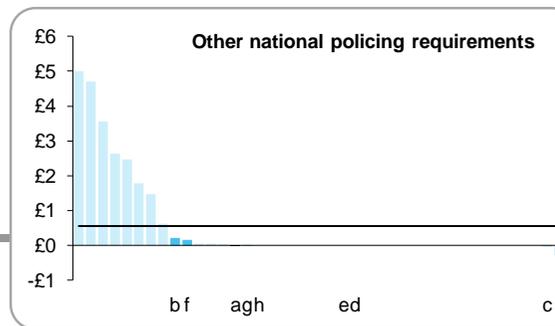
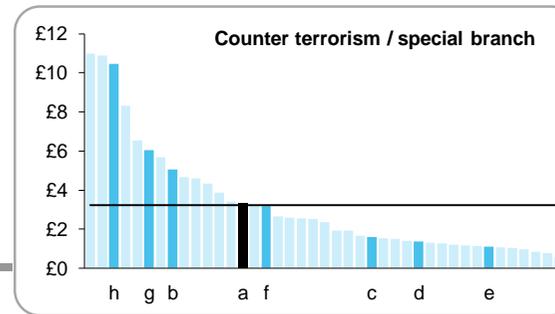
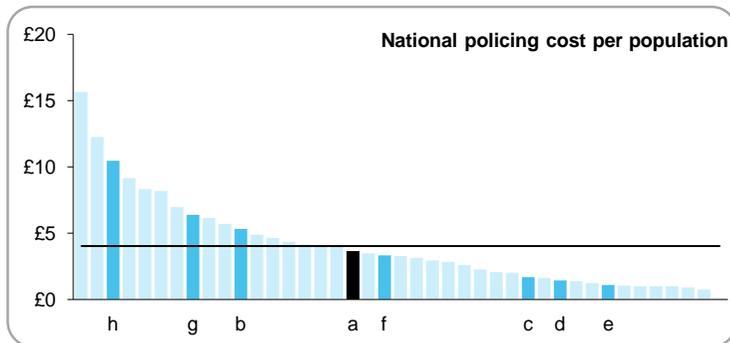
* Net cost of the difference in spend to the average per head of all forces.



Source: POA estimates 2014/15

Income and expenditure - NRE by function - National policing

What does the force spend on the different areas within national policing compared with others?



	Population		Averages		Diff* £m		% MSG	
	£m	£/head	All	MSG	All	MSG	Off**	Average
Counter terrorism/special branch	4.9	3.3	3.2	4.0	0.1	-1.0	74%	74%
Other national policing requirements	0.0	0.0	0.5	0.0	-0.8	0.0	100%	23%
Hosting national services	0.0	0.0	0.0	-0.0	0.0	0.0	n/a	0%
Secondments (out of force)	0.0	0.0	0.1	0.1	-0.1	-0.1	92%	82%
ACPO projects / initiatives	0.4	0.3	0.2	0.0	0.1	0.3	0%	0%
National policing	5.3	3.6	4.0	4.2	-0.6	-0.8	73%	72%
Specific grants	-2.6	-1.8	-3.2	-3.4	2.0	2.4		
Cost net of grants	2.7	1.8	0.9	0.7	1.4	1.6		

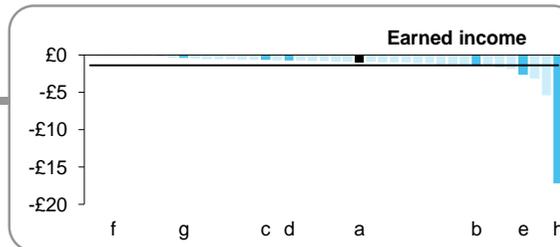
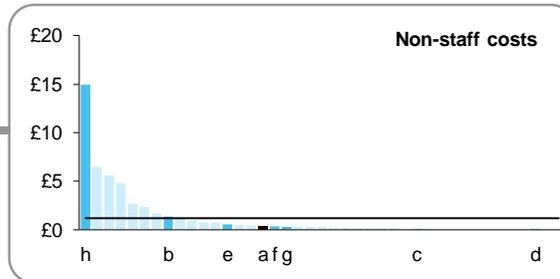
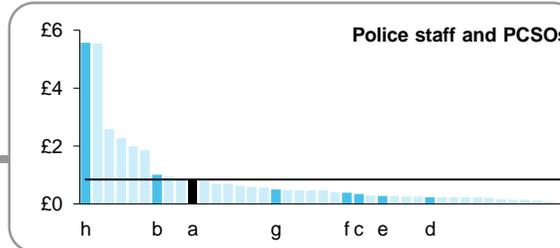
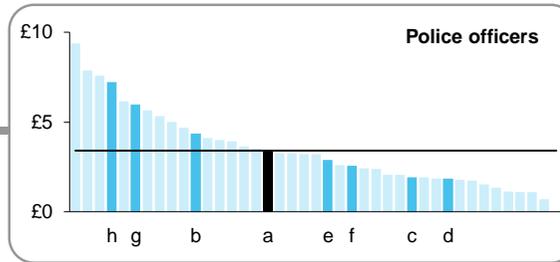
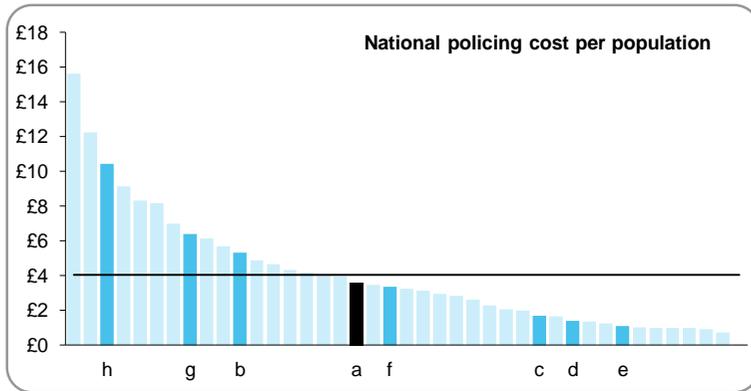
* Net cost of the difference in spend to the average per head of all/MSG forces.

** Officer salaries and overtime as % of gross expenditure

Source: POA estimates 2014/15

Income and expenditure - NRE by function - National policing - Use of resources

How does the force spend its money within national policing compared with others?



Staffing	FTE	FTE per 1000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	72	0.05	0.06	0.07	-15	-26
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	40	0.03	0.02	0.03	3	-2

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	4.9	3.3	3.4	3.8	-0.1	-0.6
Police staff and PCSOs	1.2	0.8	0.8	1.1	-0.1	-0.5
Non-staff costs	0.6	0.4	1.2	2.3	-1.2	-2.7
Income exc grants	-1.4	-0.9	-1.4	-3.0	0.7	3.1
Total cost	5.3	3.6	4.0	4.2	-0.6	-0.8

Specific grants	-2.6	-1.8	-3.2	-3.4	2.0	2.4
Cost net of grants	2.7	1.8	0.9	0.7	1.4	1.6

Cost/FTE	Force	Averages		Diff** £m	
		All	MSG	All	MSG
Police officers	£68k	£58k	£56k	0.8	0.8
Police staff and PCSOs	£30k	£34k	£41k	-0.2	-0.4

* Net difference in the number of staff/officers compared to if the force had the average number of FTEs per head of all/MSG forces.

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15

Income and expenditure - NRE by function - Police and Crime Commissioner/Local policing bodies

What is the expenditure of the local policing body on its own office and non-policing commissioned services?

Broadly, 'Cost of PCC/Deputy Mayor for Policing and Crime' includes salary and associated costs (including expenses and training) of the PCC, deputy PCC and any appointed deputies and special advisors. For the Metropolitan Police Service this relates to the Deputy Mayor for Policing and Crime and similar staff and costs. PCC salaries are set by the Senior Salaries Review Body.

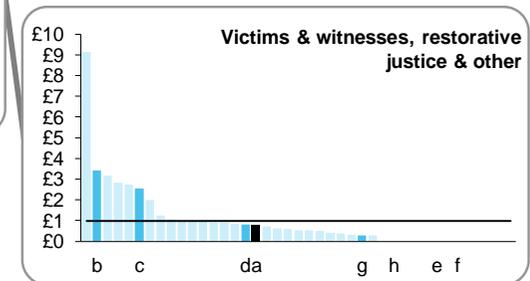
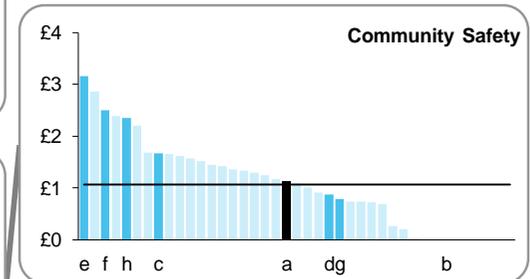
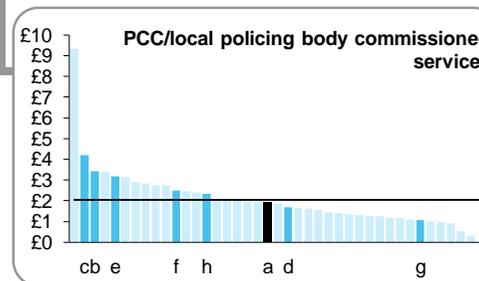
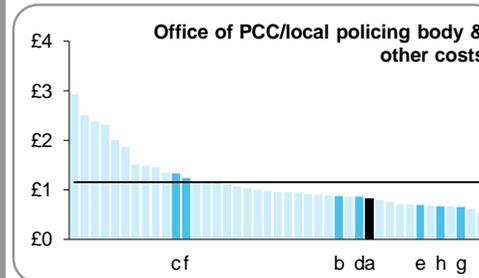
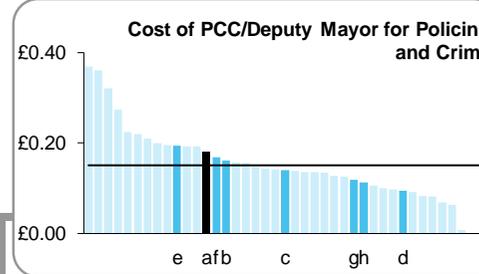
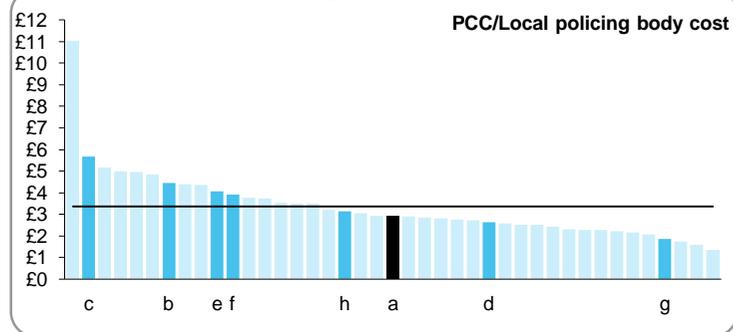
'Office of PCC/local policing body & other costs' includes salary and associated costs of the Chief Executive, Chief Finance Officer and any other staff employed to support the PCC/ Deputy Mayor as well as office -running costs. It also includes other local policing body costs such as external audit and council tax leaflets.

PCC Commissioned services includes

- services previously commissioned under the community safety fund grant (monies previously allocated separately for community safety, now combined within the main grant to PCC/local policing body)
 - victim and witness services including restorative justice (RJ)
 - services directly commissioned by the PCC
 - costs associated with the commissioning of the 2013/14 Ministry of Justice grant.
- The split between Community Safety and Victims/Witnesses/RJ/Other costs is based on percentage of gross PCC Commissioned Services spent on Community Safety.

The data on the office of the PCC should be read with caution as staff numbers will vary according to the local context. Some staff within the OPCC may be providing a dual service to the force, for example, finance, communications or analysis teams. Also, the transition of staff from employment by the police authority to the PCC and Chief Constable may have an impact on staff numbers. This transition was undertaken in two stages. The first transferred all staff (not police officers) to the employment of the PCC, the second covered the return of operational staff to the Chief Constable. The PCC retained some functions under this process and these may not be consistent across all OPCCs.

Note that HMIC do not inspect expenditure incurred by local policing bodies/PCGs.



	Population		Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Cost of PCC/Deputy Mayor for Policing and Crime	0.27	0.18	0.15	0.15	0.04	0.05
Office of PCC/local policing body & other costs	1.21	0.83	1.16	0.89	-0.49	-0.10
PCC/local policing body commissioned services	2.81	1.91	2.05	2.54	-0.20	-0.92
Community Safety	1.66	1.13	1.06	1.56	0.10	-0.63
Victims & witnesses, restorative justice & other	1.15	0.78	0.99	0.98	-0.30	-0.29
PCC/Local policing body cost	4.29	2.92	3.36	3.58	-0.64	-0.96

* Net cost of the difference in spend to the average per head of all/MSG PCCs/local policing bodies.

Source: POA estimates 2014/15

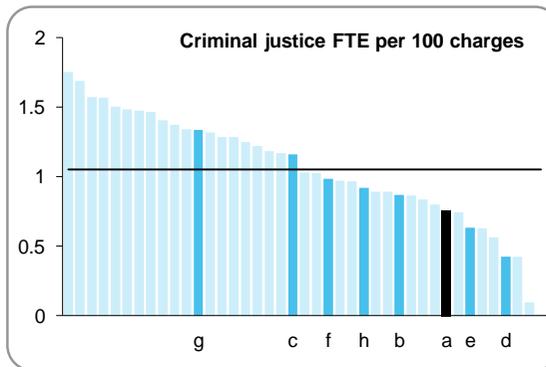
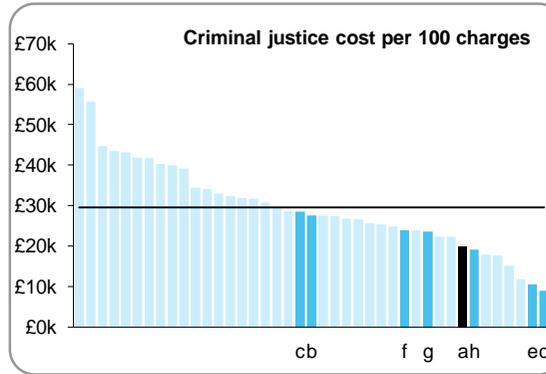
Income and expenditure - Criminal justice costs

How much does the force spend per charge compared with others? What is the size of its workforce that deals with criminal justice?

These charts show the NRE cost of criminal justice (as opposed to criminal justice arrangements) per 100 charges.

FTE within the criminal justice function is then shown per 100 charges.

Note that charges data is from 2013/14 whereas FTE and cost figures are from 2014/15 estimates.



Charges	Force	Per 100 charges	Averages		MSG Diff
			All	MSG	
Criminal justice FTE	152	0.8	1.1	0.9	-26 *
Criminal justice cost	£4.0m	£20k	£30k	£20k	£-0.1m **

* Net difference in the number of FTEs compared to if the force had the average number of FTEs per head of MSG forces

** Net cost of the difference in spend to the average per head of all/MSG forces.

Source: POA estimates 2014/15 (costs/FTE) and Home Office Crime Statistics 2013/14 (charges)

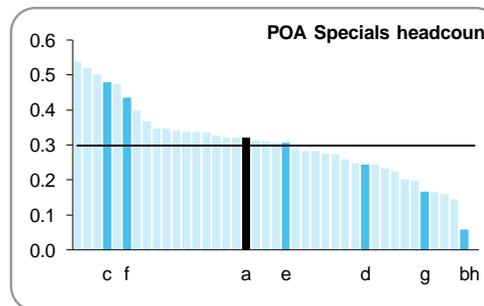
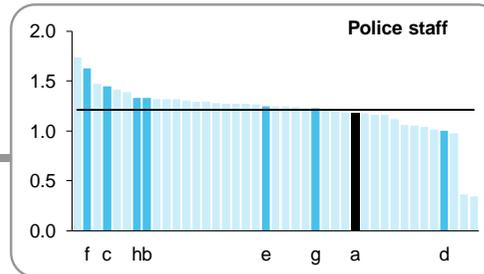
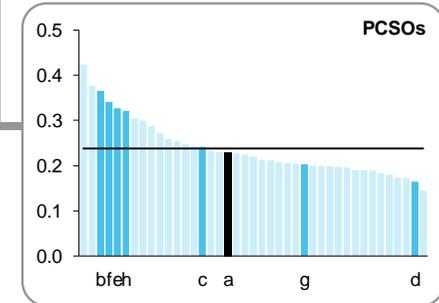
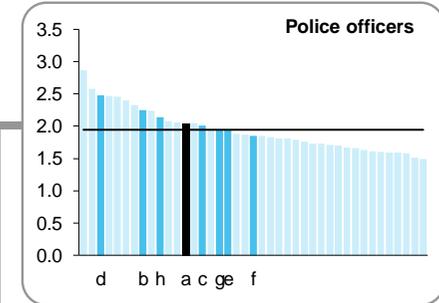
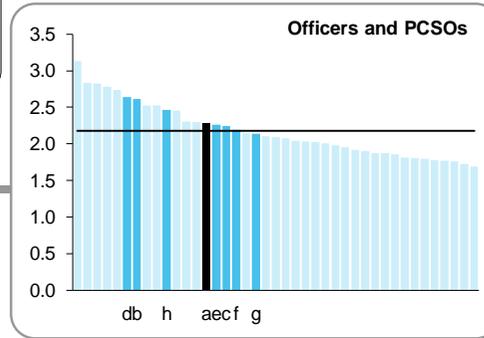
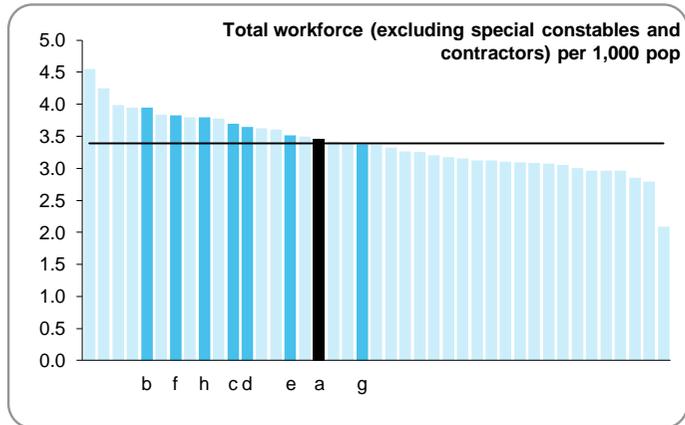
Workforce - Summary

How big is the force's workforce compared with others? How many officers, staff, PCSOs and special constables do they employ per 1,000 population?

Figures in the charts give the total number (including those within national policing) of FTEs (or head count for special constables) per 1,000 population.

All data is from POA except for contractors - which comes from ADR and is 2013/14 FTE.. Special constables data is a head count.

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces.



Population					%	
1,469k						
	FTE	FTE per 1,000	All Avg	Diff* FTE	Force	Avg
Police officers	3,016	2.05	1.94	167	59%	57%
PCSOs	335	0.23	0.24	-14	7%	7%
Sub-total	3,351	2.28	2.18	153	66%	64%
Police staff	1,725	1.17	1.21	-53	34%	36%
Total	5,076	3.46	3.39	99	100%	100%
Special constables (HC)	468	0.32	0.30	30		
Contractors	0	0.00	0.05	-75		

* Net difference in the number of officers compared to if the force had the average number of FTEs per head of all forces

Source: POA estimates 2013/14, ADR 502 for special constables headcount and contractors FTE 2013/14.

Workforce - Officers

How are officers in the force apportioned across operational front line, frontline support and operational support?

2013/14 estimates

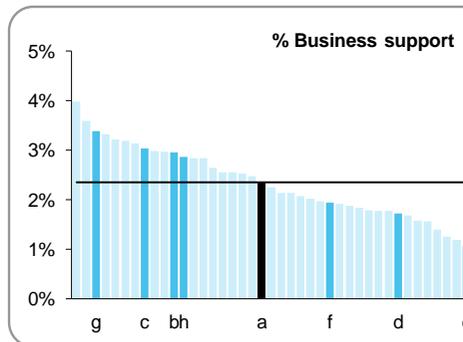
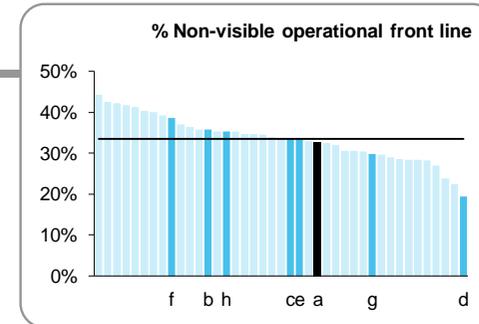
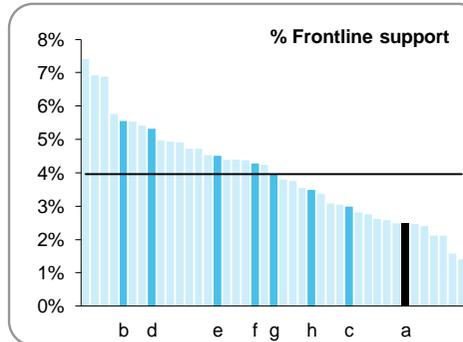
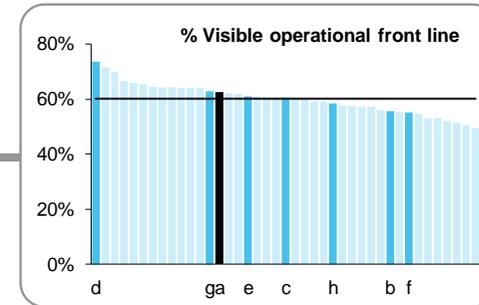
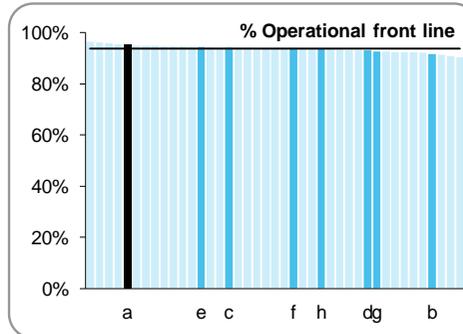
HMIC split police workforce roles into three categories using the ADR601 functions: operational front line (including visible and non-visible), frontline support* and business support.

We have mapped the ADR601 categories to the POA data for use here. For consistency to elsewhere in the profile, we have removed counter terrorism/special branch (a national policing function) from the front line. Due to this, and the fact that ADR601 data deals with officers in post as of 31 March whereas POA data is of budgeted posts for the whole financial year, proportions will not necessarily match to other published figures. Annex 3 shows a list of POA functions and their classification.

Note that collaboration/outsourcing will affect staff/non-staff costs for certain forces

* In *Policing in Austerity: Rising to the Challenge* (July 2013), HMIC define this role as operational support. Since this is the name of a POA category, frontline support is used here to avoid confusion

Police officers	FTE	Force	Averages	
			All	MSG
Visible	1,837	62.4%	60.1%	61.2%
Non-visible	965	32.8%	33.6%	32.3%
Operational front line	2,802	95.2%	93.7%	93.5%
Frontline support	73	2.5%	4.0%	4.1%
Business support	69	2.3%	2.3%	2.4%
Other**	72			
Total	3,016	100%	100%	100%



** Officers are classified as *Other* if their role does not fit into any of the three categories. They are not included in the percentage figures. See Annex for details.

Source: POA estimates 2014/15

Workforce - Police staff

How are police staff in the force apportioned across front line, frontline support and operational support?

