



Policing and Crime Annual Report 2023-2024



Helping you to be safe and feel safe in North Yorkshire and York

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Foreword



Welcome to my final annual report for Policing and Crime. The circumstances upon which I assumed office were challenging and trust and confidence in the role of Commissioner was low given the departure of the previous postholder. His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) also laid bare serious concerns in respect of North Yorkshire Police. However, I stood up to the challenge and I am immensely proud of the achievements that have been under my leadership during my time as your Police, Fire and Crime Commissioner. I am grateful to my office who have worked tirelessly on behalf of the public to drive forward my police and crime plan and ensure extensive scrutiny in support of North Yorkshire Police on their journey of improvement.

The progress that North Yorkshire Police has made over the past twelve months is phenomenal, and to have HMICFRS lift their causes of concern within a year was great news. Following on from that inspection I am extremely pleased about the progress that continued to be made in such a short space of time, and I want to thank the former Chief Constable Lisa Winward, the Senior leadership team and every Officer, member of staff and volunteer, who helped make this happen.

To have another full HMICFRS Inspection, the outcome of which reflected the further improvements that had been made, was fantastic. It was a positive report from the Inspectorate, which lays solid foundations for North Yorkshire Police to become an "outstanding" Force, which is what I expect them to achieve at their next inspection.

During this reporting year I also recruited a new Chief Constable for North Yorkshire Police. I welcome Tim Forber and have every confidence he has the right qualities and skill set to drive forward North Yorkshire Police to be an outstanding service and to keep people safe and feeling safe.

I want to thank the residents of York and North Yorkshire for their support and for always engaging with my team and me honestly during my tenure. I believe I have laid more than solid foundations for the newly elected Mayor to build upon.

Zoë Metcalfe, North Yorkshire Police, Fire and Crime Commissioner

Our Values

Our values and culture - Making a positive difference for the Public, every day.

With: Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.

Our Principles

The four C.A.R.E. Principles set out what I believe is an exemplary Police Service for our county based on what you have told me:

Caring about the vulnerable

'Vulnerability' comes in many different forms and has many different impacts. Whether due to age, disability, adverse childhood experiences, exploitation, abuse, mental health, or isolation, as a victim or perpetrator, it is vital we care about the people with whom we interact, whatever the reason for that interaction.

Ambitious collaboration

Collaboration is more than just about partnership work. It is about actively seeking to join up services, close gaps and improve outcomes, working together to overcome our core problems. It is about creating a person-centred approach to interaction with, and a unified response from, public services.

Realising our potential

How we realise the potential of our people and organisation to deliver the best possible services to our communities, is integral to achieving our ambition. We need to have the right people, with the right training, information, skills, and equipment, in the right place, at the right time. For this to work we need to have the right culture.

Enhancing our service for the Public

In all of this we must put the Public that we serve first. Public services are services for the public and we must do everything that we can to enhance their experience when they interact with us. We must be accessible and engaged, present where we are needed most, and able to provide the care asked of us.

Our Priorities

We have considered what is achievable for North Yorkshire Police in working towards achieving the ambition set through the C.A.R.E. principles over the next two to three years and sets outcomes that progress will be assessed against. These are also the focus of this Annual Report.

- 1. Actively engage with all communities to identify need and risk and to reassure**
- 2. Work jointly as a trusted partner to prevent harm and damage, intervene early and solve problems**
- 3. Deliver the "Right People, Right Support" every time**
- 4. Maximise efficiency to make the most effective use of all available resources**
- 5. Enhance positive culture, openness, integrity, and public trust**

Police and Crime Plan 2022-25 – Annual Progress Update Against Priorities

Priority 1

Actively engage with all communities to identify need and risk and to reassure

Outcome 1a

Public trust, confidence, and satisfaction in North Yorkshire Police, and in reporting crime and incidents, has increased.

In January 2023 we launched the Public Trust and Confidence survey so public feedback could inform how we shape our police service. Unfortunately not enough people completed the survey to be representative of our communities or to allow meaningful analysis. This is not unique to North Yorkshire, the Government Trust survey [Trust in government, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk) for 2023 gathered just over 1,000 responses. As a result, we have worked hard to improve future responses by redesigning and relaunching the survey to make it simpler. **Your Service, Your Say** surveys for both the Police and Fire Service are ready for the newly elected Mayor to launch. This is crucial so we can understand how residents feel about the two emergency services.

In 2022, we commissioned Victim Support research [Reports - Victim Support](#) to conduct a Victim Needs Assessment in North Yorkshire. This was to understand the needs of and services available to support victims to cope and recover from the impact of crime. In July 2023 the report, **North Yorkshire Victims Voice** was published: [North-Yorkshire-Victims-Voice-report-July-2023.pdf \(northyorkshire-pfcc.gov.uk\)](#) The report found that despite 88% of victims reporting a crime, only 27% accessed support services. The report suggested that services are not actively working together. As a result, we will strengthen the profile and visibility of the Supporting Victims team to become a victim's hub for providers and wider agencies. We can then ensure that all services and agencies understand that they can make direct referrals. This will strengthen the understanding of Supporting Victims as an independent 'one-stop shop' to ensure people receive the most appropriate support to meet their needs.



The Complaints and Recognition Team continue to work hard to satisfactorily resolve complaints and ensure the public have confidence in their Police Service. Complaints relating to North Yorkshire Police (NYP) are independently overseen by the Complaints and Recognition team within the Office of Police, Fire, Crime and Commissioning (OPFCC). The team cover justified but minor issues that may require an apology or explanation that require work with NYP to resolve quickly in a more/or less formal way. This approach is flexible and is often the quickest and most effective way to resolve a complaint. For the more serious complaints, satisfying certain legal criteria, we refer these to North Yorkshire Police's Professional Standards Department (PSD).



The National landscape in police complaints has changed since the team was first set up in 2020. In 2023 we received a total of approximately 1400 new complaints, an 11% increase on the previous year. Of the 899 cases actioned approximately 70% were resolved using a flexible informal approach, without the

need to be escalated to NYP's Professional Standards Department (PSD). This compared to 79% the previous year. This is partly because of the nature of allegations being made that meet the Independent Office of Police Conduct (IOPC) thresholds for formal recording.

The Team has been working closely with the Independent Office of Police Conduct (IOPC) and NYP to improve and change the way we log and record complaints to improve the data being captured. These benefits should be realised during the 2024/25 reporting period. The team has 1 Manager, 1 Senior Customer Service Advisor, 2 Customer Service Advisors and a Customer Service Assistant. To meet the increased demand, which we are seeing locally, a Business Case has been approved to facilitate the increase of 2 Customer Service Advisors to join our team in 2024.

During 2023, 239 expressions of appreciation were recorded (an increase of 17% on the previous year).

Complaints and Recognition Data

Activity*	2022/2023	2023/2024
New Complaints	1287	899
Service Recovery	1021	638
New Appreciation	205	239

*Data from Centurion

Outcome 1b

North Yorkshire Police have a holistic understanding of need in all our communities.

North Yorkshire has many rural communities and villages. The North Yorkshire Polices' Rural Task Force work closely with the public to understand the issues affecting rural areas and what support is needed. For example, theft of vehicles is of significant concern, impacting both financially and personally on farmers. This year, through funding we received from the **Government's Safer Streets Scheme**, we were able to provide 8,000 vehicle marking kits for farms given the high crime rates of vehicles theft on farms. More details of this scheme can be found on page 16 of this report.

North Yorkshire Police has continued to host **Community Meetings** to gain a better understanding of community need. In June 2023, Police Constable Ben Ambler, held a meeting for those affected by antisocial behaviour in Foxwood, York. This provided the local community with an opportunity to directly voice their concerns. Following this there were increased patrols and the OPFCC **Safer Streets** funding has identified the area to receive security upgrades in 2024.

In October 2023, York Local Neighbourhood Policing officers, alongside community leaders, attended an evening of interfaith **Prayers for Peace** event. Jewish, Muslim, Christian, Baha'i, Buddhist, Hindu, and Sikh faith prayers were all offered for the Israel-Hamas conflict. The group included the Lord Mayor of York, Chris Cullwick, Canon Missioner for York Minster, Maggie McLean, Rabbi Elisheva Salamo from the York Liberal Jewish Community and Chair of the York Interfaith Group, Avtar Matharu.



Priority 2

Work jointly as a trusted partner to prevent harm and damage, intervene early and solve problems

Outcome 2a

North Yorkshire Police is a trusted and trusting partner, helping to drive a whole-system approach to improving outcomes.

North Yorkshire Police partnered with the York Bid and the City of York Council in August 2023 to conduct joint patrols to combat antisocial behaviour issues such as street drinking, littering and nuisance behaviour in York.



Operation Vault is an ongoing proactive operation to ensure that groups of people are not just 'moved on' but a solution is found to the problem. Officers and staff patrol the streets at various times and on different days. The operation has already seen significant success which includes interactions with 70 residents to offer support and safeguarding in the first three months. Arrests have also been made for public order offences, offences of violence, and

breaches of Criminal Behaviour Orders.