2013/14 estimates

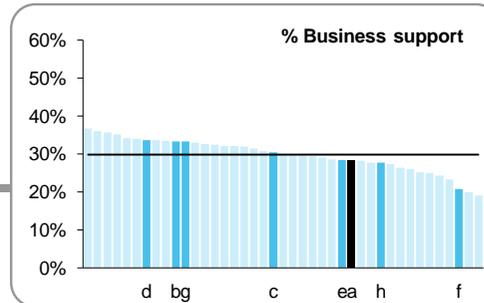
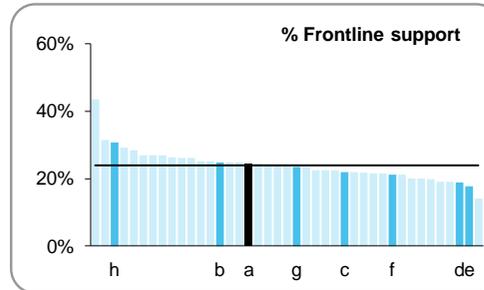
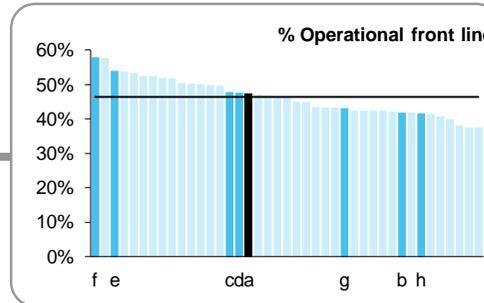
HMIC split police workforce roles into three categories using the ADR601 functions: operational front line (including visible and non-visible), frontline support* and business support.

We have mapped the ADR601 categories to the POA data for use here. For consistency to elsewhere in the profile, we have removed counter terrorism/special branch (a national policing function) from the front line. Due to this, and the fact that ADR601 data deals with officers in post as of 31 March whereas POA data is of budgeted posts for the whole financial year, proportions will not necessarily match to other published figures. Annex 3 shows a list of POA functions and their classification.

Note that PCSOs are not included here as they, almost exclusively, work in visible frontline roles.

* In Policing in Austerity: Rising to the Challenge (July 2013), HMIC define this role as operational support. Since this is the name of a POA category, frontline support is used here to avoid confusion

Police staff	FTE	Force	Averages	
			All	MSG
Visible	93	6%	6%	5%
Non-visible	696	42%	41%	43%
Operational front line	789	47%	46%	48%
Frontline support	408	24%	24%	23%
Business support	471	28%	30%	29%
Other**	57			
Total	1,725	100%	100%	100%



** Staff are classified as *Other* if their role does not fit into any of the three categories. They are not included in the percentage figures. See Annex 3 for details.

Source: POA estimates 2014/15

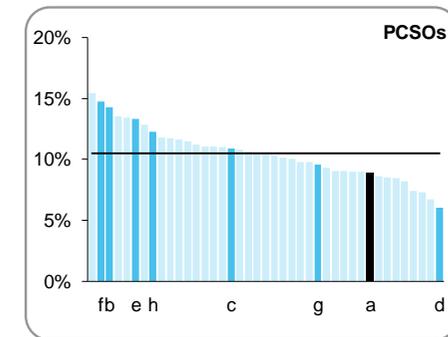
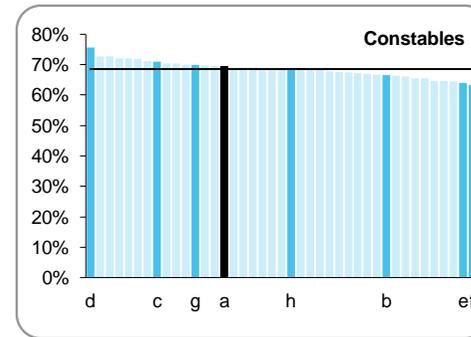
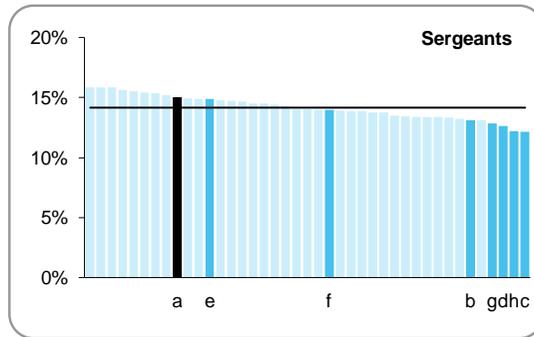
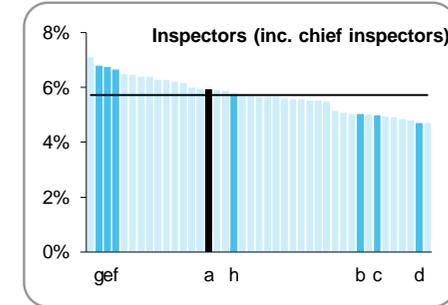
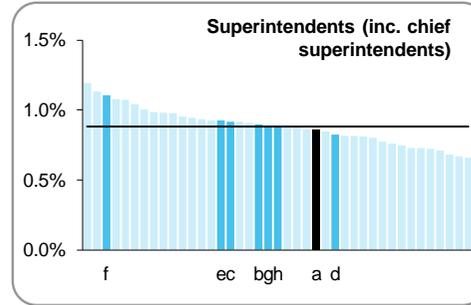
Workforce - Officers/PCSOs by rank

How are officers in the force split amongst the ranks compared with other forces?
 What is the supervisory ratio of sergeants to constables (and PCSOs) compared with others?

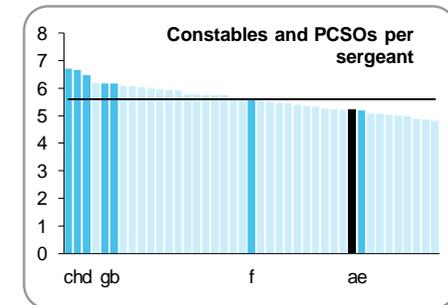
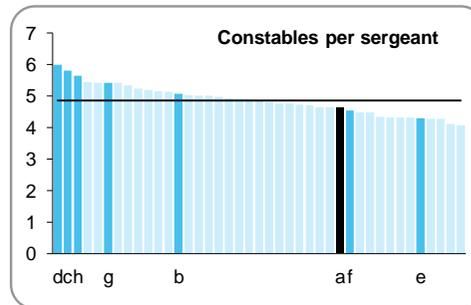
March 2013

Charts show the proportion of the total officer/PCSO workforce at each rank. The chart for superintendents includes chief superintendents, and the chart for inspectors includes chief inspectors. Association of Chief Police Officers (ACPO) are officers above the rank of chief superintendents.

Two further charts show numbers of constables (and PCSOs) per sergeant giving an indication of the average supervision requirement for each sergeant.
 Note that this is ADR data for all officers and so totals will not match the POA data given elsewhere.



Supervision ratio



Officers and PCSOs	FTE	%	All Avg
ACPO ranks	4	0.1%	0.2%
Chief superintendents	8	0.2%	0.3%
Superintendents	21	0.6%	0.6%
Chief inspectors	52	1.5%	1.3%
Inspectors	148	4.4%	4.4%
Sergeants	506	15.0%	14.2%
Constables	2,335	69.2%	68.5%
PCSOs	301	8.9%	10.5%
Force total	3,375	100.0%	100.0%

Supervision ratio	Force	All Avg
Constables per sergeant	4.6	4.9
Constables and PCSOs per sergeant	5.2	5.6

Source: ADR 502 March 2014

Workforce - Mix of officers/staff

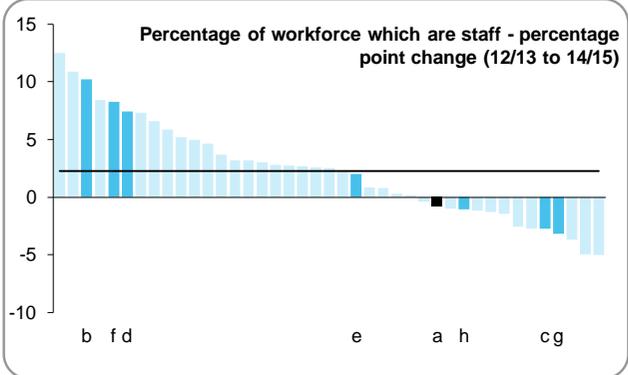
In functions where officers and staff can fulfil similar roles, what proportion of these functions are made up of police staff compared with other forces? How has that changed?

Data shows the proportion of workforce who are staff across the functions outlined below. To show the comparison between two years, data for 2012/13 and 2014/15 are given.

The categories below have been chosen since they highlight areas where change is occurring.

Care should be taken when examining functions with a small workforce. Exclamation marks are used to indicate categories which have fewer than 20 FTE officers and staff in total.

Note that collaboration/outourcing will affect staff numbers for certain functions in some forces.



	2012/13 Estimates					2014/15 Estimates					Percentage point change	
	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Force	All avg
Criminal justice	3	194	98%	89%	-19	0	152	100%	92%	-12	1.5	3.1
Central communications unit	3	375	99%	83%	-63	42	346	89%	83%	-23	-10.0	0.6
Intelligence analysis	78	83	52%	62%	16	39	45	54%	66%	10	2.0	3.9
Administration support	17	79	83%	97%	14	9	108	92%	96%	5	9.6	-0.7
Local call centres / front desk	0	100	100%	92%	-8	0	97	100%	98%	-2	0.0	5.5
Training	55	43	44%	46%	2	48	38	44%	45%	1	0.3	-0.3
Intelligence gathering	85	42	33%	26%	-9	93	58	38%	32%	-10	5.3	5.6
Custody	65	0	0%	44%	28	65	0	0%	42%	27	0.0	-1.6
Human resources	0	73	100%	98%	-2	0	72	100%	97%	-2	0.0	-0.8
Scenes of crime officers	0	55	100%	95%	-3	0	50	100%	98%	-1	0.0	2.3
Total (of above functions)	306	1,044	77%	72%	-42	296	965	77%	75%	-7	-0.8	2.3

* Net difference in the number of officers if the force had the average proportion of staff of all forces

Source: POA estimates 2014/15 & 2012/13

Workforce - Workforce numbers by function

What are the numbers of police officers, staff and PCSOs across various functions? How has this changed since last year?

	1,469k		
	Population		
	Workforce FTE	Workforce FTE	Diff from
	2014/15	2013/14	last year, FTE
Neighbourhood policing	888	958	-71
Incident (response) management	957	984	-27
Local investigation / prisoner support*	401	431	-29
Other local policing	159	205	-46
Local policing	2,405	2,578	-173
Dealing with the public	485	463	22
Road policing	175	202	-27
Operational support	222	239	-17
Intelligence	235	289	-54
Investigations	394	426	-33
Investigative support	132	147	-16
Custody	65	59	6
Other criminal justice arrangements	267	293	-26
Criminal justice arrangements	332	352	-20
Information communication technology	86	99	-13
Human Resources	72	73	-1
Finance	22	32	-10
Other support functions	389	424	-36
Support functions	569	628	-60
Police and Crime Commissioner**	17	8	9
Total exc national policing and central costs	4,964	5,332	-367
Central costs	0	0	0
National policing	112	116	-4
Total	5,076	5,448	-372

* Note that workforce under the heading of 'local investigation' are included within 'local policing' not 'investigation'

** Previously called Police Authority/Crime Commissioner in 2012/13 POA

Source: POA estimates 2014/15

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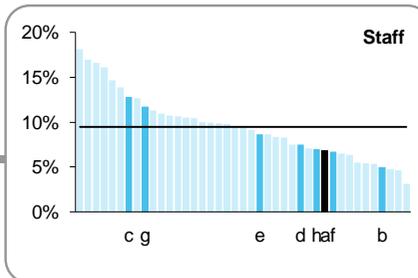
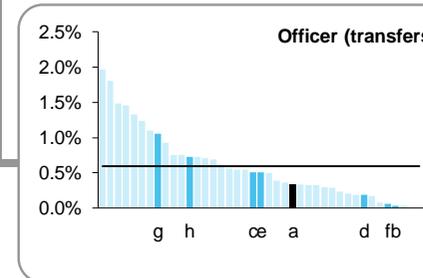
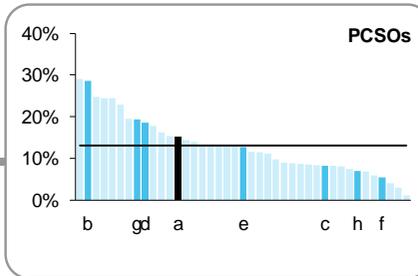
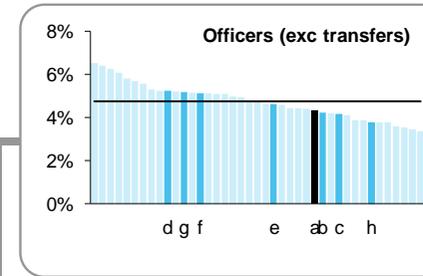
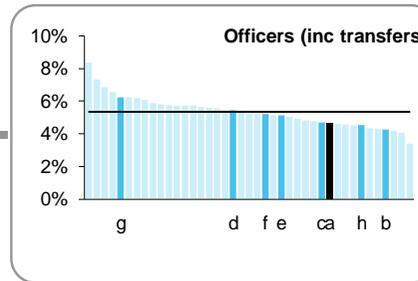
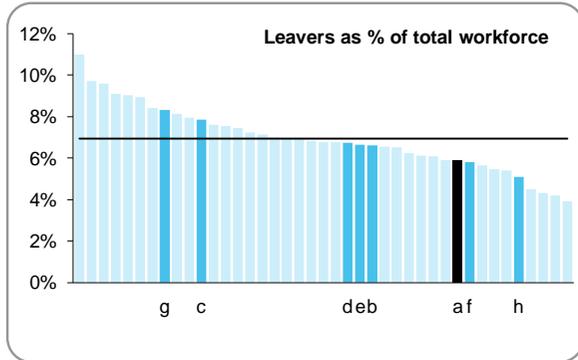
Workforce - Leavers

What proportion of the workforce left the force last year and how does that compare with other forces?

These charts show the number and percentage of the workforce (FTEs) that left the force between 31 March 2013 and 2014 (using 31 March 2013 totals figures to calculate percentage of workforce).

Officers are broken down into those who transferred or left the service. We have costed the salary impact of the workforce leaving the service to give some context. However, PCSOs leaving forces may return as police officers.

Note that this is ADR data and so workforce totals will not match the POA data given elsewhere.



	Strength*	Leavers	% w'force	All Avg	Salary** £m
Police officers	3,200				
Leaving force		149	4.6%	5.3%	
Transfers		11	0.3%	0.6%	
Exc transfers		138	4.3%	4.8%	6.9
PCSOs	368	55	15.0%	13.0%	1.5
Police staff	1,740	119	6.8%	9.5%	3.8
Force total	5,308	312	5.9%	6.9%	12.2

* as at 31 March 2013

** Salary calculated using leaver FTE multiplied by average officer/staff/PCSO cost excluding overtime (POA data)

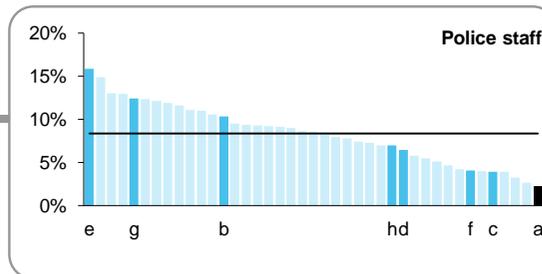
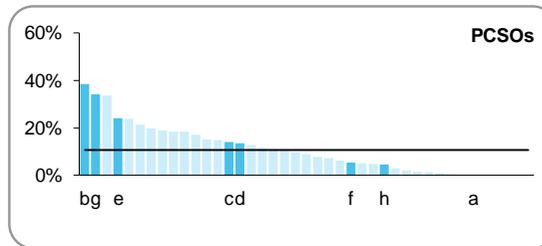
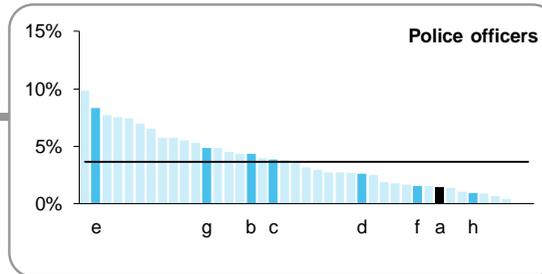
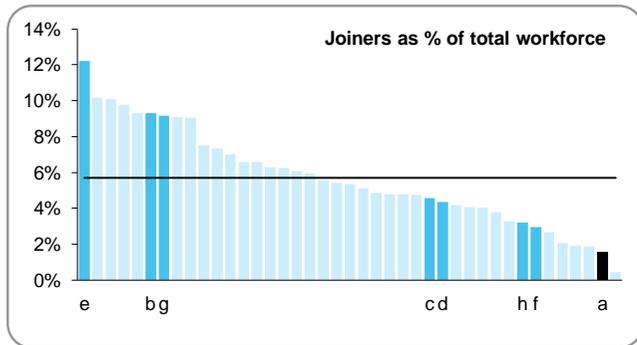
Source (leavers): ADR531 (as at 31 March 2014). Source (strength): ADR502 (as at 31 March 2014). Source (salary): POA estimates 2014/15

Workforce - Joiners

What proportion of the workforce joined the force last year and how does that compare with others?

These charts show the number and percentage of the workforce (FTEs) that joined the force between 31 March 2013 and 2014 using 31 March 2013 as the baseline.

Note that this is ADR data and so totals will not match the POA data given elsewhere.



	Strength*	Joiners	% w'force	All Avg
Police officers	3,200	44	1.4%	3.6%
PCSOs	368	0	0.0%	10.7%
Police staff	1,740	39	2.3%	8.3%
Overall	5,308	83	1.6%	5.7%

* as at 31 March 2013

Source (joiners): ADR521 (as at 31 March 2014). Source (strength): ADR502 (as at 31 March 2013).

Workforce - Sickness and recuperative/restricted duty

What proportion of the force's workforce are absent and what proportion of officers are on restricted/recuperative duty? How do these rates compare with other forces?

These charts show sickness broken down into short and medium term (28 days and less) and long term (more than 28 days).

Officers on restricted duties (i.e. officers who, because of a disability or other factors, are unable to undertake the full range of operational duties) and recuperative duties (officers returning to work in a phased way after injury or illness) are included separately.

Note that the gaps towards the left of some charts indicate that data is not available or has not been included; absence above 12% of the workforce and zero absence have been excluded as it is likely to be due to data inaccuracies.

Note also that this is ADR data and so workforce totals will not match the POA data given elsewhere.

	Strength*	FTE	% of total	All Avg
Officers	3,074			
Long-term sickness		47	1.5%	1.6%
Short/medium sickness		65	2.1%	2.2%
PCSOs	301			
Long-term sickness		2	0.7%	1.4%
Short/medium sickness		9	3.1%	2.1%
Staff	1,649			
Long-term sickness		35	2.1%	1.6%
Short/medium sickness		37	2.2%	1.9%

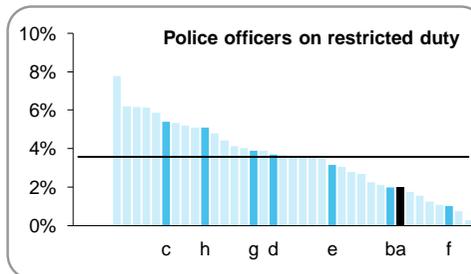
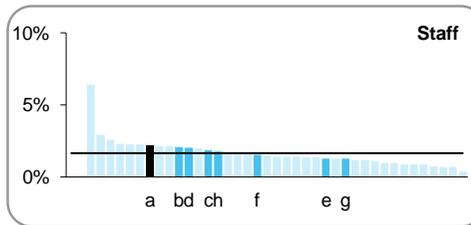
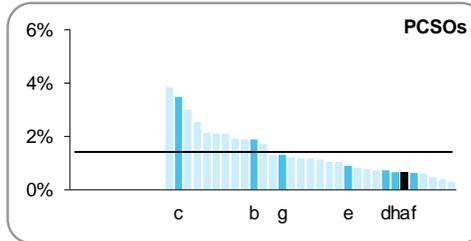
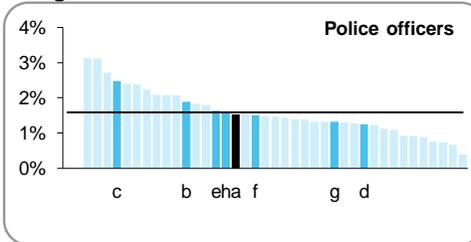
Long-term sickness during 2013/14 Q4

	Strength*	Head count	% of total	All Avg
Officers	3,074			
Recuperative duty		60	2.0%	2.8%
Restricted duty		61	2.0%	3.6%

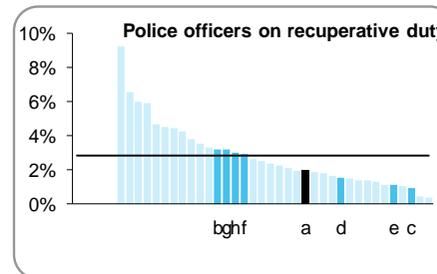
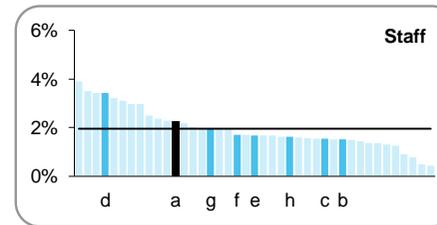
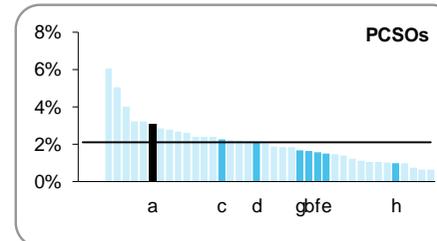
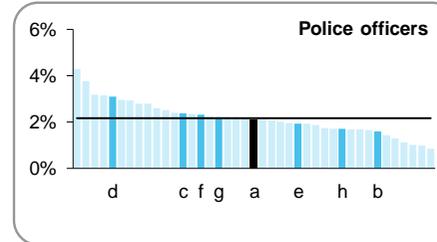
* as at 31 March 2014

Note that ADR 554 figures (restricted and recuperative duty) are headcount not FTE

Long-term sickness



Short and medium term sickness



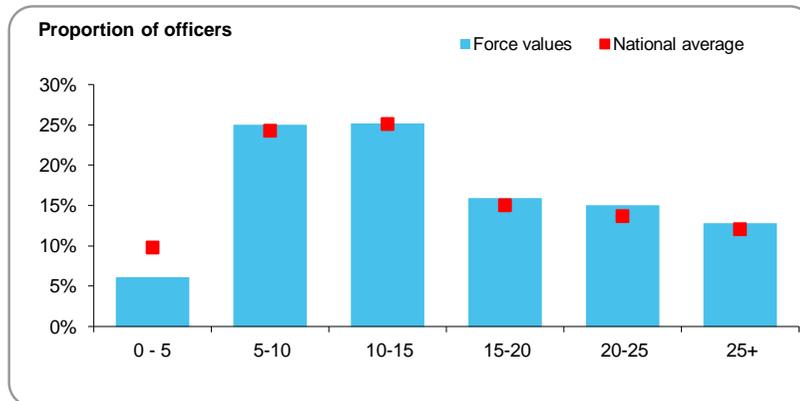
Source: ADR 502 (strength and short/medium term sickness); 551 (long term); and 554 (recuperative/restricted duty) - as at 31 March 2014.

Workforce - Officers' length of service

What is the age profile of officers in the force compared with others? How many officers are projected to retire over the next few years and what are the estimated savings from them doing so?

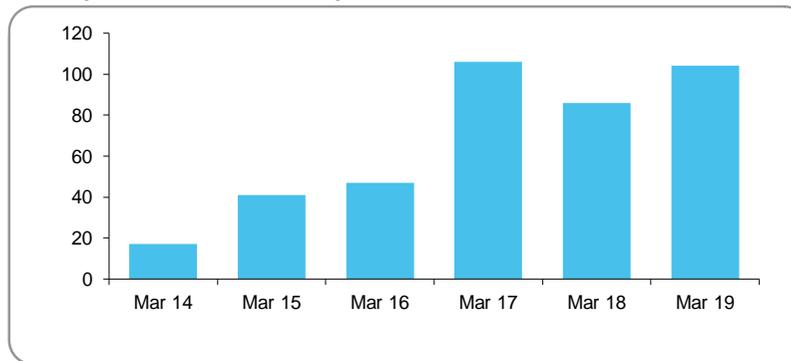
The projected number of retirees is shown for officers with 25-30 years' service.* The estimated saving of them retiring is also provided, calculated from the average cost of a police officer. This does not take into account replacements. Data is given as headcount.

All officers



Headcount	191	783	788	498	472	401	Total
							3,133

Officers with 25 years' service or more - Projected retirement



Headcount	17	41	47	106	86	104	Total
Salary cost**	£0.9m	£2.1m	£2.4m	£5.3m	£4.3m	£5.2m	£20.1m

* Please note that typically officers cannot retire until they have completed 30 years service.

** Headcount multiplied by average salary cost per FTE excluding overtime

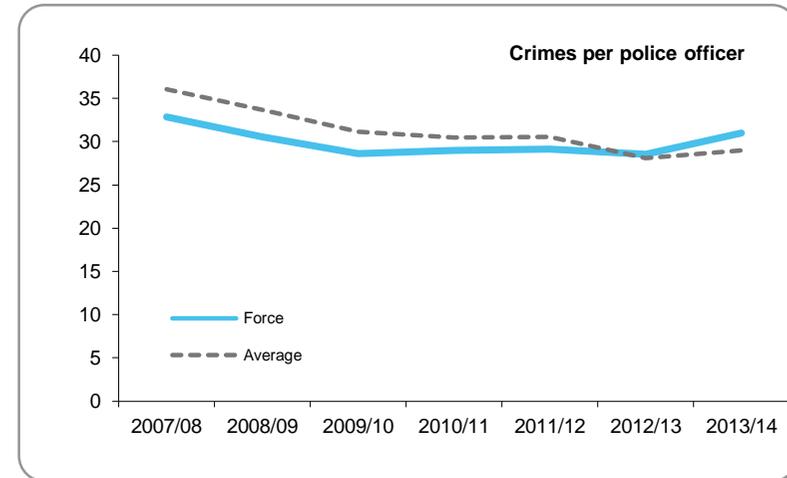
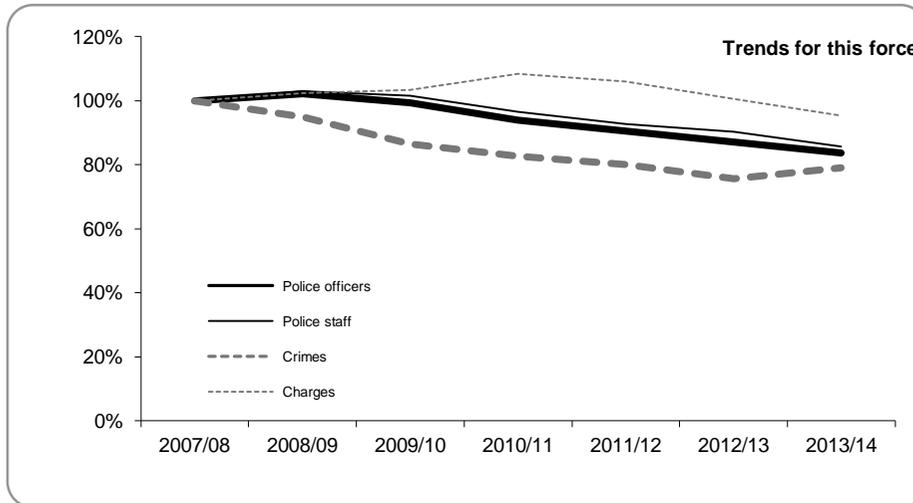
Source (officer head count): ADR582 (31 March 2014); Source (salary): POA estimates 2014/15

Demand - Crime trends

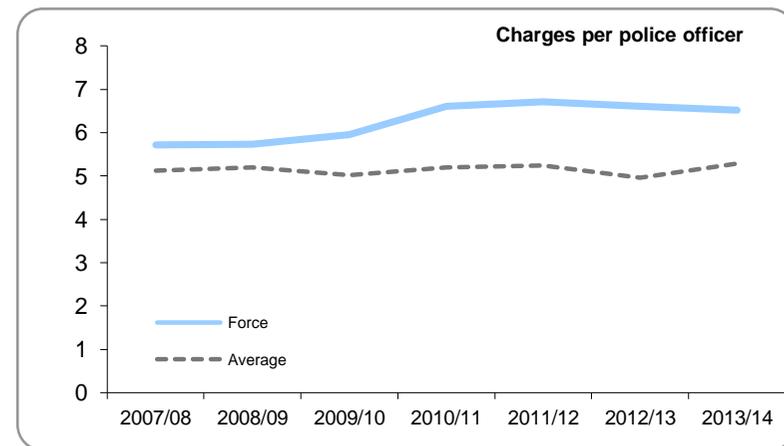
How is the number of crimes and charges per officer changing over time in the force and how does this compare with others?

Total crimes (excluding fraud) is included but not broken down into the different crime-types to ensure there is sufficient data to show.
Note that PCSOs are not included and officer/staff numbers are given in FTEs. This data is from ADR and so will not match the POA data given elsewhere.

To enable the trends data series to be plotted together, each series has been indexed to 100%, i.e values are expressed as a percentage of the 2007/08 value.



	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Police officers	3,675	3,753	3,649	3,448	3,323	3,200	3,074
Police staff	1,927	1,982	1,957	1,858	1,785	1,740	1,649
All crime excl fraud	120,715	114,619	104,371	99,888	96,712	91,390	95,372
Charges	21,024	21,517	21,748	22,786	22,297	21,148	20,036
Crimes/officer	32.8	30.5	28.6	29.0	29.1	28.6	31.0
All average	36.1	33.7	31.1	30.4	30.5	28.1	29.0
Charges/officer	5.7	5.7	6.0	6.6	6.7	6.6	6.5
All average	5.1	5.2	5.0	5.2	5.2	5.0	5.3



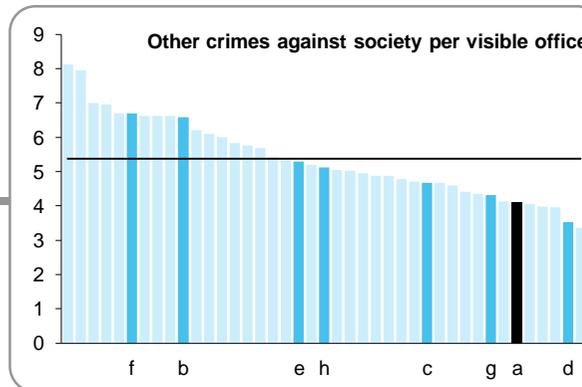
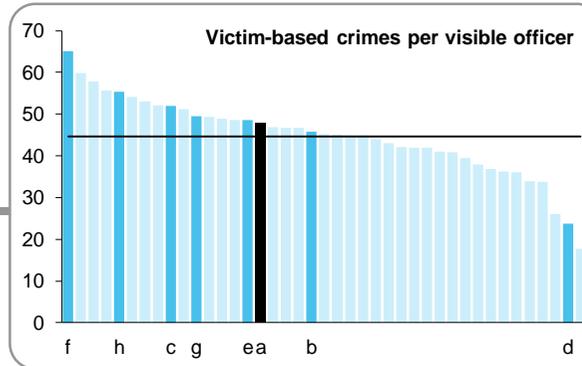
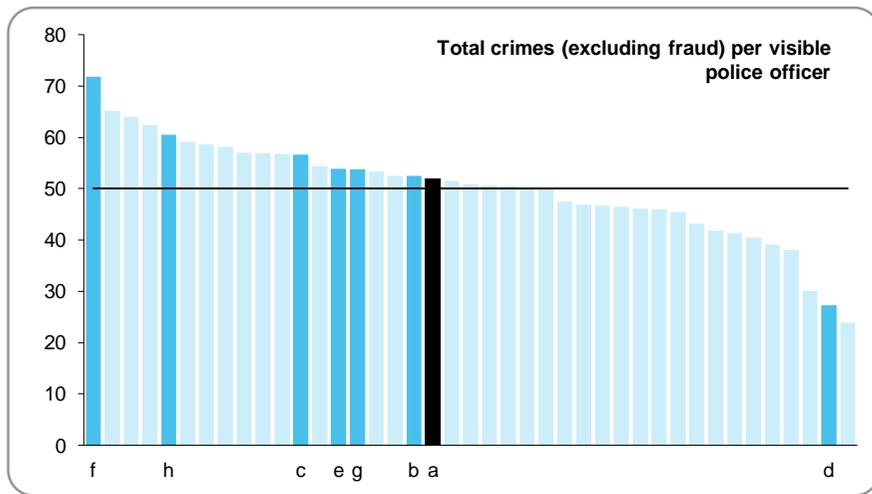
Demand - Recorded crimes per visible officers

How does the number of crimes per visible police officer in the force compare with others?

March 2014 workforce, 2013/14 crime

While police officers are not just dealing with crime, the numbers of crimes per visible police officer gives some indication of how the crime workload for this force's visible officers compares with other forces.

Note that PCSOs are not included. Visible roles are defined in Annex 3.



Visible police officers 1,837

Recorded crime	Force	per vis. officer	Averages		MSG Diff*
			All	MSG	
Victim-based	87,839	47.8	44.7	48.5	-0.7
Other crimes against society	7,533	4.1	5.4	5.0	-0.9
Crimes (exc fraud)	95,372	51.9	50.0	53.5	-1.6

* Net difference in the number of crimes per visible officer compared to if force had the MSG average.

Source: ONS Crime Statistics 2013/14; POA estimates 2014/15.

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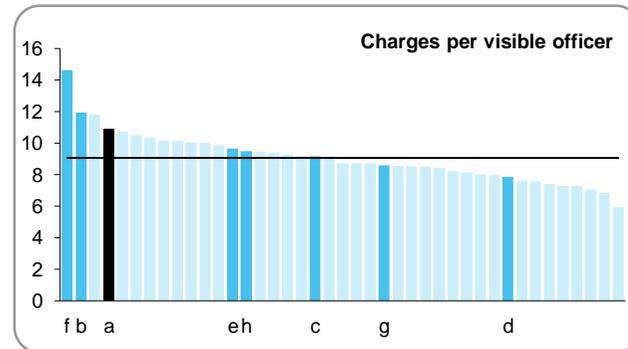
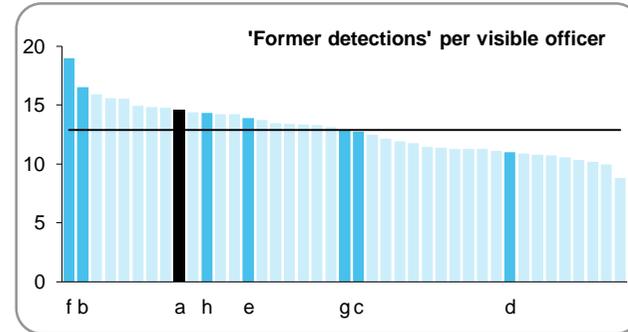
Demand - detections and charges

How does the force respond to crimes compared with others? What are the number of charges per visible police officer?

2014 /15 workforce estimates; 13/14 detections and charges

The latest detection data has been used.

See introduction to crime section for definition of 'former detections'.



Visible police officers	1,837
All crime	95,372

	Force	Per vis officer	Averages		MSG Diff*
			All	MSG	
'Former detections'	26,780	14.6	12.9	14.4	0.2
Charges	20,036	10.9	9.1	10.3	0.6

* Net difference in the number of 'former detections'/charges per visible officer compared to if force had the MSG average.

Sources: Detection data: Home Office Detections Statistics 2013/14, Visible officers: POA 14/15 estimates, Crime data: ONS Crime Statistics 2013/14.

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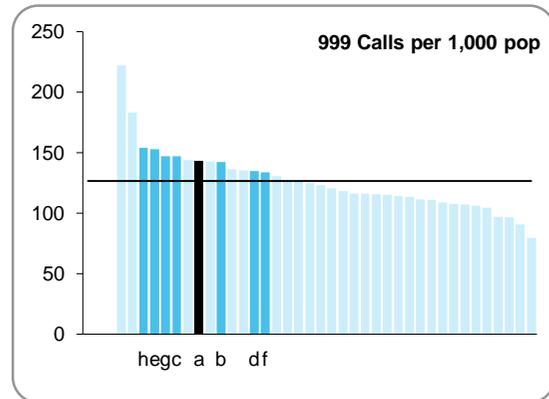
Demand - 999 calls

What is the level of demands on the force from 999 calls compared with others? How much does dealing with these calls cost compared with others and what is the level of workforce required to deal with them?

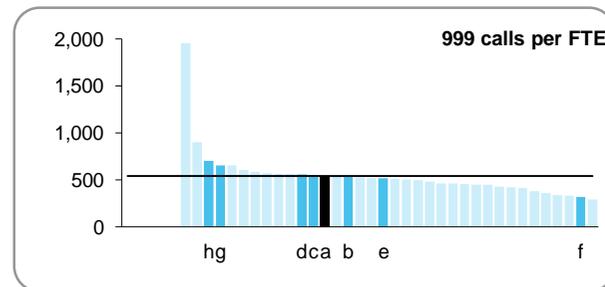
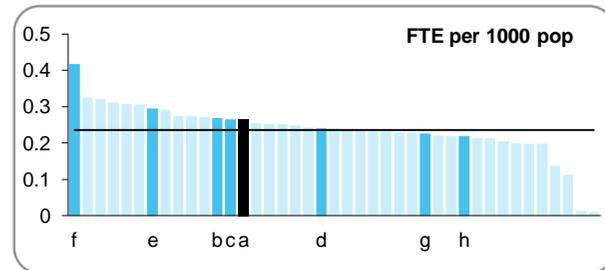
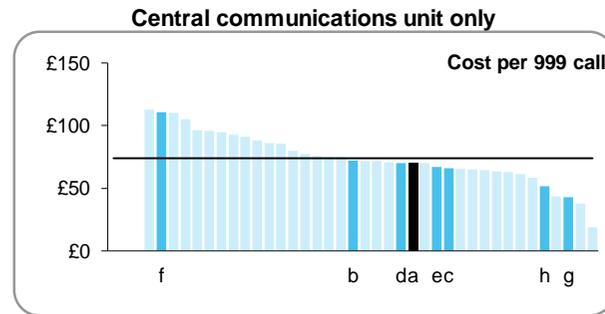
Costs and workforce levels are calculated across central communications units (CCU) and also within CCU and front desk combined to account for differences in force structure.

Note that, for consistency with elsewhere in this section, the horizontal lines in the bar charts represent the average of all forces, not the MSG average.

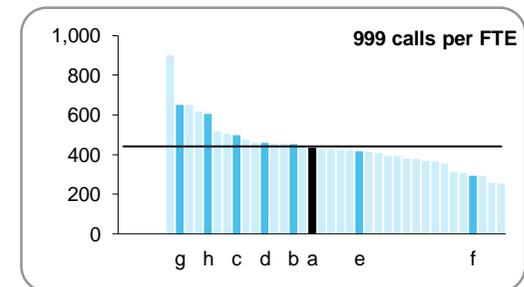
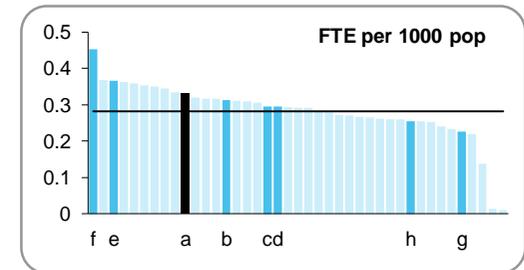
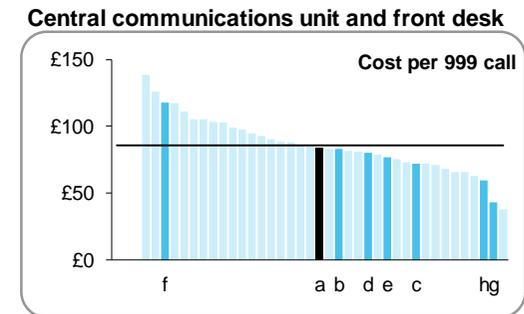
Also, note that the 2014/15 data collection did not include the separate heading of "Contact Management Units".



Population	1,469k
Calls received	210k



FTE workforce	388	
Gross cost	£14.8m	
	Force	MSG Avg
FTE/1000 pop	0.26	0.27
Calls per FTE	542	547
Calls per 1000 pop	143	144
Cost per call	£70	£69



FTE workforce	485		
Gross cost	£17.6m		
	Force	MSG Avg	Diff*
FTE/1000 pop	0.33	0.32	
Calls per FTE	433	476	44
Calls per 1000 pop	143	144	-1,696
Cost per call	£83	£77	

* Net difference in number of FTEs/999 calls compared to if force had the average of MSG forces

Demand - Emergency and priority incidents

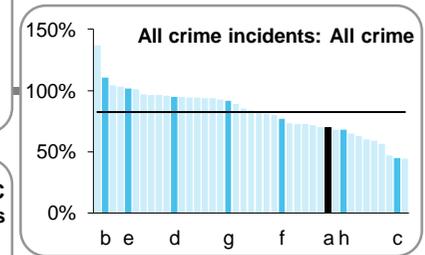
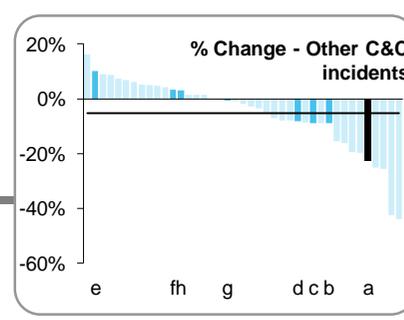
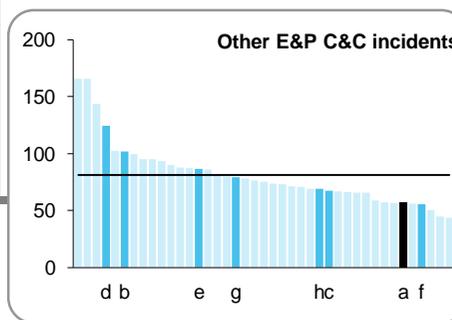
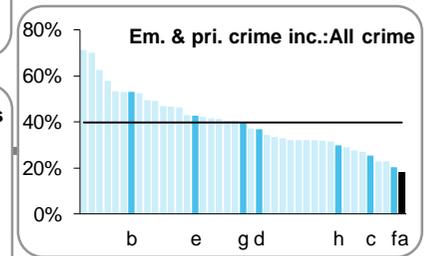
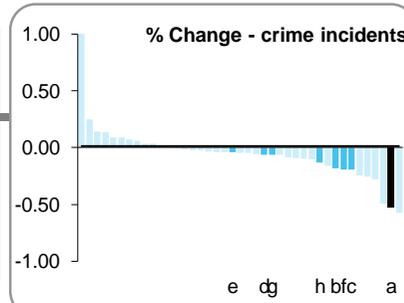
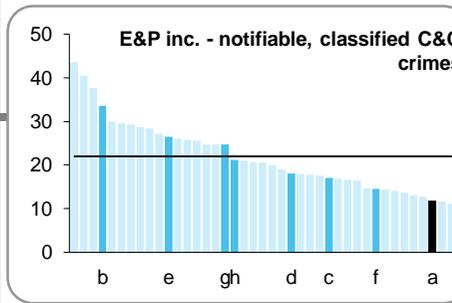
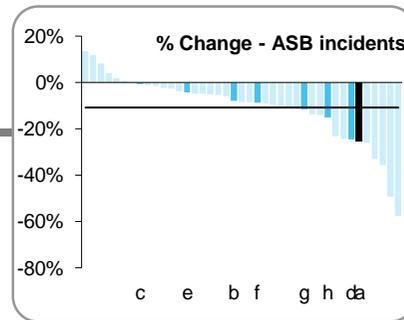
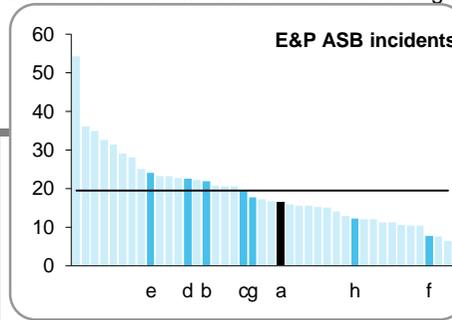
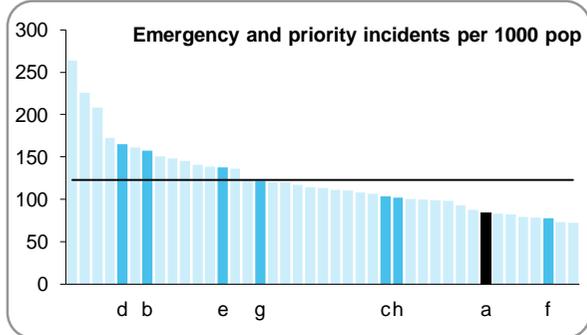
What is the level of emergency and priority calls in the force compared with others? How have these levels changed?

All police forces record incidents in accordance with the provisions of the National Standard for Incident Recording (NSIR). While incidents are recorded under NSIR in accordance with the same 'victim focused' approach that applies for recorded crime, these figures are not subject to the same level of quality assurance.

Incident counts should be interpreted as incidents recorded by the police, rather than reflecting the true level of victimisation. Other agencies also deal with anti-social behaviour incidents (for example, local authorities and social landlords); incidents reported to these agencies will not generally be included in police figures.

Incidents are separated into anti-social behaviour (ASB) incidents, crimes (notifiable, classified command and control) incidents and other command and control incidents.

New charts have been added to show changes since last year and the ratio, expressed as a percentage, of crime incidents to total crimes (exc. fraud & forgery). These charts may help identify any concerns re data quality/consistency.