Since January 2023 the Commissioner has convened key local partners to develop the local **Serious Violence Response Strategy (launched February 2024)**, a multi-agency approach to preventing and

reducing serious violence across North Yorkshire and York. Partners include North Yorkshire Police, North Yorkshire Fire and Rescue Service, North Yorkshire Council, City of York Council, Probation Service Yorkshire and the Humber, and the NHS Humber and North Yorkshire Integrated Care Board. This strategy was informed by consultations with partners, services, and the Public through the OPFCC Serious Violence Survey and the Violence against Women and Girls survey.

What can you find in our new Serious Violence Strategy?



The Strategy takes a public health approach and focuses on early intervention and prevention. The Commissioner, together with statutory partners, committed to a commissioning approach to support the Strategy, through investment in evidence-based initiatives at a local level, which aim to reduce serious violence and achieve positive outcomes for individuals and communities. Projects and interventions funded include prevention and early intervention support for young people, initiatives to engage with and protect the Public in the night-time economy and expanding knife drop bins across the count. This follows a successful pilot in Harrogate where over 500 knives and bladed articles have been deposited since the start of 2023.

Outcome 2b

Primary prevention and early intervention is embedded into the culture of North Yorkshire Police as the way of working across everything they do.

North Yorkshire Police has continued its ongoing work to tackle knife crime amongst our communities, and **Operation Sceptre** highlights this. Forces across the Country carried out

enhanced enforcement, engagement, and education, deploying a range of tactics to suit local knife crime profiles. In 2023, North Yorkshire Police took part in a national operation. **Operation Divan**, focused on education and interventions by Neighbourhood Policing teams with young people at risk of involvement in knife crime. This included proactive searches of licensed premises where weapons have previously been found and knife amnesty bins.

In August 2023, North Yorkshire Police partnered with [One Punch UK](#) to educate young people on the consequences of violence, even just one punch, and showing the importance of walking away from confrontation. The 'Punched out cold' campaign targeted schools, bars, gyms and sports clubs throughout the year, with a focus on summer and festive holidays.

Spotlight – County Lines

In January 2024, North Yorkshire Police collaborated with Merseyside Police on **Project Medusa** a national operation to disrupt County Lines drug dealing and safeguard vulnerable people. In two days, the Operation saw over 30 arrests in a County Lines crackdown. Project Medusa, funded by the Home Office, is a Merseyside Police initiative to tackle county lines drug dealing and the criminal exploitation of young people and vulnerable adults. North Yorkshire Police secured additional funding and used its specialist teams to drive this initiative in York and Selby.



Over 100 police officers and staff from both North Yorkshire Police and Merseyside Police worked on the two-day Operation from a variety of departments which included intelligence teams, proactive disruption, police dogs and drones as well as local policing and specialist roads policing officers. Officers from the British Transport Police also supported the Operation with high visibility and plain clothed patrols at transport hubs.

Warrants were executed at various addresses and increased plain clothed and uniformed patrols were used to intercept drug deals on the streets. A specialist strike team used intelligence-led Automatic Number Plate Recognition (ANPR) technology to intercept vehicles on the road network which are linked to drugs. The York Rescue Boat also supported the Operation by providing additional river safety patrols on the River Ouse. In total 32 people were arrested and a large quantity of Class A and B drugs were seized as well as several vehicles and dangerous weapons. Three of the 32 arrested were wanted on warrant. [Two-day operation sees over 30 arrests in county lines crackdown | North Yorkshire Police](#)

Outcome 2c

North Yorkshire Police Officers, Police Community Support Officers (PCSOs), Public Safety Officers (PSOs) and staff have confidence in their capability to solve problems effectively

Since the introduction of **Problem-Solving Policing** to North Yorkshire in 2022, training of officers has continued. The model places high value on responses of a preventative nature that are not solely dependent on the Criminal Justice System and that engage other partner agencies (private and public sector) and the Community. Partnership working is at the heart of problem solving. This year it has given Officers confidence to successfully manage a variety of issues in North Yorkshire and York, including:

- Issues that presented an elevated risk of harm to a Community and an Individual (Domestic Violence, Drug dealing)
- Issues of substantial Community concern (anti-social behaviour) in a local area.
- A complex or persistent issue that could not be resolved quickly and required coordinated activity from more than one agency. (Drug dealing, mental health concerns, repeat callers)
- A cluster of similar incidents/recurring incidents and one-off incidents (cycle theft, burglary, shop thefts)
- A regular event which has a significant impact on police/partner resources (seasonal anti-social behaviour issues during summer)

Contingency planning is a priority for North Yorkshire Police. In January 2024 **Operation Obtundity**, saw North Yorkshire Police, Fire and Ambulance Services take part in an exercise to test and strengthen multi-agency responses to hostile attacks. The exercise was aimed to evaluate how York Minster could function under attack as a tier one site with historical importance. Over 300 volunteers, including students and community groups, participated in the exercise.