Population 1,469k

	Force	Incidents per 1000 pop	Averages		Differences*		Change in em+pri incidents			Ratio crime incidents to rec'd crime			
			All	MSG	All	MSG	Force	All	MSG	Force	All	MSG	
ASB incidents	24,158	16.4	19.4	17.7	-4,361	-1,894	-26%	-11%	-12%	Em. & pri. crime inc.:All crime	18%	40%	33% <<
Crime incidents	17,384	11.8	21.9	20.9	-14,824	-13,353	-53%	1%	-17% <<<	All crime incidents: All crime	70%	82%	82%
Other incidents	83,080	56.6	81.4	80.1	-36,426	-34,566	-22%	-5%	-4% <<<				
Total emergency & priority	124,622	84.8	122.7	118.8	-55,611	-49,814	-29%	-6%	-8%				

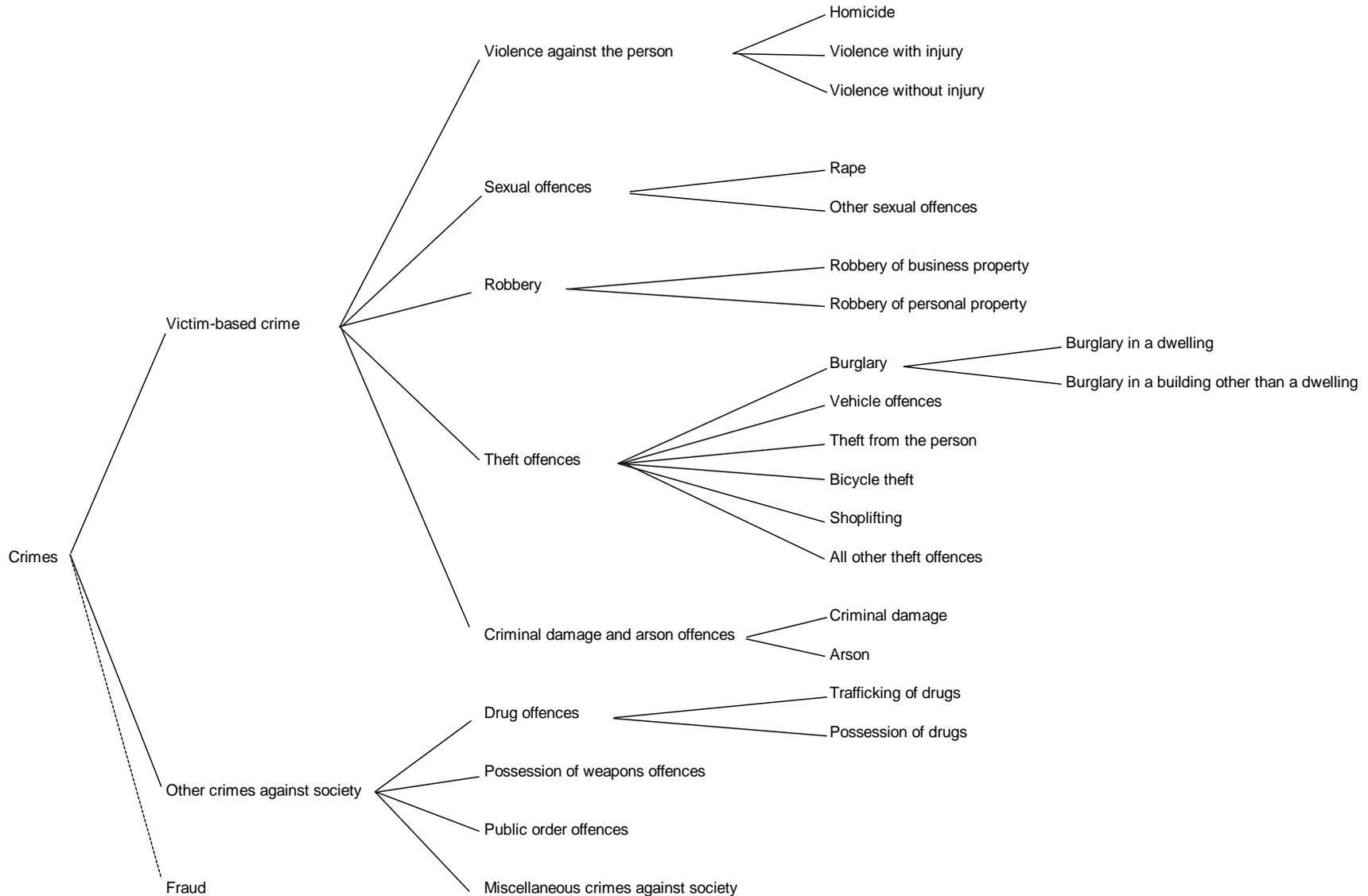
* Net difference in the number of incidents compared to if the force had the average number per head of all/MSG forces

Section two - Offences and outcomes

Introduction

This section focuses on criminal offences recorded by each force and resulting outcomes. The Office for National Statistics (ONS) has developed a new approach to presenting crime statistics to help ensure a clearer, more consistent picture on recorded crime for the public. The new crime “tree” (the crime types organised into a logic tree format, see below) has been devised and used here to present recorded crime, outcomes and the change in recorded crime over time. The intention is to differentiate between crimes that are victim-based, and those that are driven by police activity.

The ONS crime tree



To note:

- Data is shown as offences per 1,000 population (using mid-2012 estimate).
- Definitions of offences in each category can be found in Annex 1.
- Fraud is excluded from all crime to make comparisons between forces more meaningful. It is a deceptive crime, often targeted at organisations rather than individuals, is inherently difficult to measure and, in particular, to assess where it has originated.
- Changes over time for crimes and 'former detections' (see below) are measured against a baseline of 2010/11.
- MSG (simple, unweighted) averages are generally used in this section. The exception is noted in the following bullet.
- Expected 'former detections', charges and cautions are calculated by modelling how many the force would have if they aligned to the national average. Here, weighted average is used so that the national average is closer to 100%

Outliers are not included for the crime data. A force may, broadly, be considered an outlier if it is in the highest or lowest 10% of values and there is considerable variation between forces.

Detection terminology

The Home Office has introduced a new way of classifying the results of police investigations. New classifications called 'outcomes' are associated with all recorded crimes, providing a more detailed picture of how the police deal with investigations. It includes, for example, the full range of possible disposals including community resolutions. Data for these will be available in next year's profile. In the meantime, we use former "detection rates" which include the following outcomes:

- **Caution** - police have identified a suspect and issued them with a caution which is officially recorded against their name.
- **Fixed penalty notice** for disorder - a fine issued by the police for anti-social behaviour, as well as shoplifting, criminal damage and possession of cannabis which are recorded on the police national database.
- **Charge summons** - the suspect has been charged and/or brought to court.
- **Taken into consideration (TIC)** - offences which are considered in conjunction with other offending, often more serious offences. TICs can include crimes that have not previously been recorded, providing the victim confirms that the offence occurred.
- **Cannabis warning** - specific warning recorded for cannabis use.

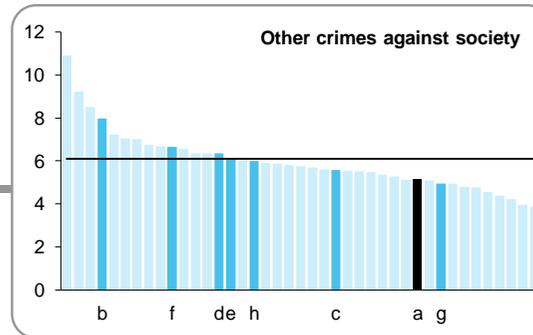
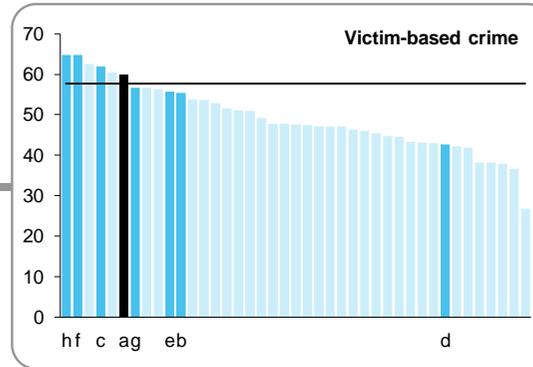
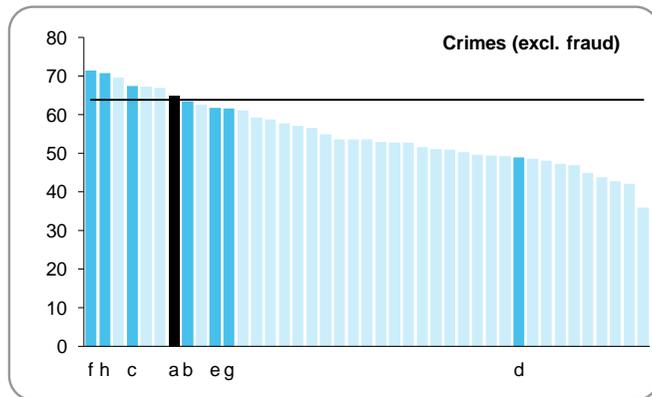
Please note that the former "detection rates" provided can be above 100% where outcomes and crimes are recorded in different time periods. This can be particularly noticeable where crimes are proactively found or have very small numbers. For display purposes all former "detection rate" graphs have been capped at 100%.

Note that, in this section, horizontal lines in the plots show the MSG average and not the average of all forces.

Offences and outcomes - Crimes (excluding fraud) - Recorded crime

What is the recorded crime rate for crimes (excluding fraud) in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2013/14



Population		1,469k			
	Recorded offences	per 1000	MSG Avg	Difference*	
Victim-based crime	87,839	59.8	57.8	3,002	3%
Other crimes against society	7,533	5.1	6.1	-1,413	-19%
Crimes (excl fraud)	95,372	64.9	63.8	1,589	2%

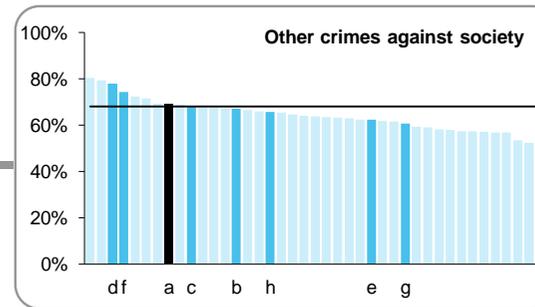
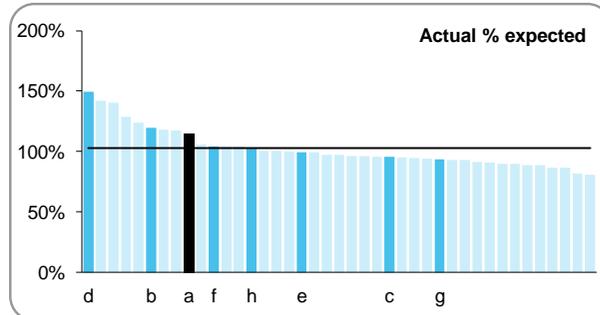
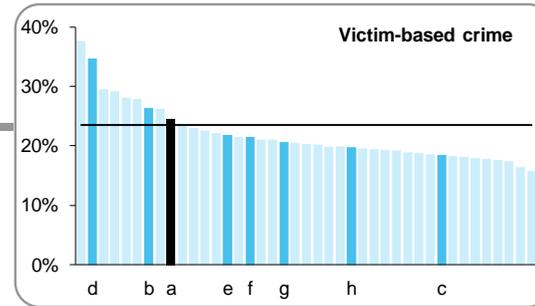
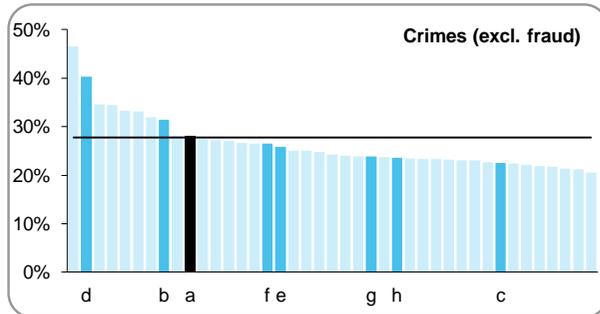
* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Crimes (excluding fraud) - Former detection rates

What is the former detection rate for all crime (excluding fraud) in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



	Offences	SDs	%	MSG Avg	Diff*
Victim-based crime	87,839	21,576	25%	23%	724
Other crimes against society	7,533	5,204	69%	68%	40
Crimes (excl fraud)	95,372	26,780	28%	28%	765
Actual % expected			115%		

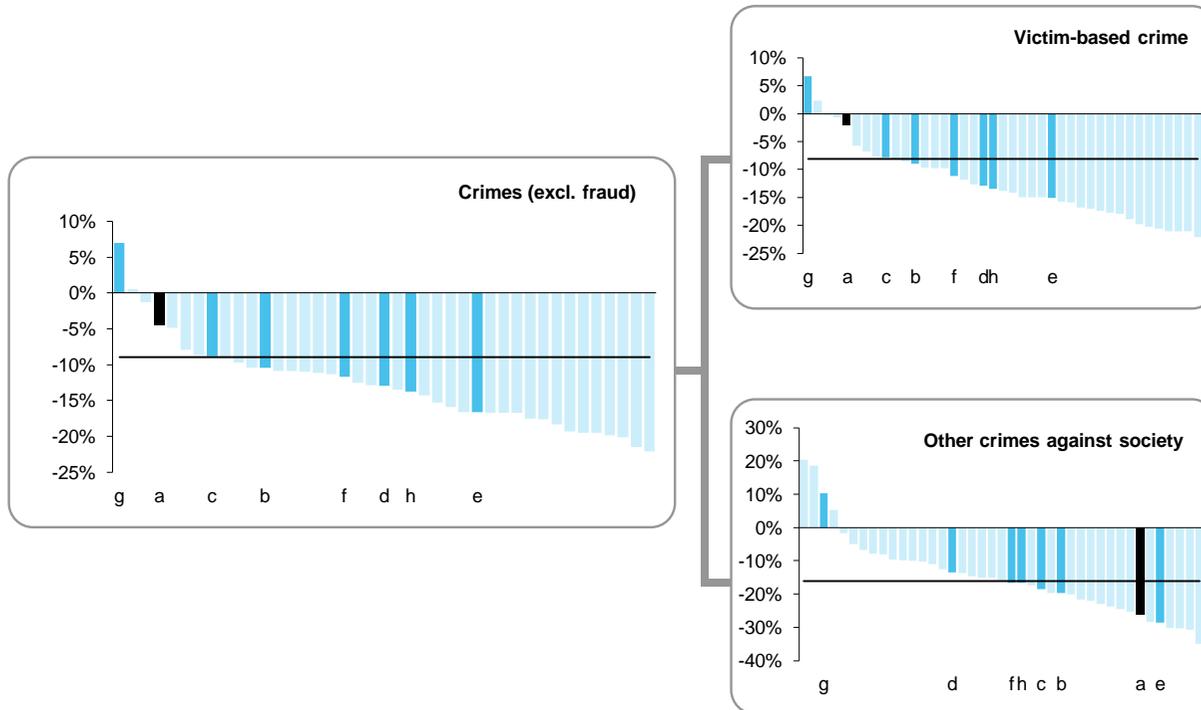
The actual % expected figures shows the actual former detections divided by the number of such detections the force would achieve if it was performing in line with the average of all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer detections than the average.

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Crimes (excluding fraud) - 2010/11 to 2013/14

How does the recorded crime rate compare with four years ago and how does the change compare with others?



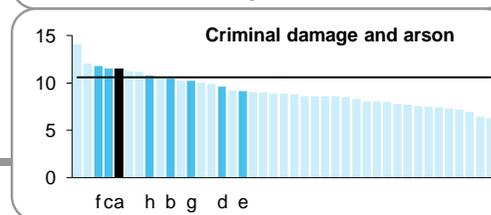
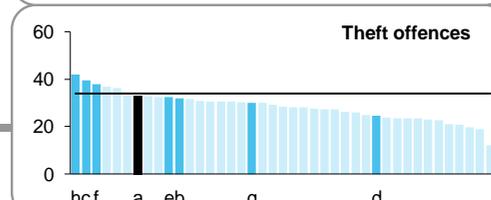
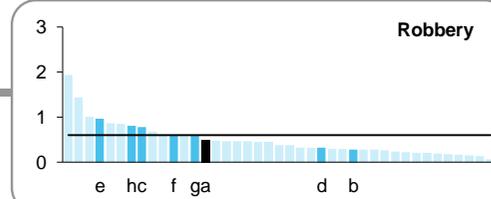
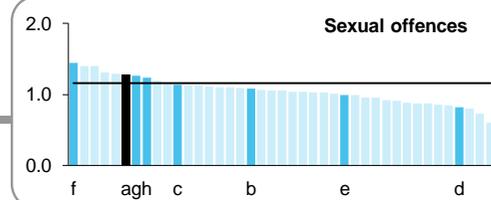
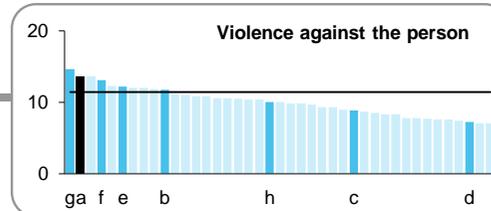
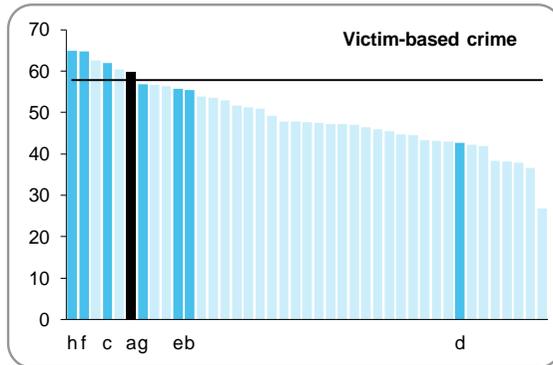
	2010/11	2013/14	% change	
			Force	MSG Avg
Victim-based crime	89,711	87,839	-2%	-8%
Other crimes against society	10,177	7,533	-26%	-16%
Crimes (excl fraud)	99,888	95,372	-5%	-9%

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Victim-based crime - Recorded crime

What is the recorded crime rate for victim-based crime in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.



Population	1,469k					
	Offences	per 1000	MSG Avg	Difference*		
Violence against the person	20,044	13.6	11.4	3,226	16%	
Sexual offences	1,880	1.3	1.2	182	10%	
Robbery	718	0.5	0.6	-174	-24%	
Theft offences	48,343	32.9	33.9	-1,485	-3%	
Criminal damage and arson	16,854	11.5	10.6	1,253	7%	
Victim-based crime	87,839	59.8	57.8	3,002	3%	

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

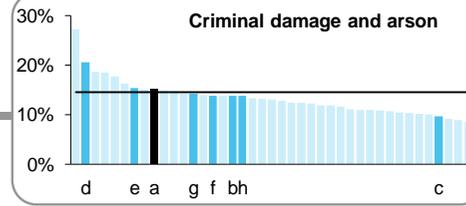
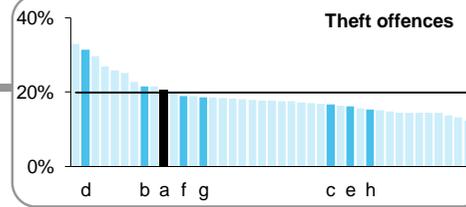
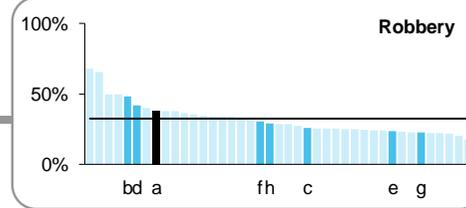
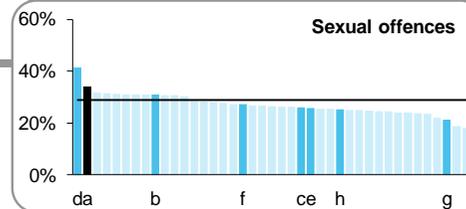
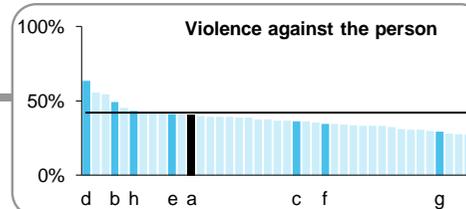
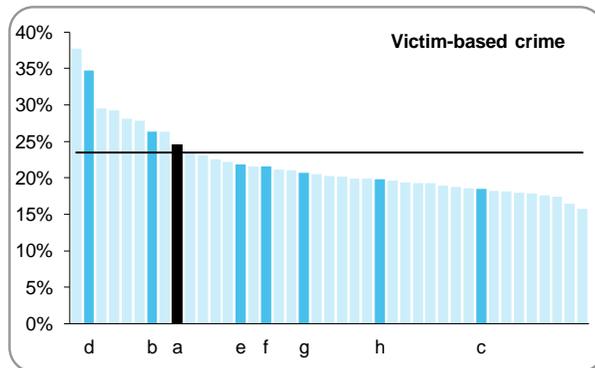
Source: ONS Crime Statistics 2013/14

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Offences and outcomes - Victim-based crime - Former detection rates

What is the former detection rate for victim-based crime in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



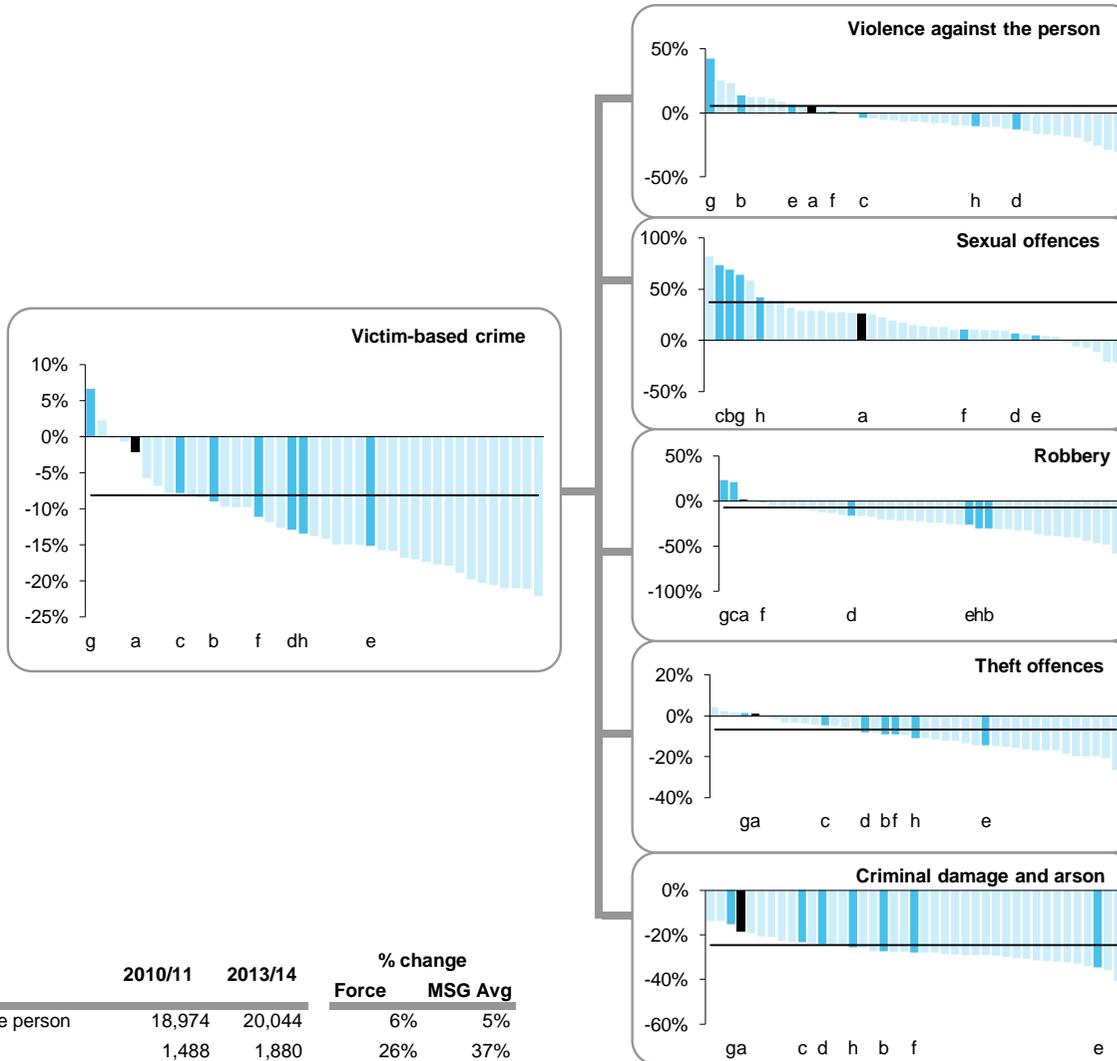
	Offences	SDs	%	MSG Avg	Diff*
Violence against the person	20,044	8,213	41%	42%	-276
Sexual offences	1,880	640	34%	29%	90
Robbery	718	273	38%	32%	34
Theft offences	48,343	9,915	21%	20%	794
Criminal damage and arson	16,854	2,535	15%	15%	82
Victim-based crime	87,839	21,576	25%	23%	724

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Victim-based crime - 2010/11 to 2013/14

How does the recorded crime rate for victim-based crime compare with four years ago and how does this compare with others?



	2010/11	2013/14	% change	
			Force	MSG Avg
Violence against the person	18,974	20,044	6%	5%
Sexual offences	1,488	1,880	26%	37%
Robbery	707	718	2%	-7%
Theft offences	47,912	48,343	1%	-7%
Criminal damage and arson	20,630	16,854	-18%	-25%
Victim-based crime	89,711	87,839	-2%	-8%

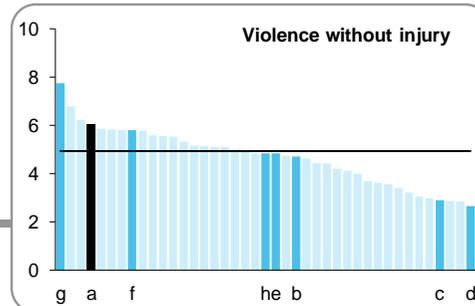
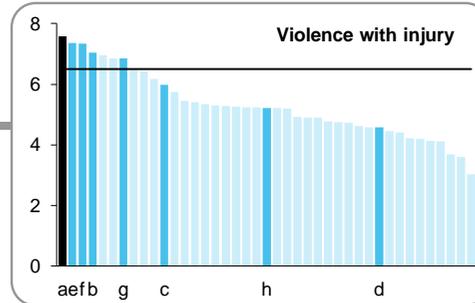
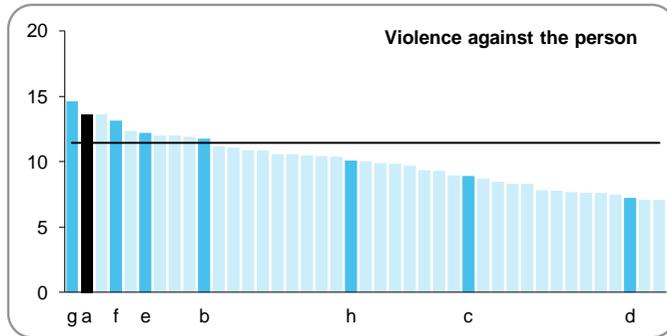
Source: ONS Crime Statistics 2013/14

Offences and outcomes - Violence against the person - Recorded crime

What is the recorded crime rate for violence against the person in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Note that, since homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been included for homicide.



Population		1,469k			
	Offences	per 1000	MSG Avg	Difference*	
Homicide	11	0.01	0.01	-3	-28%
Violence with injury	11,134	7.6	6.5	1,591	14%
Violence without injury	8,899	6.1	4.9	1,638	18%
Violence against the person	20,044	13.6	11.4	3,226	16%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2013/14

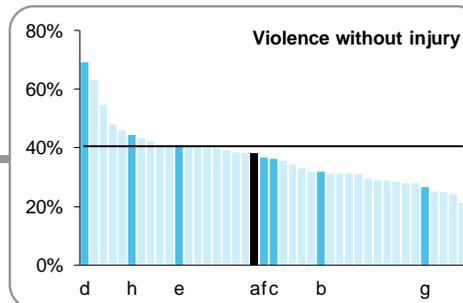
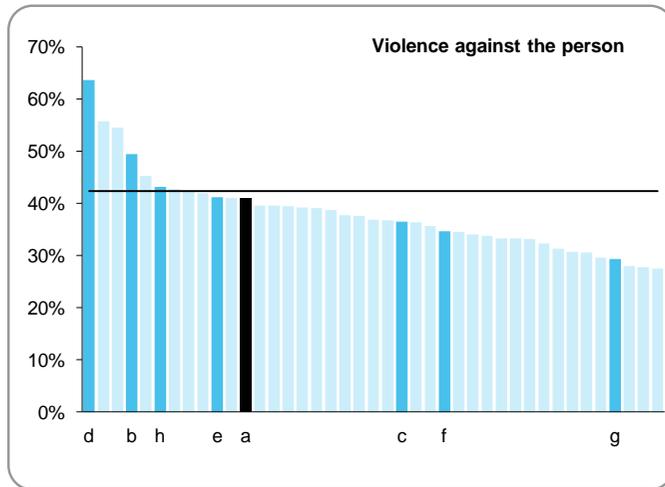
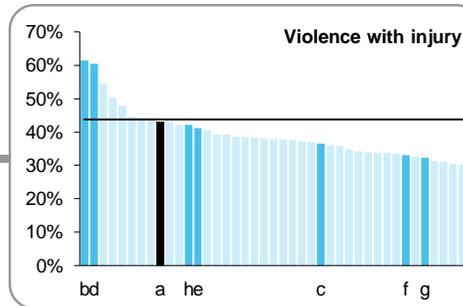
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Offences and outcomes - Violence against the person - Former detection rates

What is the former detection rate for violence against the person in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.

Note that, since homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been shown for homicide.



	Offences	SDs	%	MSG Avg	Diff*
Homicide	11	10	91%	90%	0
Violence with injury	11,134	4,810	43%	44%	-64
Violence without injury	8,899	3,393	38%	41%	-212
Violence against the person	20,044	8,213	41%	42%	-276

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

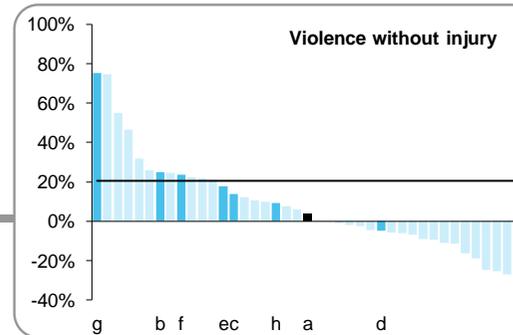
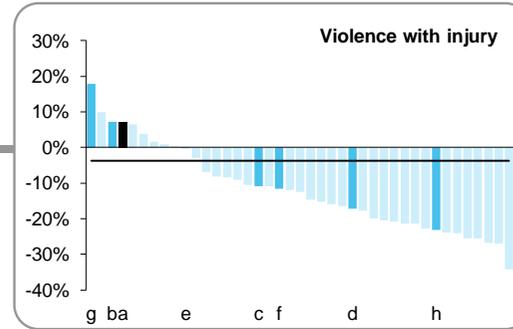
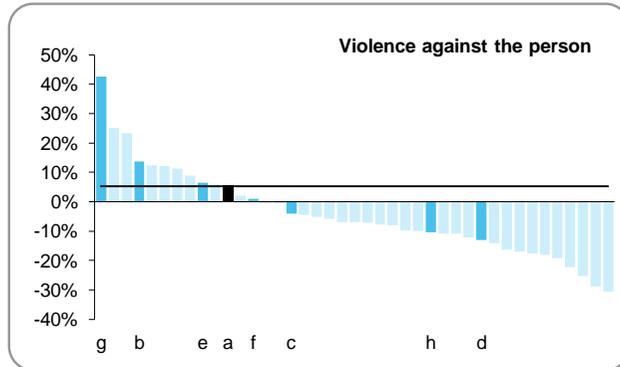
Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Violence against the person - 2010/11 - 2013/14

How does the recorded crime rate for violence against the person compare with four years ago and how does this compare with others?

These graphs show the recorded crime rates for violence against the person offences compared to four years ago.

Note that since homicide numbers are small, care should be taken when making comparisons between forces or over time. For this reason a comparison of homicide rates between two time periods has not been shown in graph form as the small numbers involved would result in large variations in rates and could be visually misleading.



	2010/11	2013/14	% change	
			Force	MSG Avg
Homicide	20	11	-45%	7%
Violence with injury	10,388	11,134	7%	-4%
Violence without injury	8,566	8,899	4%	20%
Violence against the person	18,974	20,044	6%	5%

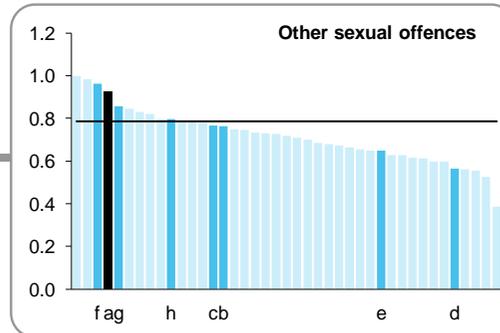
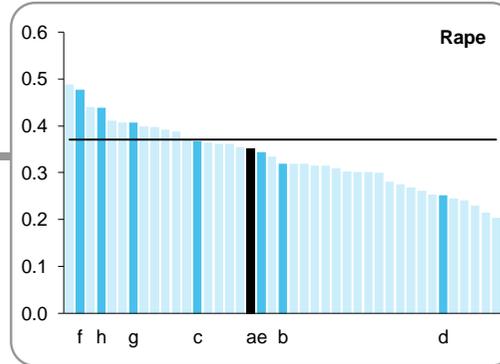
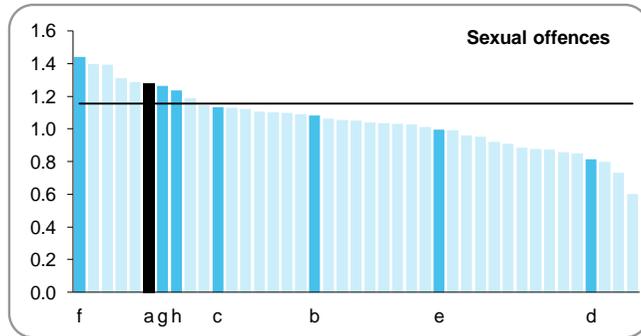
Source: ONS Crime Statistics 2013/14

Offences and outcomes - Sexual offences - Recorded crime

What is the recorded crime rate for sexual offences in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.

Please note: due to the complex nature of these crimes, particularly rape, care should be taken when comparing crime rates across forces as there are many factors which can affect the level of recorded crime. For example, victims being encouraged to report crimes or cultural differences.



Population		1,469k			
	Offences	per 1000	MSG Avg	Difference*	
Rape	518	0.35	0.37	-25	-5%
Other sexual offences	1,362	0.93	0.79	207	15%
Sexual offences	1,880	1.28	1.16	182	10%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

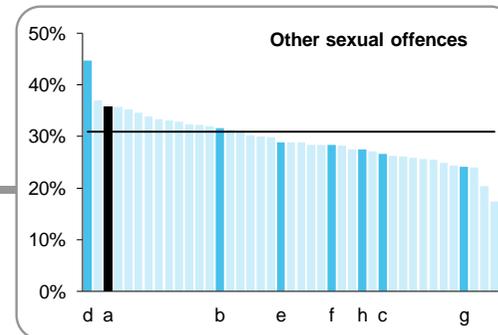
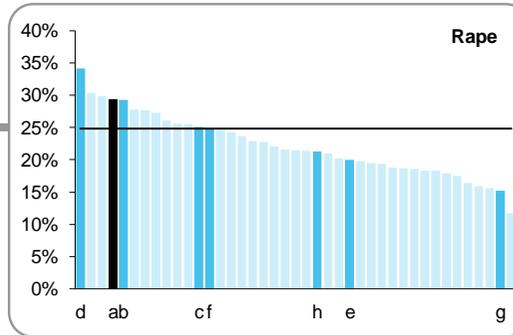
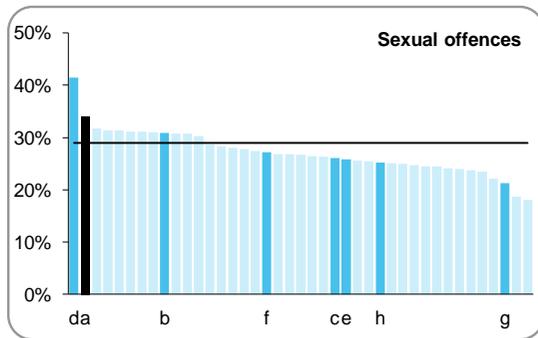
Source: ONS Crime Statistics 2013/14

Lancashire

Offences and outcomes - Sexual offences - Former detection rates

What is the former detection rate for sexual offences in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



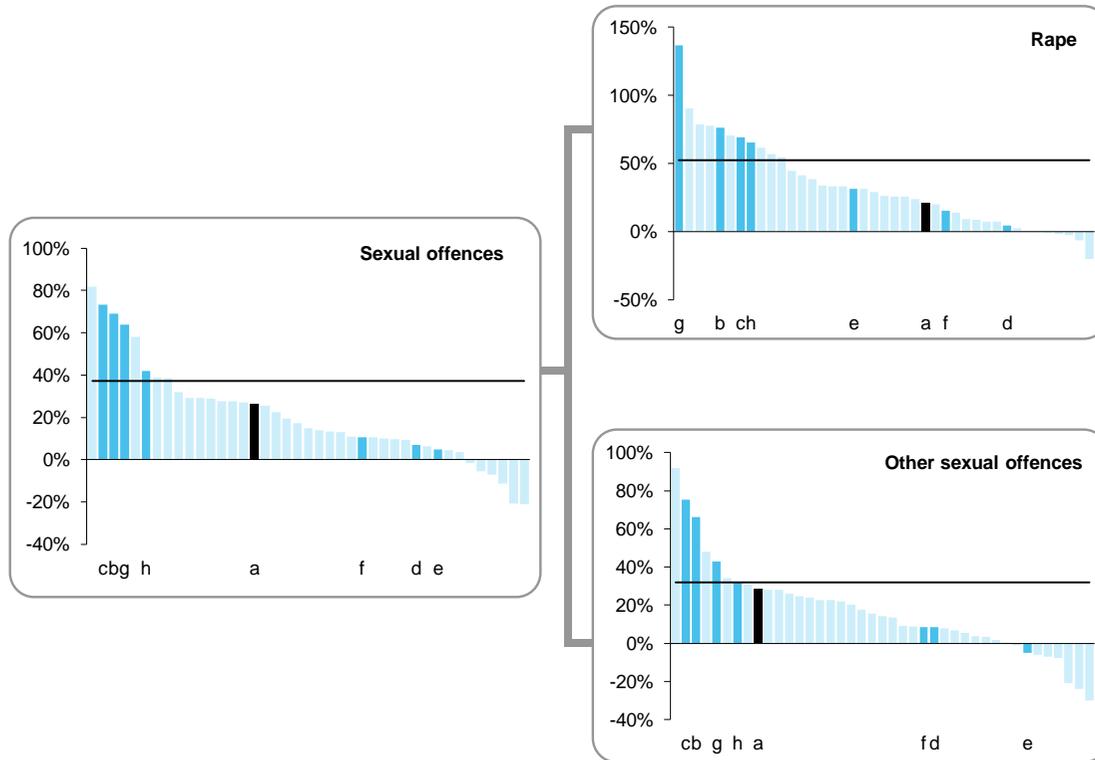
	Offences	SDs	%	MSG Avg	Diff*
Rape	518	152	29%	25%	23
Other sexual offences	1,362	488	36%	31%	67
Sexual offences	1,880	640	34%	29%	90

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Sexual offences - 2010/11 - 2013/14

How does the recorded crime rate for sexual offences compare with four years ago and how does this compare with others?



	2010/11	2013/14	% change	
			Force	MSG Avg
Rape	427	518	21%	52%
Other sexual offences	1,061	1,362	28%	32%
Sexual offences	1,488	1,880	26%	37%

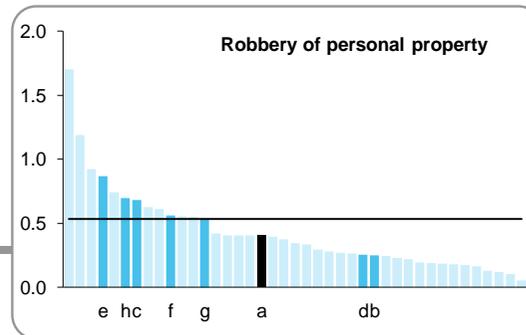
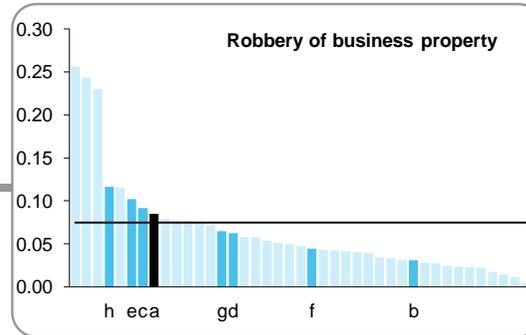
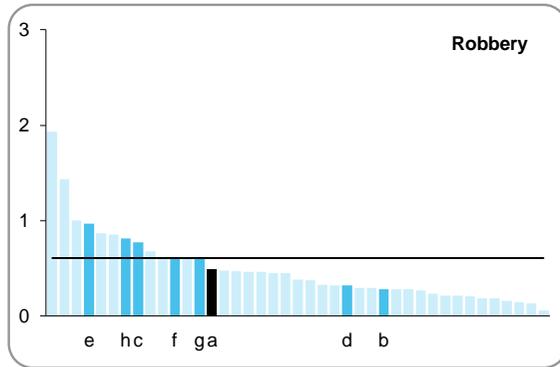
Source: ONS Crime Statistics 2013/14

Lancashire

Offences and outcomes - Robbery - Recorded crime

What is the recorded crime rate for robbery in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.



Population	1,469k					
	Offences	per 1000	MSG Avg	Difference*		
Robbery of						
- business property	125	0.1	0.1	15	12%	
- personal property	593	0.4	0.5	-189	-32%	
Robbery	718	0.5	0.6	-174	-24%	

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

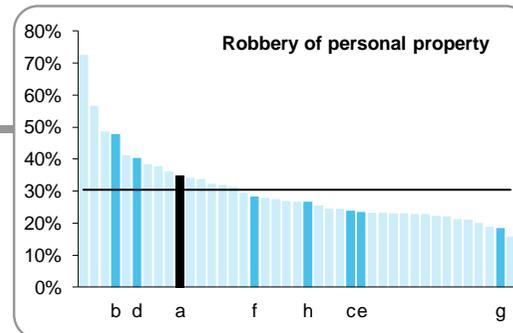
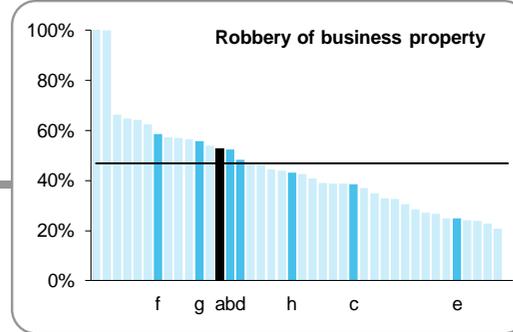
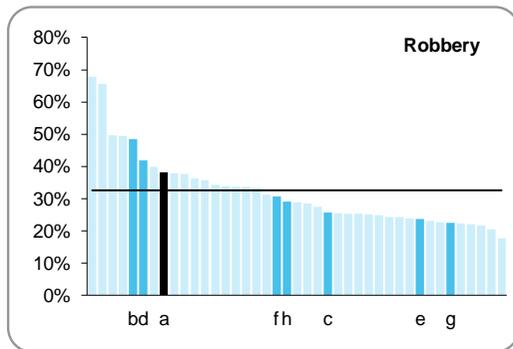
Source: ONS Crime Statistics 2013/14

Lancashire

Offences and outcomes - Robbery - Former detection rates

What is the former detection rate for robbery in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



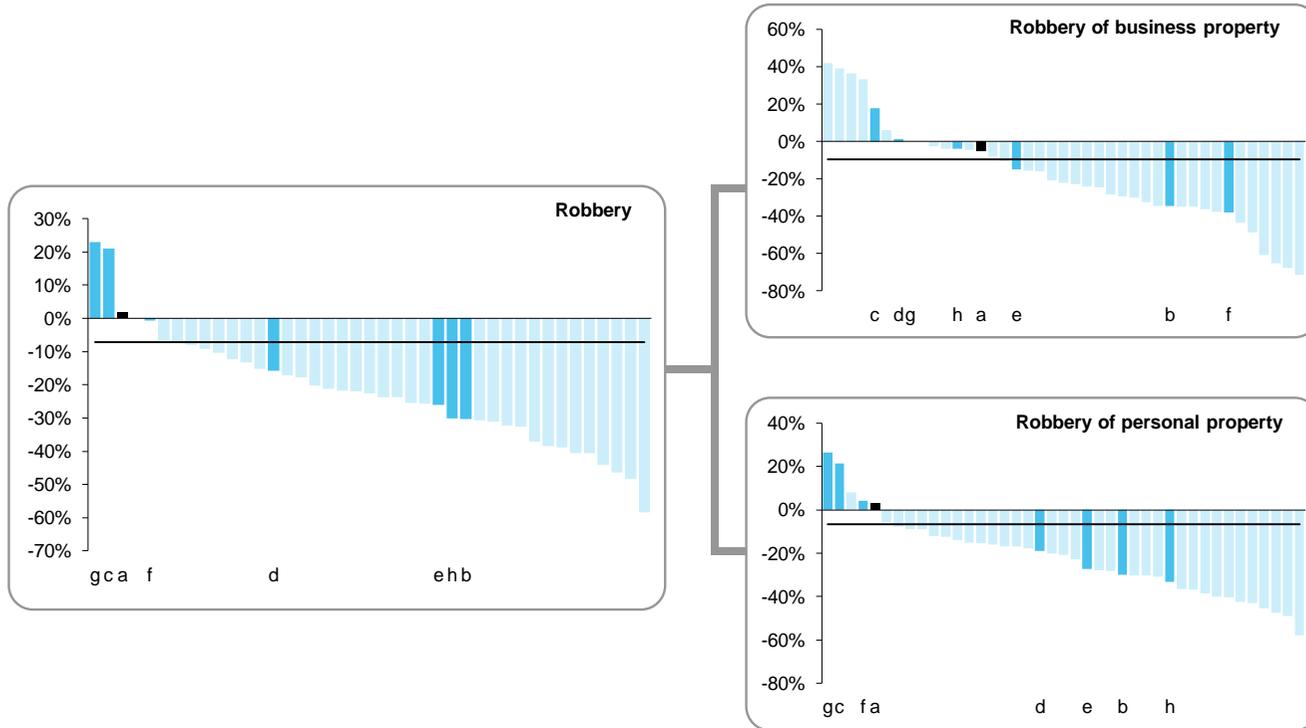
	Offences	SDs	%	MSG Avg	Diff*
Robbery of					
- business property	125	66	53%	47%	8
- personal property	593	207	35%	30%	26
Robbery	718	273	38%	32%	34

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Robbery - 2010/11-2013/14

How does the recorded crime rate for robbery compare with four years ago and how does this compare with others?



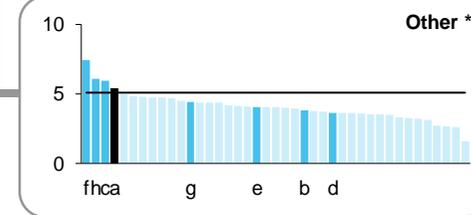
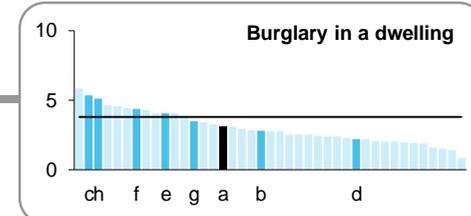
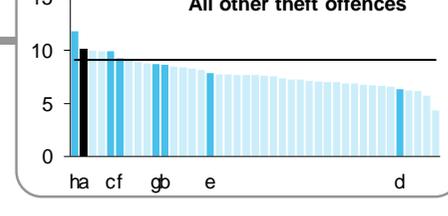
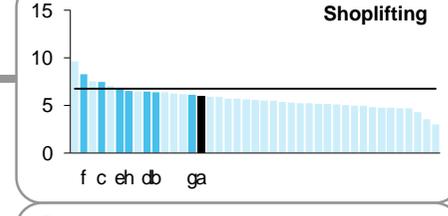
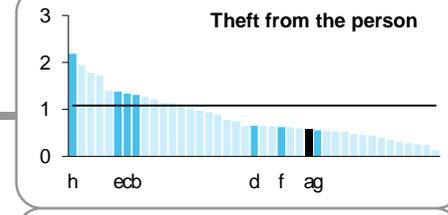
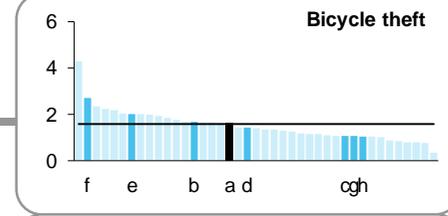
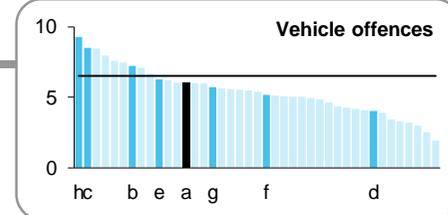
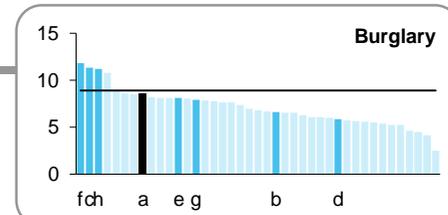
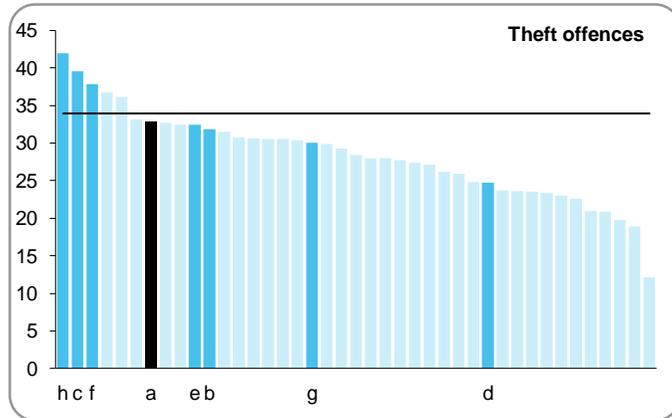
	2010/11	2013/14	% change	
			Force	MSG Avg
Robbery of				
- business property	132	125	-5%	-10%
- personal property	575	593	3%	-7%
Robbery	707	718	2%	-7%

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Theft offences - Recorded crime

What is the recorded crime rate for theft offences in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population.



* Burglary in a building other than a dwelling

Population	1,469k					
	Offences	per 1000	MSG Avg	Difference*		
Burglary						
- in a dwelling	4,595	3.1	3.8	-1,004	-22%	
- other than a dwelling	7,883	5.4	5.1	400	5%	
	12,478	8.5	8.9	-604	-5%	
Vehicle offences	8,857	6.0	6.5	-742	-8%	
Bicycle theft	2,388	1.6	1.6	71	3%	
Theft from the person	853	0.6	1.1	-726	-85%	
Shoplifting	8,787	6.0	6.7	-1,109	-13%	
All other theft offences	14,980	10.2	9.1	1,624	11%	
Theft offences	48,343	32.9	33.9	-1,485	-3%	

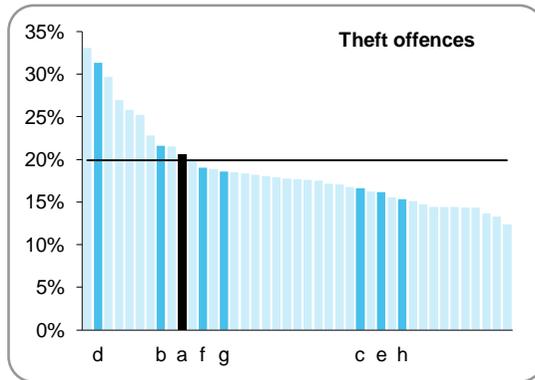
* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Theft offences - Former detection rates

What is the former detection rate for theft offences in the force and how does this compare with others?

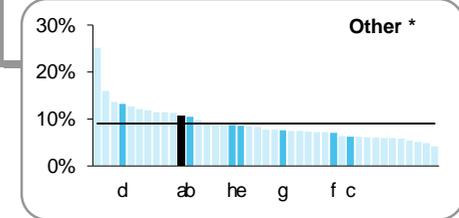
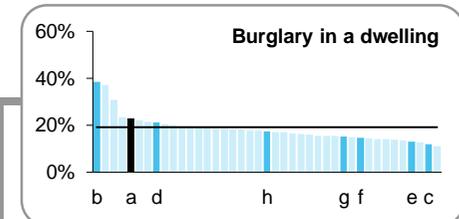
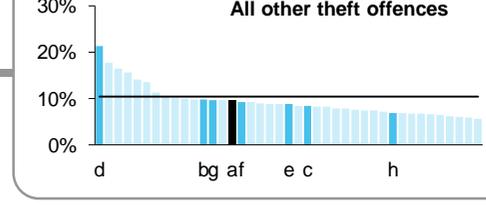
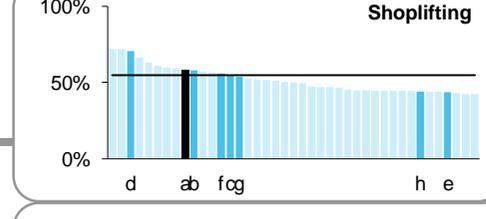
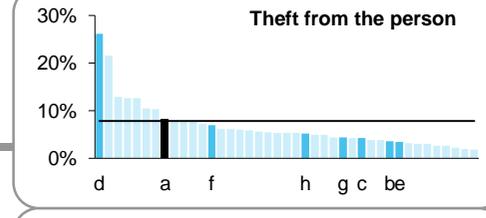
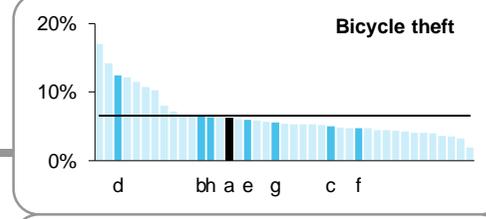
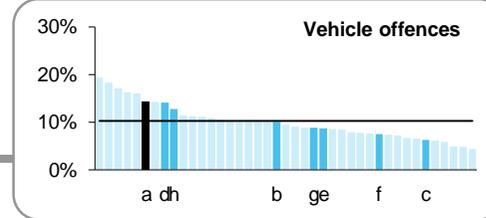
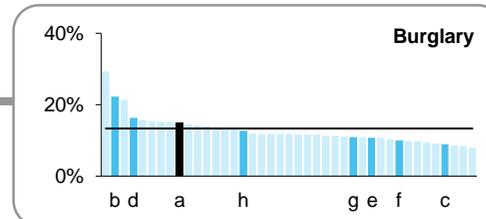
For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



Population	1,469k				
	Offences	SDs	%	MSG Avg	Diff*
Burglary					
- in a dwelling	4,595	1,041	23%	19%	155
- other than a dwelling	7,883	839	11%	9%	125
	12,478	1,880	15%	13%	280
Vehicle offences	8,857	1,265	14%	10%	354
Bicycle theft	2,388	149	6%	7%	-8
Theft from the person	853	69	8%	8%	3
Shoplifting	8,787	5,122	58%	55%	295
All other theft offences	14,980	1,430	10%	10%	-129
Theft offences	48,343	9,915	21%	20%	794

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

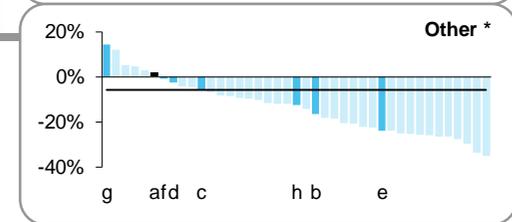
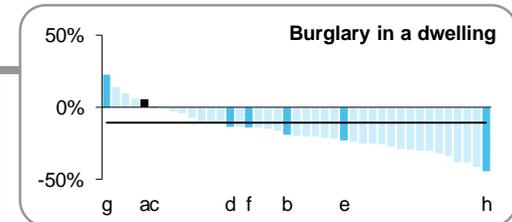
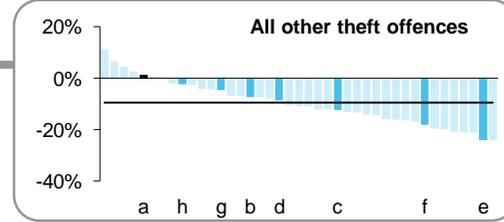
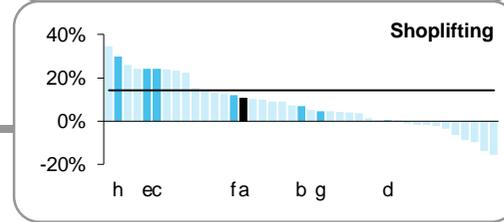
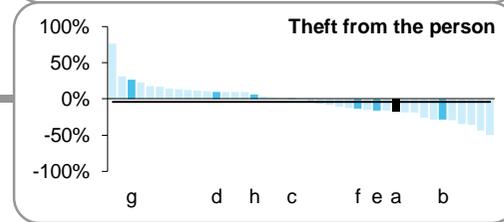
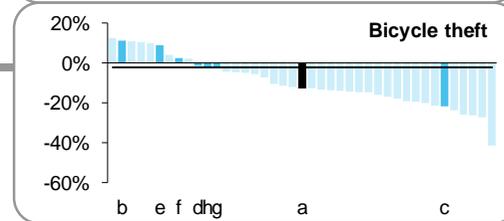
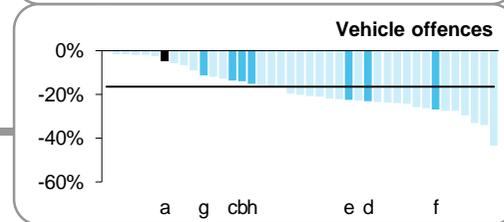
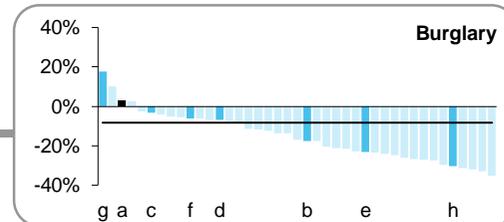
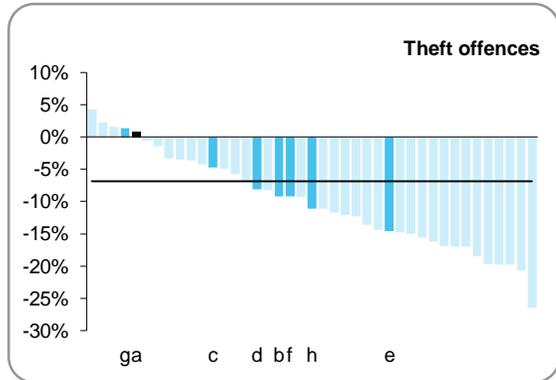
Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)



* Burglary in a building other than a dwelling

Offences and outcomes - Theft offences - 2010/11 - 2013/14

How does the recorded crime rate for theft offences compare with four years ago and how does this compare with others?



* Burglary in a building other than a dwelling

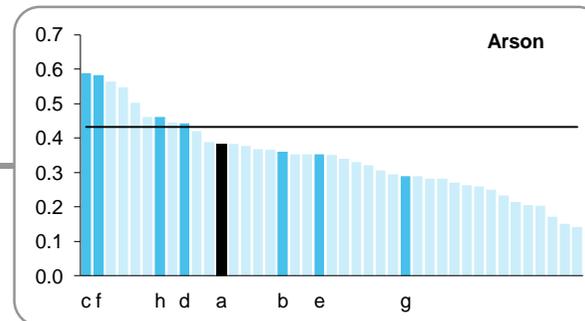
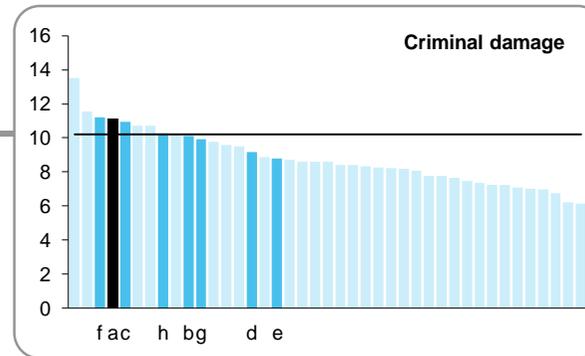
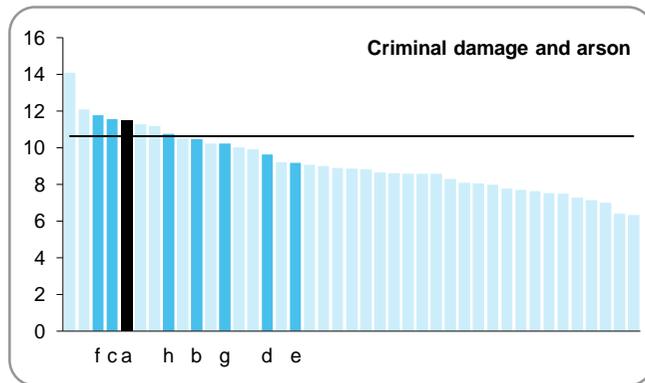
	2010/11	2013/14	% change	
			Force	MSG Avg
Burglary				
- in a dwelling	4,367	4,595	5%	-11%
- other than a dwelling	7,752	7,883	2%	-6%
	12,119	12,478	3%	-8%
Vehicle offences	9,310	8,857	-5%	-16%
Bicycle theft	2,728	2,388	-12%	-2%
Theft from the person	1,024	853	-17%	-4%
Shoplifting	7,936	8,787	11%	14%
All other theft offences	14,795	14,980	1%	-10%
Theft offences	47,912	48,343	1%	-7%

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Criminal damage and arson - Recorded crime

What is the recorded crime rate for criminal damage and arson in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population.



Population		1,469k			
	Offences	per 1000	MSG Avg	Difference*	
Criminal damage	16,291	11.09	10.19	1,326	8%
Arson	563	0.38	0.43	-73	-13%
Criminal damage and arson	16,854	11.47	10.62	1,253	7%

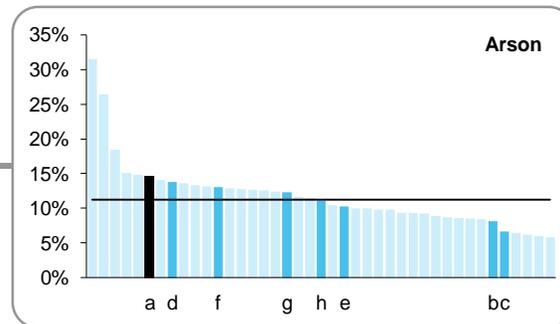
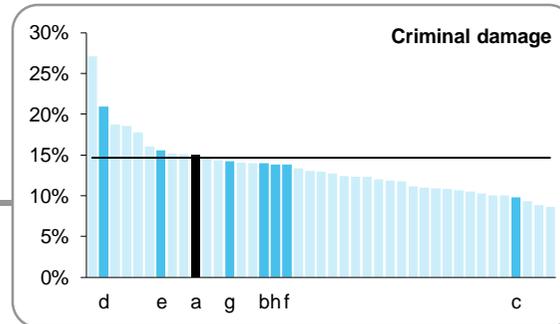
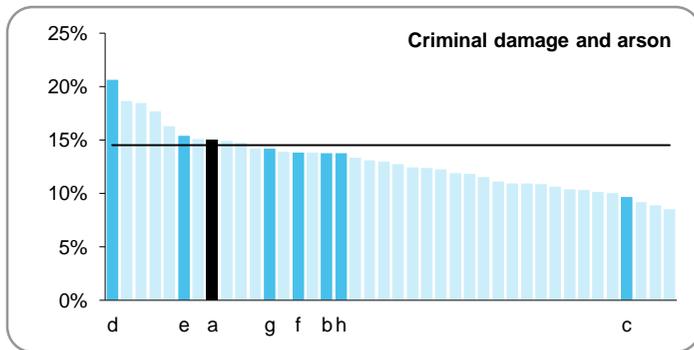
* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Criminal damage and arson - Former detection rates

What is the former detection rate for criminal damage and arson in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.



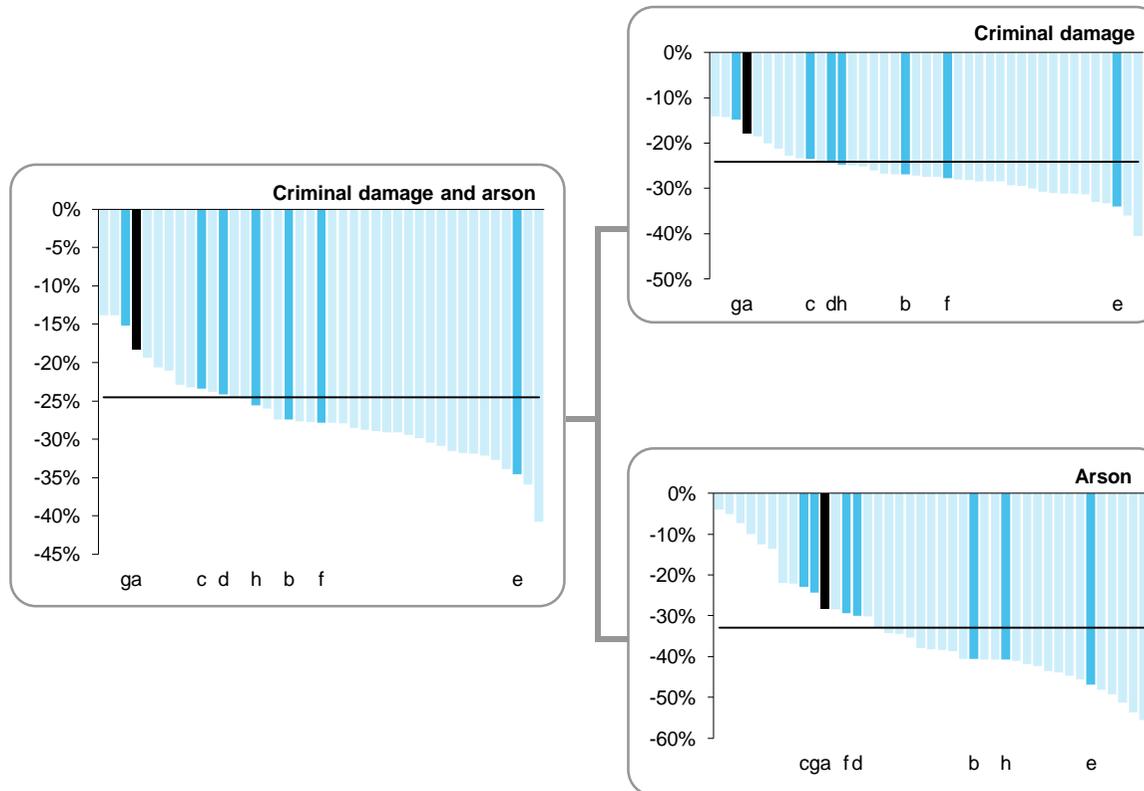
Population	1,469k				
	Offences	SDs	%	MSG Avg	Diff*
Criminal damage	16,291	2,452	15%	15%	63
Arson	563	83	15%	11%	20
Criminal damage and arson	16,854	2,535	15%	15%	82

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Criminal damage and arson - 2010/11 - 2013/14

How does the recorded crime rate for criminal damage and arson compare with four years ago and how does this compare with others?



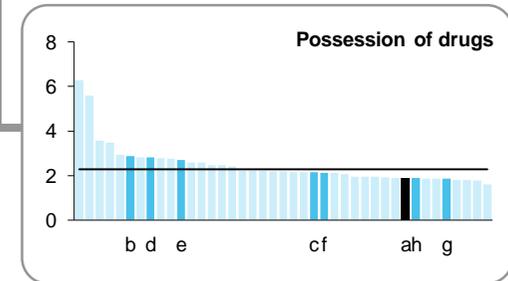
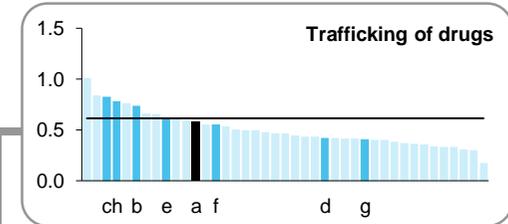
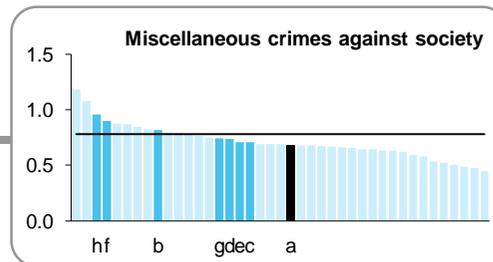
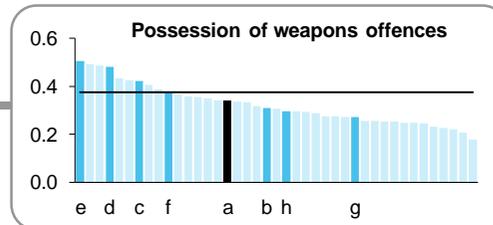
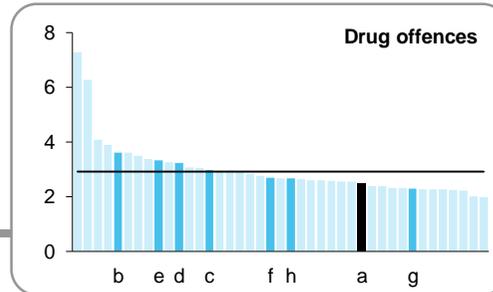
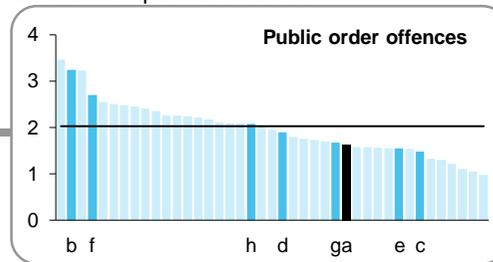
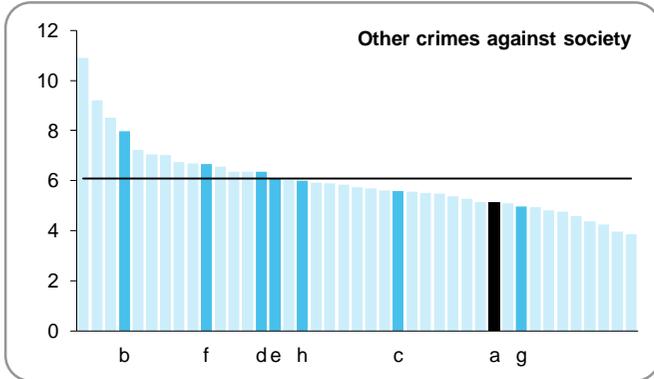
	2010/11	2013/14	% change	
			Force	MSG Avg
Criminal damage	19,846	16,291	-18%	-24%
Arson	784	563	-28%	-33%
Criminal damage and arson	20,630	16,854	-18%	-25%

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Other crimes against society - Recorded crime

What is the recorded crime rate for other crimes against society in the force and how does this compare with others?

Recorded crime rate (per 1000) refers to the number of recorded offences per 1000 population for 2012/13.



Population					
	1,469k				
	Offences	per 1000	MSG Avg	Difference*	
Trafficking of drugs	849	0.6	0.6	-56	-7%
Possession of drugs	2,772	1.9	2.3	-584	-21%
Drug offences	3,621	2.5	2.9	-640	-18%
Public order offences	2,403	1.6	2.0	-580	-24%
Possession of weapons	499	0.3	0.4	-53	-11%
Misc crimes against society	1,010	0.7	0.8	-140	-14%
Other crimes against society	7,533	5.1	6.1	-1,413	-19%

* Net difference in the number of offences compared to if the force had the MSG average per 1,000 population. A negative difference means the force has a lower recorded crime rate than the MSG average.

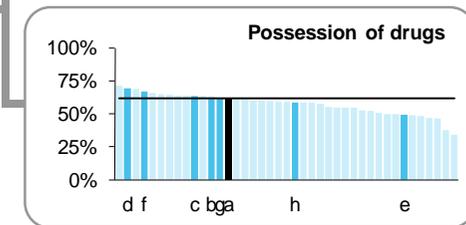
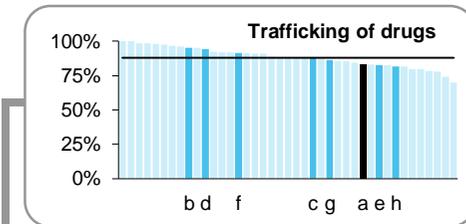
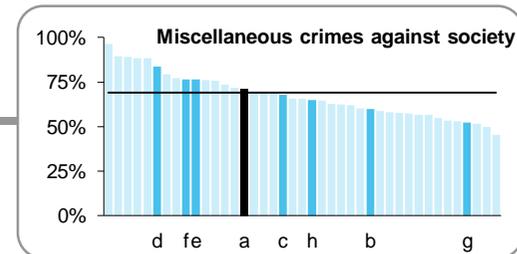
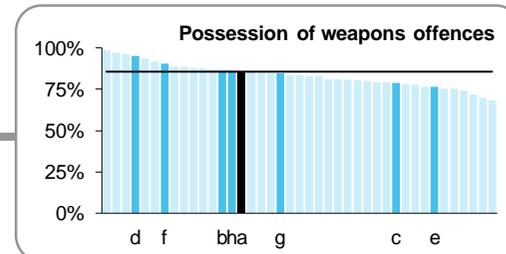
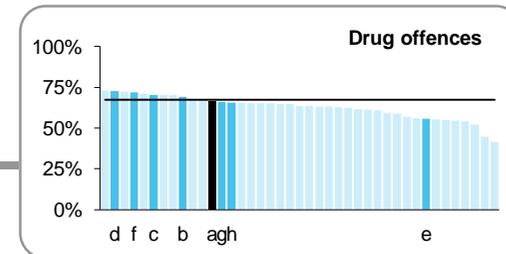
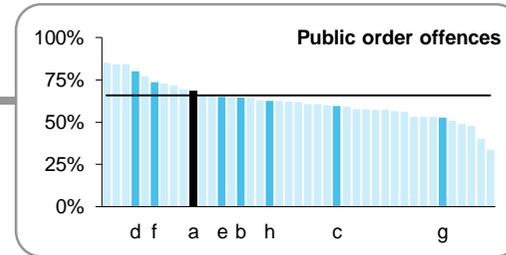
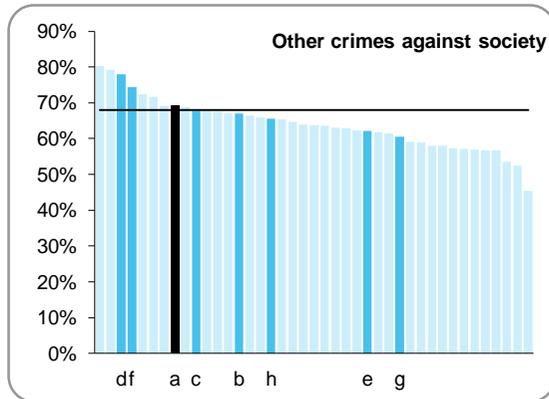
Source: ONS Crime Statistics 2013/14

Offences and outcomes - Other crimes against society - Former detection rates

What is the former detection rate for other crimes against society in the force and how does this compare with others?

For important information on understanding former 'detection rates' see the introduction to this section. In particular, differences in forces' policies (e.g. on restorative justice, 'taken into considerations' and community resolutions) will impact on former detection rates.

Please note that the former detection rate can be above 100% where detections and crimes are recorded in different time periods. This can be particularly noticeable where crimes are proactively found or have very small numbers. For display purposes all former detection rate graphs have been capped at 100%.



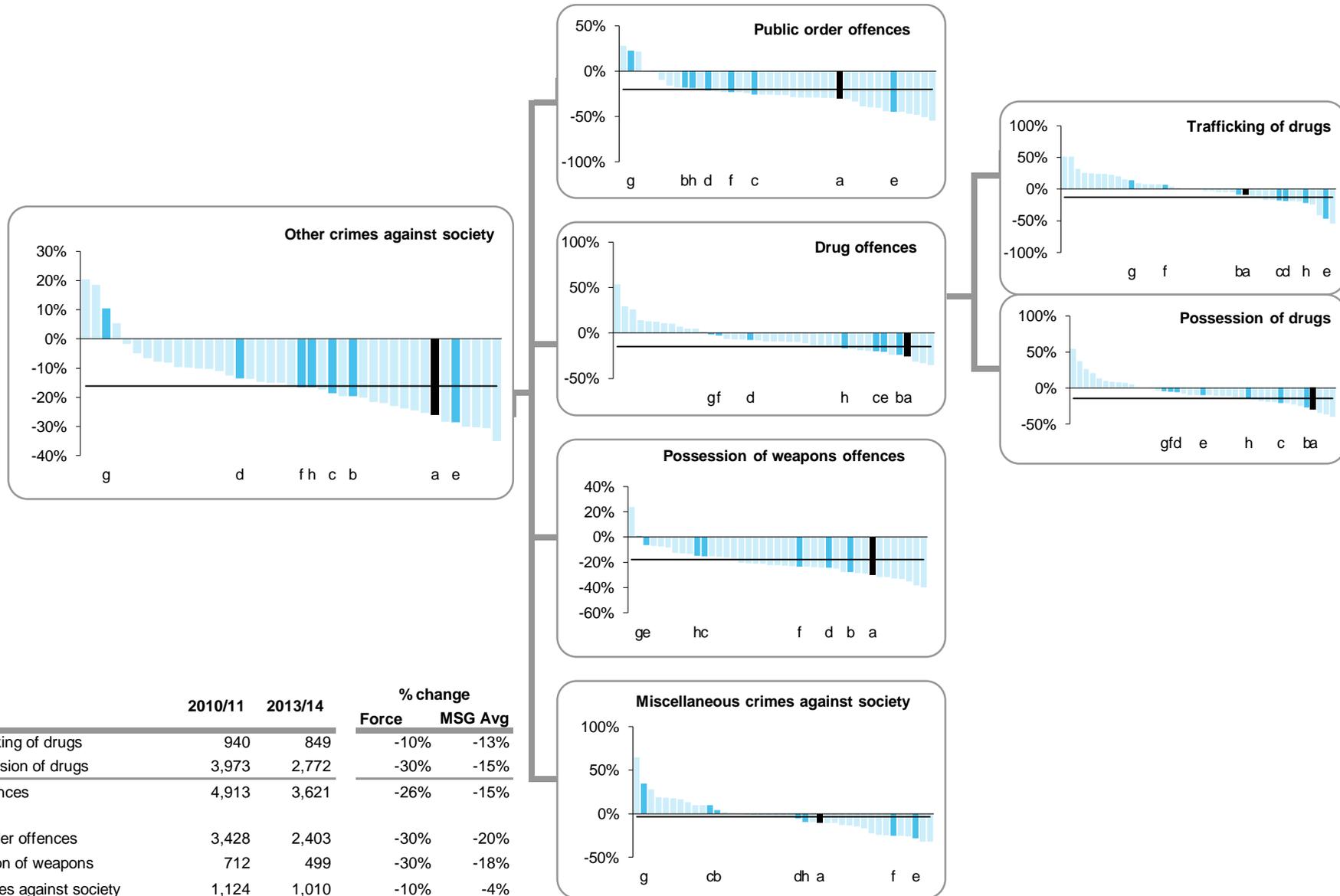
	Offences	SDs	%	MSG Avg	Diff*
Trafficking of drugs	849	704	83%	88%	-41
Possession of drugs	2,772	1,704	61%	62%	-8
Drug Offences	3,621	2,408	67%	67%	-49
Public order offences	2,403	1,645	68%	66%	64
Possession of weapons	499	429	86%	86%	2
Misc crimes against society	1,010	722	71%	69%	24
Other crimes against society	7,533	5,204	69%	68%	40

* Net difference in the number of outcomes ('former detections') compared to if the force had the MSG rate. A positive difference indicates a higher number of detections for this force than expected based on the detections reported by MSG forces.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - Other crimes against society - 2010/11 - 2013/14

How does the recorded crime rate for other crimes against society compare with four years ago and how does this compare with others?



	2010/11	2013/14	% change	
			Force	MSG Avg
Trafficking of drugs	940	849	-10%	-13%
Possession of drugs	3,973	2,772	-30%	-15%
Drug offences	4,913	3,621	-26%	-15%
Public order offences	3,428	2,403	-30%	-20%
Possession of weapons	712	499	-30%	-18%
Misc crimes against society	1,124	1,010	-10%	-4%
Other crimes against society	10,177	7,533	-26%	-16%

Source: ONS Crime Statistics 2013/14

Offences and outcomes - Change in former detection rates

How does the former detection rate compare with four years ago for all crime types and how does this compare with others?

	2010/11	2013/14	% point change	MSG Avg		2010/11	2013/14	% point change	MSG Avg
Victim-based crime	31%	25%	-6.7	-2.2					
Other crimes against society	90%	69%	-20.5	-19.0					
Crimes (exc fraud)	37%	28%	-9.1	-4.4					
Violence against the person									
Homicide*	80%	91%	10.9	0.7					
Violence with injury	55%	43%	-11.5	-3.3	Trafficking of drugs	87%	83%	-4.2	-3.2
Violence without injury	50%	38%	-11.8	-7.1	Possession of drugs	95%	61%	-33.5	-33.7
Violence against the person	53%	41%	-11.6	-4.9	Drug Offences	94%	67%	-27.0	-27.1
Sexual offences									
Rape	26%	29%	3.1	-7.0	Possession of weapons offences	93%	86%	-7.3	-6.8
Other sexual offences	37%	36%	-0.8	-6.1	Public order offences	84%	68%	-16.0	-12.4
Sexual offences	34%	34%	0.4	-6.5	Misc crimes against society	86%	71%	-14.5	-10.7
Robbery									
Robbery of business property	52%	53%	0.5	0.8	Other crimes against society	90%	69%	-20.5	-19.0
Robbery of personal property	44%	35%	-9.3	-4.5					
Robbery	46%	38%	-7.7	-4.0					
Theft									
Burglary in a dwelling	34%	23%	-11.6	-4.4					
Burglary in a building other than a dwelling	16%	11%	-5.7	-3.3					
Burglary	23%	15%	-7.7	-3.9					
Vehicle offences	28%	14%	-13.4	-8.5					
Bicycle theft	9%	6%	-3.2	-1.3					
Theft from the person	10%	8%	-1.8	1.9					
Shoplifting	70%	58%	-11.5	-8.8					
All other theft offences	13%	10%	-3.2	-0.2					
Theft offences	27%	21%	-6.9	-3.0					
Criminal damage and arson									
Criminal damage	20%	15%	-5.1	-1.1					
Arson	15%	15%	-0.1	0.6					
Criminal damage and arson	20%	15%	-4.9	-1.0					
Victim-based crime	31%	25%	-6.7	-2.2					

Note: Please be aware that community resolutions / restorative justice may impact on changes in former detection rates.

* Since homicide numbers are small, care should be taken when making comparisons between forces. Further, the SD rate can be greater than 100% where a detection is recorded for a crime which occurred in a previous year.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

Offences and outcomes - by type

How are different former detection types used by the force and how does this compare with others?

These charts show the proportion of usage for different types of sanction detections in 2012/13 alongside the average proportions for the MSG.

Charge summons refer to when an offender is charged with a crime and can be summoned to court.

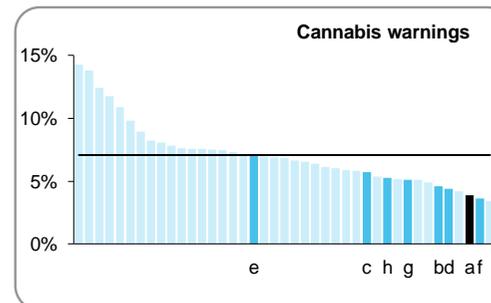
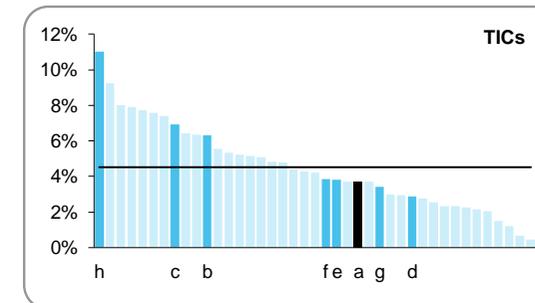
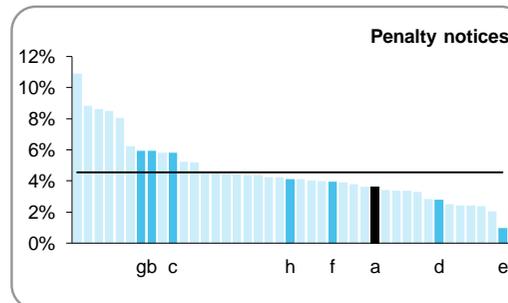
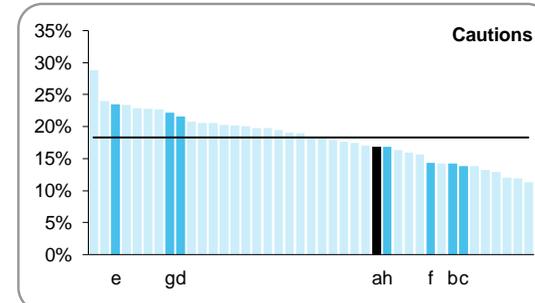
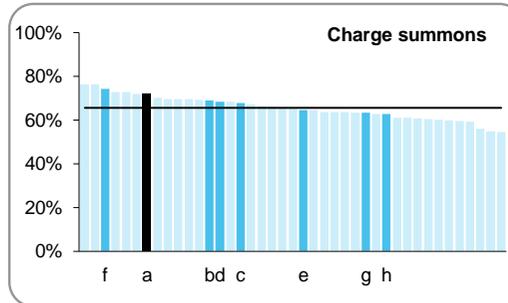
Cautions refer to when an offender receives a caution which is officially recorded against their name.

Fixed penalties refer to financial penalties which are recorded on the police national database.

Taken into Considerations (TICs) refer to offences which are considered in conjunction with other offending, often more serious offences. TICs can include crimes that have not previously been recorded, providing the victim confirms that the offence occurred.

Cannabis warnings refer to specific warnings recorded for drugs (cannabis use).

Note that former 'detections' do not cover all detections such as restorative justice, TICs for crimes not previously recorded and community resolutions.



	%	MSG Avg	Avg
Charge summons	72%	68%	66%
Cautions	17%	18%	18%
Penalty notices	4%	4%	5%
Cannabis warnings	4%	5%	7%
Taken into consideration (TIC)	4%	5%	5%
Total	100%	100%	100%

Source: ONS Crime Statistics 2013/14

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Offences and outcomes - Charges

What proportion of offences result in charges for all crime types and how does this compare with the other forces?

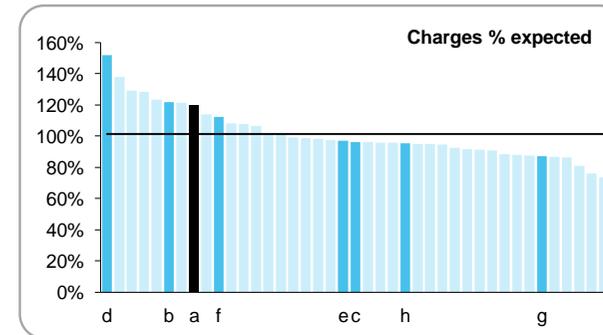
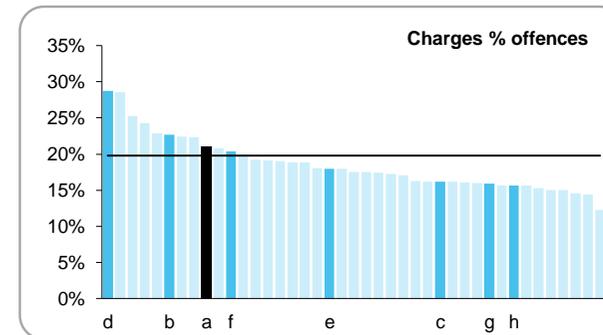
The term charges relates to recorded offences processed by means of charge or summons.

These charts and tables show the charge rates for all crime types for 2012/13 compared with the MSG.

The charges % expected plot shows your actual charges divided by the number of charges you would achieve if you were performing in line with all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer charges than the average. Here a weighted average of forces is used.

	Offences	Charges	%	MSG	Diff*
Victim-based					
Homicide	11	10	91%	90%	0
Violence with injury	11,134	3,623	33%	32%	48
Violence without injury	8,899	2,539	29%	30%	-91
Rape	518	151	29%	25%	24
Other sexual offences	1,362	426	31%	27%	53
Robbery of business property	125	65	52%	46%	7
Robbery of personal property	593	206	35%	30%	30
Burglary in a dwelling	4,595	818	18%	13%	222
Burglary in a building other than a dwelling	7,883	686	9%	6%	185
Vehicle offences	8,857	772	9%	7%	188
Bicycle theft	2,388	115	5%	4%	8
Theft from the person	853	60	7%	7%	2
Shoplifting	8,787	4,026	46%	40%	514
All other theft offences	14,980	1,045	7%	7%	-9
Criminal damage	16,291	1,668	10%	10%	75
Arson	563	71	13%	9%	19
Other crimes against society					
Trafficking of drugs	849	570	67%	68%	-5
Possession of drugs	2,772	930	34%	35%	-28
Possession of weapons offences	499	340	68%	72%	-21
Public order offences	2,403	1,289	54%	48%	130
Miscellaneous crimes against society	1,010	626	62%	58%	37
Crimes (excluding fraud)	95,372	20,036	21%	20%	1,389

* Net difference in the number of charges compared to if the force had the MSG rate.



The level of expected charges is based on national average charges rates for each crime-type.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

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Offences and outcomes - Cautions

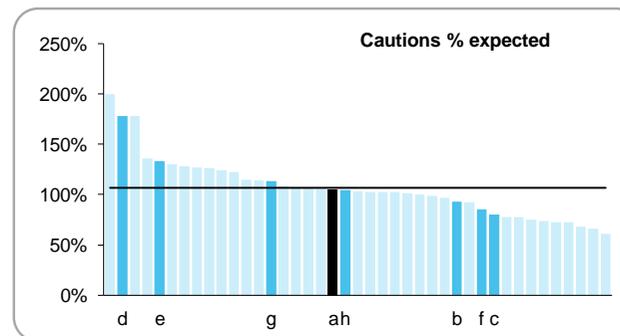
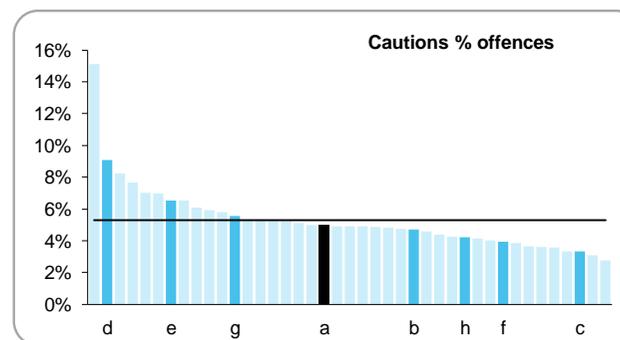
How are different former detection types used by the force and how does this compare with others?

The term cautions refers to a recorded offence where the offender receives a caution officially recorded against their name.

These charts and tables show the caution rates for all crime types for 2012/13 compared with the MSG average. The difference values show what the force would have achieved if it had matched their MSG average for each crime type.

The cautions % expected plot shows your actual cautions divided by the number of cautions you would achieve if you were performing in line with all forces for each crime type. Hence if above/below 100%, you are achieving more/fewer cautions than the average. Here a weighted average of forces is used.

	Offences	Cautions	%	MSG	Diff*
Victim-based					
Homicide	11	0	0%	0%	0
Violence with injury	11,134	1,183	11%	12%	-114
Violence without injury	8,899	844	9%	11%	-127
Rape	518	1	0%	0%	-1
Other sexual offences	1,362	60	4%	3%	13
Robbery of business property	125	0	0%	0%	0
Robbery of personal property	593	1	0%	0%	0
Burglary in a dwelling	4,595	36	1%	0%	15
Burglary in a building other than a dwelling	7,883	42	1%	1%	1
Vehicle offences	8,857	78	1%	1%	22
Bicycle theft	2,388	14	1%	1%	-4
Theft from the person	853	2	0%	1%	-4
Shoplifting	8,787	305	3%	5%	-157
All other theft offences	14,980	306	2%	3%	-74
Criminal damage	16,291	690	4%	4%	20
Arson	563	11	2%	2%	0
Other crimes against society					
Trafficking of drugs	849	132	16%	20%	-35
Possession of drugs	2,772	649	23%	20%	83
Public order offences	2,403	175	7%	10%	-54
Possession of weapons offences	499	89	18%	13%	23
Miscellaneous crimes against society	1,010	92	9%	10%	-11
Crimes (excluding fraud)	95,372	4,710	5%	5%	-403



The level of expected cautions is based on national average caution rates for each crime-type.

* Net difference in the number of cautions compared to if the force had the MSG rate.

Source: Home Office Detections Statistics 2013/14 (SDs), ONS Crime Statistics 2013/14 (Crime)

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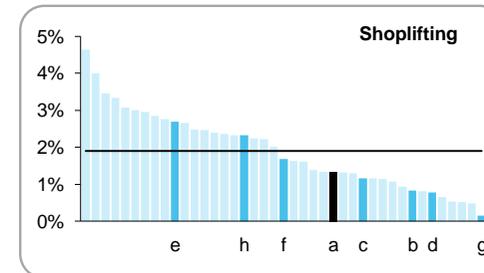
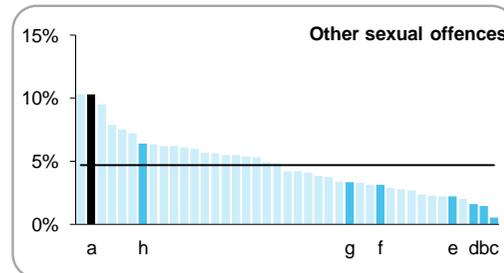
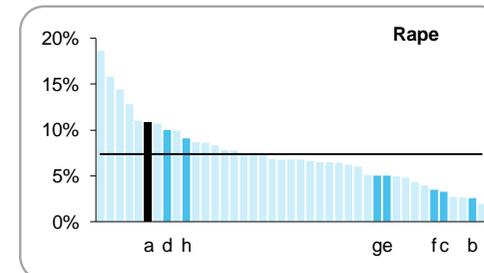
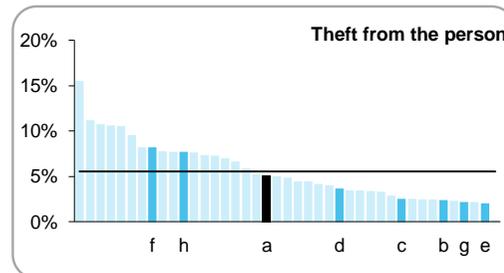
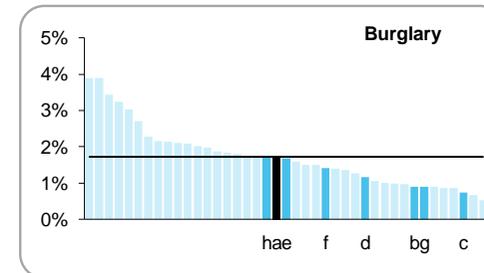
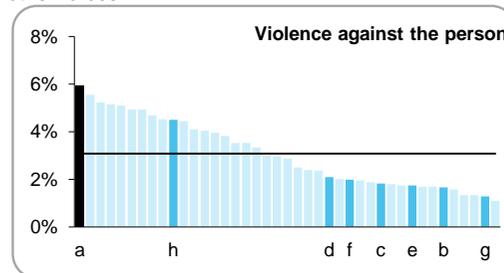
Offences and outcomes - No crime

What proportion of crimes initially recorded are subsequently 'no crimed' where it is judged by the police that no crime actually took place or was recorded in error and how does this compare for different crime types and to other forces?

These charts show the 'no crime rate' (number of 'no crimes' divided by the number of recorded crimes and the number of 'no crimes' added together) for the last four years. The average no crime rate refers to the 2012/13 average of all forces.

This information gives a more rounded picture of a force's crime recording practices.

A crime could be no crimed where it is considered to have been recorded in error or where, having been recorded, additional verifiable information becomes available that determines that no crime was committed.



	2010/11	2011/12	2012/13	2013/14	
				Force	All Avg
Violence against the person	5.8%	5.1%	7.0%	5.9%	3.1%
Burglary	1.8%	1.4%	1.5%	1.7%	1.7%
Theft from the person	5.8%	4.4%	4.9%	5.1%	5.6%
Rape	10.9%	14.6%	10.7%	10.8%	7.4%
Other sexual offences	10.0%	10.1%	10.3%	10.0%	4.2%
Shoplifting	1.6%	1.3%	1.3%	1.3%	2.1%

Please note:

The proportion of 'no crimes' does not in itself infer high or low compliance with the overall requirements of the Home Office Counting Rules. Levels of 'no criming' are particularly susceptible to local recording practice and the IT systems in use. A police force having a high level of 'no crimes' may be indicative of that force having a local recording process that captures all reports as crimes at the first point of contact and before any further investigation has taken place to consider the full facts. Note that forces have a 72-hour window in which to record a crime once the balance of probability says a crime has been committed.

Source: Home Office 'No crimes' data

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Annex 1 - Crime Codes

Offences included in each category

1. Victim-based crime

1.1. Violence against the person

1.1.1. Homicide

- | | | | |
|-----|--------------|------|------------------------|
| 1 | Murder | 4.10 | Corporate manslaughter |
| 4.1 | Manslaughter | 4.2 | Infanticide |

1.1.2. Violence with injury

- | | | | |
|--------|--|----|---|
| 2 | Attempted murder | 5D | Assault with intent to cause serious harm |
| 37.1 | Causing death by aggravated vehicle taking | 5E | Endangering life |
| 4.3 | Intentional destruction of a viable unborn child | 6 | Endangering railway passengers (outcomes only) |
| 4.4 | Causing death by dangerous driving | 7 | Endangering life at sea (outcomes only) |
| 4.4/6 | Causing death by dangerous or careless driving (inc under influence) | 8A | Less serious wounding |
| 4.4/6/ | Causing death by dangerous or careless driving (inc. under influence of drink/drugs) | 8D | Racially or religiously aggravated less serious wounding |
| 4.6 | Causing death by careless driving under influence of drink or drugs | 8F | Inflicting grievous bodily harm without intent (outcomes only) |
| 4.7 | Causing or allowing death of child or vulnerable person | 8G | Actually bodily harm and other injury outcomes only) |
| 4.8 | Causing death by careless or inconsiderate driving | 8H | Racially or religiously aggravated inflicting grievous bodily harm without intent (outcomes only) |
| 4.9 | Causing death by driving: unlicensed drivers etc. | 8J | Racially or religiously aggravated actual bodily harm and other injury (outcomes only) |
| 5 | Wounding or other act endangering life | 8K | Poisoning or female genital mutilation (outcomes only) |
| 5A | Wounding or carrying out an act endangering life (outcomes only) | 8N | Assault with injury |
| 5B | Use of substance or object to endanger life (outcomes only) | 8P | Racially or religiously aggravated assault with injury |
| 5C | Possession of items to endanger life (outcomes only) | | |

1.1.3. Violence without injury

- | | | | |
|------|---|----|---|
| 104 | Assault without injury on a constable | 3 | Threat or conspiracy to murder |
| 105A | Assault without injury | 36 | Kidnapping |
| 105B | Racially or religiously aggravated assault without injury | 3A | Conspiracy to murder |
| 11 | Cruelty to and neglect of children (outcomes only) | 3B | Threats to kill |
| 11A | Cruelty to children/young persons | 8C | Harassment |
| 12 | Abandoning child under two years (outcomes only) | 8E | Racially or religiously aggravated harassment |
| 13 | Child abduction | 8L | Harassment |
| 14 | Procuring illegal abortion | 8M | Racially or religiously aggravated harassment |

1.2. Sexual offences

1.2.1. Rape

19A	Rape of a female	19E	Rape of a female child under 13
19B	Rape of a male	19F	Rape of a male aged 16 and over
19C	Rape of a female aged 16 and over	19G	Rape of a male child under 16
19D	Rape of a female child under 16	19H	Rape of a male child under 13

1.2.2. Other sexual offences

139	Indecent exposure	23	Incest or familial sexual offences
16	Buggery	25	Abduction of female
17	Indecent assault on a male	70	Sexual activity etc with a person with a mental disorder
17A	Sexual assault on a male aged 13 and over	71	Abuse of children through prostitution and pornography
17B	Sexual assault on a male child under 13	72	Trafficking for sexual exploitation
18	Gross indecency between males	73	Abuse of position of trust of a sexual nature
20	Indecent assault on a female	74	Gross indecency with a child
20A	Sexual assault on a female aged 13 and over	88A	Sexual grooming
20B	Sexual assault on a female child under 13	88B	Other miscellaneous sexual offences
21	Sexual activity involving a child under 13	88C	Other miscellaneous sexual offences
22	Unlawful sexual intercourse with a girl under 16	88D	Unnatural sexual offences
22A	Causing sexual activity without consent	88E	Exposure and voyeurism
22B	Sexual activity involving child under 16		

1.3. Robbery

1.3.1 Robbery of business property

34A Robbery of business property

1.3.2 Robbery of personal property

34B Robbery of personal property

1.4. Theft offences

1.4.1. Burglary

1.4.1.1. Burglary in a dwelling

28	Burglary in a dwelling	28C	Distraction burglary in a dwelling
28A	Burglary in a dwelling	28D	Attempted distraction burglary in a dwelling
28B	Attempted burglary in a dwelling	29	Aggravated burglary in a dwelling

1.4.1.2 Burglary in a building other than a dwelling

30	Burglary in a building other than a dwelling	30B	Attempted burglary in a building other than a dwelling
30A	Burglary in a building other than a dwelling	31	Aggravated burglary in a building other than a dwelling

1.4.2. Vehicle offences

126	Interfering with a motor vehicle	45	Theft from vehicle
37.2	Aggravated vehicle taking	48	Theft or unauthorised taking of motor vehicle

1.4.3. Theft from the person

39 Theft from the person

1.4.4. Bicycle theft

44 Theft or unauthorised taking of a pedal cycle

1.4.5. Shoplifting

46 Shoplifting

1.4.6. All other theft offences

35	Blackmail	43	Dishonest use of electricity
40	Theft in a dwelling other than from an automatic machine or meter	47	Theft from automatic machine or meter
41	Theft by an employee	49	Other theft
42	Theft of mail	49A	Making off without payment

1.5. Criminal damage and arson		
1.5.1. Criminal damage		
58A	Criminal damage to a dwelling	58F Racially or religiously aggravated criminal damage to a building other than a dwelling (outcomes only)
58B	Criminal damage to a building other than a dwelling	58G Racially or religiously aggravated criminal damage to a vehicle (outcomes only)
58C	Criminal damage to a vehicle	58H Racially or religiously aggravated other criminal damage (outcomes only)
58D	Other criminal damage	58J Racially or religiously aggravated criminal damage
58E	Racially or religiously aggravated criminal damage to a dwelling (outcomes only)	
1.5.2. Arson		
56	Arson	56B Arson not endangering life
56A	Arson endangering life	
2. Other crimes against society		
2.1. Drug offences		
2.1.1. Trafficking of drugs		
92A	Trafficking in controlled drugs	
2.1.2. Possession of drugs		
92B	Possession of controlled drugs	92D Possession of controlled drugs (excl. Cannabis)
92C	Other drug offences	92E Possession of controlled drugs (Cannabis)
2.2. Possession of weapons offences		
10A	Possession of firearms with intent	81 Other firearms offences
10B	Possession of firearms offences	8B Possession of weapons
10C	Possession of other weapons	90 Other knives offences
10D	Possession of article with blade or point	
2.3. Public order offences		
62	Treason (outcomes only)	65 Violent disorder (outcomes only)
62A	Violent disorder	66 Other offences against the State or public order
63	Treason felony (outcomes only)	9A Public fear, alarm or distress
64	Riot (outcomes only)	9B Racially or religiously aggravated public fear, alarm or distress
2.4. Miscellaneous crimes against society		
15	Concealing an infant death close to birth	76 Aiding suicide
24	Exploitation of prostitution	78 Immigration Acts (outcomes only)
26	Bigamy	79 Perverting the course of justice
27	Soliciting for the purposes of prostitution	80 Absconding from lawful custody
33	Going equipped for stealing, etc	802 Dangerous driving
33A	Making, supplying or possessing articles for use in fraud	814 Fraud, forgery etc associated with vehicle or driver records
38	Profiting from or concealing knowledge of the proceeds of crime	82 Customs and Revenue offences (outcomes only)
53H	Making or supplying articles for use in fraud (outcomes only)	83 Bail offences
53J	Possession of articles for use in fraud (outcomes only)	84 Trade descriptions etc (outcomes only)
54	Handling stolen goods	85 Health and Safety offences (outcomes only)
59	Threat or possession with intent to commit criminal damage	86 Obscene publications etc
60	Forgery or use of false drug prescription	87 Protection from eviction (outcomes only)
61	Other forgery	89 Adulteration of food (outcomes only)
61A	Possession of false documents	91 Public health offences (outcomes only)
67	Perjury	94 Planning laws (outcomes only)
68	Libel (outcomes only)	95 Disclosure, obstruction, false or misleading statements etc
69	Offender Management Act offences	99 Other notifiable offences
75	Betting, gaming and lotteries (outcomes only)	

3. Fraud offences

51	Fraud by company director (outcomes only)	53D	Fraud by false representation: other frauds (outcomes only)
52	False accounting (outcomes only)	53E	Fraud by failing to disclose information (outcomes only)
53A	Cheque and credit card fraud (pre Fraud Act 2006)	53F	Fraud by abuse of position (outcomes only)
53B	Preserved other fraud and repealed fraud offences (pre Fraud Act 2006) (outcomes only)*	53G	Obtaining services dishonestly
53C	Fraud by false representation: cheque, plastic card and online bank accounts (not PSP) (outcomes only)	55	Bankruptcy and insolvency (outcomes only)

* At March 2013 ONS publication crime code 53B was categorised under fraud offences.

Annex 2 – POA Categories

POA data are split into 12 categories, which sub-divide into headings as follows:

- 1) Local policing
 - a. Neighbourhood policing
 - b. Incident (response) management
 - c. Local investigation *
 - d. Specialist community liaison
 - e. Local command team and support overheads
- 2) Dealing with the public
 - a. Front desk
 - b. Central communications unit
 - c. Dealing with the public command team and support overheads
- 3) Criminal justice arrangements
 - a. Custody
 - b. Police doctors/nurses and surgeons
 - c. Interpreters and translators
 - d. Other custody costs
 - e. Criminal justice
 - f. Police national computer
 - g. Criminal record bureau
 - h. Coroner assistance
 - i. Fixed penalty schemes (central ticket office)
 - j. Property officer / stores
 - k. Criminal justice arrangements command team and support overheads
- 4) Road policing
 - a. Traffic units
 - b. Traffic wardens / police community support officers - traffic
 - c. Vehicle recovery
 - d. Casualty reduction partnership
 - e. Road policing command team and support overheads
- 9) National policing
 - a. Secondments (out of force)
 - b. Counter terrorism / special branch
 - c. ACPO projects / initiatives
 - d. Hosting national services
 - e. Other national policing requirements
- 10) Support functions
 - a. Human resources
 - b. Finance
 - c. Legal
 - d. Fleet services
 - e. Estates / central building costs
 - f. Information communication technology
 - g. Professional standards
 - h. Press and media
 - i. Performance review / corporate development
 - j. Procurement
 - k. Training
 - l. Administration support
 - m. Force command
 - n. Support to associations and trade unions
 - o. Social club support and force band
 - p. Insurance / risk management
 - q. Catering
- 5) Operational support
 - a. Operational Support Command Team and Support Overheads
 - b. Air operations
 - c. Mounted police
 - d. Specialist terrain
 - e. Dogs section
 - f. Advanced public order
 - g. Airport and ports policing unit
 - h. Firearms unit
 - i. Civil Contingencies
 - j. Event
- 6) Intelligence
 - a. Intelligence command team and support overheads
 - b. Intelligence analysis / threat assessments
 - c. Intelligence gathering
- 7) Specialist investigations
 - a. Investigations command team and support overheads
 - b. Major investigation unit
 - c. Economic crime (including regional asset recovery team)
 - d. Specialist investigation units
 - e. Serious and organised crime unit
 - f. Public protection
- 8) Investigative support
 - a. Scenes of crime officers
 - b. External forensic costs
 - c. Fingerprint / internal forensic costs
 - d. Photographic image recovery
 - e. Other forensic services
 - f. Investigative support command team and support overheads
- 11) Police & Crime Commissioner
 - a. Cost of the democratic process
 - b. Office of Police Crime Commissioner
 - c. Share of any Formal Shared Service Arrangement
 - d. Commissioned services
- 12) Central costs
 - a. Revenue contribution to capital
 - b. Capital financing
 - c. Pensions and exit costs

* Local investigation is included here under local policing rather than investigation

Annex 3 - Coding of POA categories

Local policing

V Neighbourhood policing
 V Incident (response) management
 V Specialist community liaison
 V Local command team and support overheads

Dealing with the public

F Local call centres / front desk
 F Central communications unit
 F Contact management units
 F Command team and support overheads

Criminal justice arrangements

F Custody
 F Police doctors / nurses and surgeons
 F Interpreters and translators
 F Other custody costs
 S Criminal justice
 S Police national computer
 S Criminal records bureau
 S Coroner assistance
 S Fixed penalty schemes (central ticket office)
 B Property officer / stores
 S Command team and support overheads

Road policing

V Traffic units
 V Traffic wardens / PCSOs - traffic
 F Vehicle recovery
 F Casualty reduction partnership
 F Command team and support overheads

V = Visible operational front line
F = Non-visible front line
S = Frontline support
B = Business support
X = Excluded (not coded)

Operational support

F Command team and support overheads
 F Air operations
 V Mounted police
 F Specialist terrain
 V Dogs section
 F Advanced public order
 F Airports and ports policing unit
 V Firearms unit
 S Civil contingencies
 V Event

Intelligence

S Command team and support overheads
 S Intelligence analysis / threat assessments
 F Intelligence gathering

Investigations

F Command team and support overheads
 F Major investigations unit
 F Economic crime (including regional asset recovery team)
 F Specialist investigation units
 F Serious and organised crime unit
 F Public protection
 F Local investigation/ prisoner processing

Investigative support

F Scenes of crime officers
 S External forensic costs
 S Fingerprint / internal forensic costs
 S Photographic image recovery
 S Other forensic services
 S Command team and support overheads

National policing

X Secondments (out of force)
 X Counter terrorism / special branch
 X ACPO projects / initiatives
 X Hosting national services
 X Other national policing requirements

Support functions

B Human resources
 B Finance
 B Legal services
 B Fleet services
 B Estates / central building costs
 B Information communication technology
 S Professional standards
 B Press and media
 B Performance review / corporate development
 B Procurement
 B Training
 B Administration support
 S Force command
 B Support to associations and trade unions
 B Social club support and force band
 B Insurance / risk management
 B Catering

Police and Crime Commissioner

X Cost of police crime commissioner
 X Office of police crime commissioner
 X Other costs

Central costs

X Revenue contribution to capital
 X Capital financing
 X Pensions and exit costs

Annex 4 - List of major PFI schemes as at July 2013

As at July 2013, PFI was active across 21 police forces in England & Wales (all stages, excluding EOI). There are a total of 27 operational Police PFI projects in England & Wales (24 English schemes funded by CLG and & 3 Welsh schemes funded by WAG), they are:

Avon & Somerset	Force wide modernisation
Cheshire	Force HQ Centralised Custody Suite, 3 new custody facilities
Cleveland	Rationalised Custody, new central custody suites, Divisional HQs and shop fronts
Cleveland & Durham	Firearms Facilities
Cumbria	Workington Divisional Police Station
Derbyshire	Ilkeston Police Station Divisional HQ & City Police Station
Dorset	Western Divisional HQ Joint Fire Scheme, new police & fire facilities in Poole & Dorchester
Gloucestershire	Police HQ
GMP	Property review
Kent	Medway, new divisional HQ, police shops & custody suites North Kent, strategically located operational centre

Norfolk	Police HQ
Norfolk & Suffolk	2 Counties: Police Investigation Centres
Northumbria	Mounted Facilities
Nottinghamshire	Riverside Accommodation Vehicle Services
Sussex	Centralised Custody Suites
Thames Valley	Abingdon Area DHQ
Wiltshire	Divisional HQ Air Support
West Yorkshire	Force wide modernisation
Dyfed Powys	Ammanford Police Station
Gwent	Ystrad Mynach, new police station and custody unit
North Wales	Divisional HQ

Annex 5 - % Police Officers and % other staff recorded as on collaboration

Importantly, this year, we have collected more POA data from forces about collaboration. This data is summarised in here, but will not be published in the final profile. The table below shows the proportions of officers and other staff working collaboratively by function. To provide some context to the data, we are asking forces to confirm with the force(s) they are collaborating with that the data on the functions highlighted in blue (where the proportion is greater than 25%) has been recorded in a consistent way and to specify:

- which force(s) they are collaborating with; and
- which collaborative 'model' they have used to provide their figures (lead-force, shared services (i), shared services (ii) or outsourcing model, as per page 13 of the POA guidance).

Where relevant, these forces should provide the above information to us under the notes section of the POA data template under each relevant function. We will provide this information in the final profile to help better

	% Police Officers on collaboration										% all other staff on collaboration										
	LOCAL POLICING	DEALING WITH THE PUBLIC	CRIMINAL JUSTICE ARRANGEMENTS	ROAD POLICING	OPERATIONAL SUPPORT	INTELLIGENCE	INVESTIGATIVE ACTIONS	INVESTIGATIVE SUPPORT	SUPPORT FUNCTIONS		LOCAL POLICING	DEALING WITH THE PUBLIC	CRIMINAL JUSTICE ARRANGEMENTS	ROAD POLICING	OPERATIONAL SUPPORT	INTELLIGENCE	INVESTIGATIVE ACTIONS	INVESTIGATIVE SUPPORT	SUPPORT FUNCTIONS		
Avon & Somerset	0%	0%	1%	0%	0%	3%	4%	0%	0%		0%	12%	0%	0%	0%	0%	0%	0%	0%	39%	
Bedfordshire	0%	0%	0%	100%	89%	0%	13%	100%	8%		0%	0%	15%	100%	48%	0%	0%	100%	33%		
Cambridgeshire	0%	0%	15%	100%	48%	19%	9%	100%	10%		0%	0%	25%	100%	38%	0%	35%	99%	8%		
Cheshire	0%	0%	0%	3%	65%	0%	3%	0%	0%		0%	0%	0%	64%	12%	0%	3%	0%	13%		
Cleveland	0%	0%	0%	100%	71%	0%	0%	0%	0%		0%	0%	0%	100%	0%	0%	0%	0%	0%		
Cumbria	0%	0%	0%	0%	4%	2%	1%	0%	0%		0%	0%	0%	0%	0%	3%	0%	0%	0%		
Derbyshire	0%	0%	0%	0%	0%	0%	1%	0%	2%		0%	0%	9%	64%	0%	43%	0%	62%	19%		
Devon & Cornwall	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	60%	0%	0%	0%	0%	1%		
Dorset	0%	0%	0%	0%	0%	0%	0%	0%	0%		5%	0%	4%	74%	0%	0%	0%	0%	0%		
Durham	0%	0%	0%	98%	39%	24%	1%	0%	19%		0%	0%	0%	36%	0%	7%	10%	37%	1%		
Dyfed-Powys	0%	0%	0%	0%	67%	0%	0%	0%	33%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
Essex	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
Gloucestershire	0%	0%	0%	100%	68%	0%	0%	0%	0%		0%	0%	0%	56%	20%	0%	0%	0%	0%		
Greater Manchester	0%	0%	0%	0%	3%	2%	1%	0%	0%		0%	0%	0%	0%	0%	1%	2%	0%	0%		
Gwent	1%	0%	0%	0%	40%	0%	3%	67%	12%		0%	0%	0%	0%	0%	0%	2%	0%	2%		
Hampshire	0%	0%	0%	100%	60%	0%	0%	0%	9%		0%	0%	0%	48%	91%	0%	0%	0%	31%		
Hertfordshire	0%	0%	0%	100%	100%	0%	0%	0%	11%		0%	0%	0%	56%	100%	0%	32%	100%	7%		
Humberside	0%	0%	0%	7%	7%	2%	1%	0%	28%		8%	0%	0%	71%	0%	3%	0%	69%	18%		
Kent	0%	0%	0%	0%	0%	4%	0%	25%	0%		0%	0%	0%	2%	0%	9%	3%	19%	3%		
Lancashire	0%	0%	0%	0%	1%	2%	1%	0%	3%		0%	0%	0%	0%	0%	0%	1%	0%	0%		
Leicestershire	0%	0%	0%	0%	0%	27%	7%	0%	14%		0%	0%	0%	0%	42%	26%	0%	17%			
Lincolnshire	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
Merseyside	0%	0%	0%	5%	3%	0%	3%	0%	0%		5%	0%	5%	54%	0%	0%	14%	0%	0%		
Norfolk	0%	0%	94%	93%	100%	96%	35%	0%	72%		9%	1%	34%	33%	100%	93%	54%	100%	83%		
North Wales	0%	0%	0%	0%	71%	3%	1%	0%	0%		0%	0%	0%	0%	20%	0%	0%	0%	0%		
North Yorkshire	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	72%	1%		
Northamptonshire	2%	0%	0%	100%	95%	0%	16%	0%	0%		18%	0%	0%	20%	71%	0%	14%	78%	0%		
Northumbria	0%	0%	0%	0%	0%	20%	1%	0%	0%		0%	0%	0%	0%	0%	7%	0%	0%	0%		
Nottinghamshire	2%	0%	0%	5%	5%	1%	1%	0%	0%		1%	1%	7%	76%	0%	0%	1%	0%	0%		
South Wales	0%	0%	0%	0%	42%	14%	4%	57%	8%		0%	0%	0%	0%	21%	23%	14%	93%	3%		
South Yorkshire	0%	0%	0%	0%	2%	4%	2%	0%	25%		0%	0%	0%	7%	0%	20%	3%	74%	40%		
Staffordshire	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
Suffolk	0%	0%	100%	84%	100%	98%	26%	0%	77%		7%	0%	33%	58%	100%	100%	57%	93%	84%		
Surrey	0%	0%	0%	0%	53%	0%	4%	100%	0%		0%	0%	0%	0%	3%	0%	13%	95%	7%		
Sussex	0%	0%	0%	0%	21%	0%	14%	0%	11%		2%	0%	11%	38%	6%	0%	26%	90%	2%		
Thames Valley	0%	0%	0%	98%	63%	16%	4%	0%	0%		0%	0%	0%	0%	40%	6%	0%	28%			
Warwickshire	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
West Mercia	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
West Midlands	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%		
West Yorkshire	4%	0%	1%	1%	0%	23%	4%	0%	0%		59%	0%	16%	66%	0%	13%	9%	75%	0%		
Wiltshire	0%	0%	0%	54%	89%	0%	5%	0%	0%		0%	0%	0%	0%	0%	0%	14%	0%	0%		

Outliers

This page provides the areas in which the force is an outlier in costs. The force's figures are compared to the spend of other forces. To be flagged as an outlier, the spend must be one of the highest 10% or lowest 10% of any force, and must be at least £1 per head of population. The difference (Diff) calculations are the net cost of the difference in spend to the average per head of all forces.

OVERALL COSTS

Non Staff Costs	£m	% staff cost	Avg	Diff £m
Transport related expenses	8.4	3.9	3.0	1.9
Supplies and services	20.5	9.5	12.5	-6.3

COSTS BY OBJECTIVE

	£m	£/head	Avg	Diff £m
NRE by objective group				
Support functions	44.0	29.9	36.1	-9.1

Local policing

Command team and support overheads	5.5	3.7	2.2	2.3
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Operational support

Advanced public order	4.0	2.8	1.2	2.3
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Intelligence

Intelligence gathering	7.3	5.0	3.5	2.3
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Support functions

ICT	9.3	6.3	8.3	-2.9
Support functions	44.0	29.9	36.1	-9.1