Priority 3 Deliver the “Right People, Right Support” every time

Outcome 3a

North Yorkshire Police have the appropriate resources in the appropriate places to serve the needs of the public.

The Commissioner invested £1.8million into the North Yorkshire Police Force **Control Room (FCR)**, to improve response times, protect vulnerable people and to improve public satisfaction and confidence in the services. This funding has enabled recruitment of Communication Officers, new training plans, and improved technology. This has led to significant improvements.

Between December 2022 and 2023:

- 999 answer times fell from 17 to 9 seconds
- 101 answer times fell from 2 min 29 seconds to 1 min 34 seconds
- Responses improved by around 10%

North Yorkshire Police and the Office of the Police, Fire and Crime Commissioner use **Community Messaging** to send out alerts to the Public about local incidents and events. This is a powerful communication tool. North Yorkshire Police use it to report incidents, crime reports, support services, and drop ins. It has been used to successfully stop antisocial behaviour, improve road safety and tackle real-time crime. For example, in Richmond PCSOs advertised a property marking service to various communities.



Not only is it powerful for communication to harder to reach rural communities, but Neighbourhood Policing Teams also use it to get the thoughts and feedback from residents on how policing is delivered where they live.

Outcome 3b

Vulnerable people and victims receive the most appropriate care according to their need.

North Yorkshire Police was an early adopter of **Right Care Right Person (RCRP)** which launched in January 2023. RCRP has since become a national model, with the RCRP National Partnership agreement being signed in July 2023. The roll out was heavily supported by the OPFCC commissioned NYP Force Control Room Mental Health Triage Team who work in partnership with NYP to provide appropriate and timely mental health care for people presenting to NYP in mental health crisis. The Team supported NYP by promoting the principles of RCRP to mental health services, liaising with other mental health teams to ensure that they maintain their duty of care and respond to patient need when they are the most appropriate service to do so. The Team also co-chairs the RCRP multi-agency forum which has developed into a key problem-solving group attended by a network of services committed to working collaboratively.

When managed well, the RCRP principles can provide a positive and safe response to the demand, challenge and expectations of statutory services – and the NYP FCR mental health triage team, although small, have an important role in helping this multi-agency system work well.



This year, the Commissioner has invested more than £2 million into a new **Victims Centre** in York. Located within this will be North Yorkshire's Sexual Assault Referral Centre (SARC), Child Sexual Assault Assessment Services, and a Video Recorded Interview Suite for vulnerable victims and witnesses. Refurbishment began in February 2024 and the Centre is set to open in Winter 2024/25.

This centre will co-ordinate the pathway for victims of rape and sexual assault, simplifying their access to healthcare, social care and criminal justice processes. This will improve individual health and wellbeing, improve criminal justice outcomes and support many victims in recovery, healing and rebuilding their lives.

Priority 4

Maximise efficiency to make the most effective use of all available resources

Outcome 4a

North Yorkshire is outstandingly effective and efficient.

The Commissioner led joint **Violence Against Women and Girls (VAWG) Strategy, 2022-2025**, has made strong progress towards meeting goals of protecting women and girls from harm by understanding the problems faced by women and girls from all communities, tackling the root causes and enhancing support services.

Outcomes achieved since it was launched in June 2022 include:

- Over 1000 North Yorkshire Police Officers have been trained as Domestic Abuse First Responders to better identify domestic abuse and improve first contact with victims, supported by a network of 84 North Yorkshire Police Domestic Abuse Matters Champions
- North Yorkshire Police have trained nearly 40 Response Police Officers to be 'Sexual Offence Liaison Officers' to provide an enhanced service to victims of rape and other serious sexual offences
- The OPFCC became a White Ribbon Supporter Organisation and North Yorkshire Police achieved White Ribbon UK Accreditation in July 2023, demonstrating our collective ongoing commitment to raising awareness of harmful attitudes, systems and behaviours around toxic masculinity that perpetuate gender inequality
- We have expanded coverage of the York Women's Centre services to reach more women and girls. Three new drop-in centres in Northallerton, Scarborough and York and are now delivering outreach services to women in rural and other isolated communities via a specially converted van known as 'Liberty Links' - additional funding has recently been secured to purchase another van to reach more women and offer detached youth work to girls at risk of exploitation
- Over £1.8m of additional funding has been invested in Victim's Services in 2022/23 and 2023/24 and there has been an 154% increase in those who have accessed the services reporting positive outcomes as a result of the support they received
- More victims of VAWG offences have benefited from special measures at Criminal Court as a result of North Yorkshire Police's Special Measures Advisor pilot from February 2023 and a dedicated Domestic Abuse Practitioner (also known as an IDVA) has provided specialist support to over 25 victims and survivors of domestic abuse going through Family Court processes

In June 2023, the OPFCC published a progress update: [Joint Violence Against Women and Girls Strategy – Progress Update – June 2023 - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](#)



Outcome 4b

North Yorkshire Police provides increasingly integrated services, improving the efficiency of the systems of which it is part.

In September 2023 North Yorkshire Police was announced as a regional winner in the first National Police Chiefs' Council and College of Policing's recognition event for Police Officers, staff and volunteers who are working to tackle violence against women and girls. North Yorkshire Police won the recognition under the technology category for its ground-breaking **Project Shield**.



The Domestic Abuse Non-Molestation Order (NMO) pilot saw North Yorkshire Police and partners work together to develop a new approach to ensure vital information about the existence and conditions of victims' non-molestation orders are accessible to Safeguarding professionals and Police Officers. North

Yorkshire Police Domestic Abuse Officers can identify potential risk to victims earlier, allowing more time for critical safeguarding measures to be put in place to prevent harm. It also has proven to have impacted on the frontline with Officers being able to take quicker enforcement action when breaches of orders had taken place.

The OPFCC and North Yorkshire Police have signed up to the new North Yorkshire and City of York **Domestic Abuse Strategy for 2024-2028** [Domestic Abuse | North Yorkshire Partnerships \(nypartnerships.org.uk\)](https://nypartnerships.org.uk). North Yorkshire Council and the City of York Council led on the development of this new strategy, building on the successful partnership approaches established over the last five years, and reaffirming our commitment to working together to tackle Domestic Abuse at every opportunity. This means providing the right support at the right time, with an emphasis on awareness raising and early intervention to meet the needs of any victim, survivor, perpetrator, and their children. Reducing demand on operational Policing Services and other related statutory services such as Health, Housing, and Social Care. This strategy will focus on prevention through promoting understanding of healthy relationships, awareness of domestic abuse and promotion of specialist support services.

Priority 5

Enhance positive culture, openness, integrity, and public trust

Outcome 5a

The public trust and have confidence in the integrity of North Yorkshire Police as an organisation and in its officers and staff.

Public trust and confidence in the Police is dependent upon Police Officers and staff demonstrating the highest level of personal and professional behaviour. The yearly **Integrity Health Check** is a mandatory requirement, for every Police Officer, staff, and volunteer to complete. The annual integrity and vetting review is designed to ensure that every member of the Police Service understands and is regularly reminded of these obligations and of the support available. North Yorkshire Police has recently received the 6 weeks notice of the HMIFRS thematic Integrity inspection and fieldwork that is due to commence 1st July 2024 for a week.

In 2023 North Yorkshire Police launched its **Health and Wellbeing Strategy 2023-2025**. The aim of this is to integrate health and wellbeing throughout the Organisation, thus creating a positive and healthy working environment. It will strive to enable and equip everyone within the Service to take control of their own health and wellbeing, with the right support at the right time, to remain resilient and healthy. It will form part of the Leadership Programme to ensure all managers and leaders are equipped with appropriate skills and are aware of the wellbeing of their teams. Several wellbeing initiatives are available to the workforce including a variety of weekly workshops, educational articles, wellbeing events, wellbeing advocates and the wellbeing passport.



Additionally, **Integrity Screening checks** began across North Yorkshire Police in July 2022 and continue. These aim to improve public trust in policing. Checks are conducted every month through the Police National Database to check for any relevant contact with other Police Forces that has not been reported to the North Yorkshire Police Professional Standards Department instead of waiting several years until vetting is renewed. The scheme applies to all Police Officers, Police staff, and Special Constables who are subjected to vetting.

Outcome 5b

Inclusivity, diversity, and equality are at the heart of North Yorkshire Police's organisational culture and service delivery.

In January 2024, a new **Code of Ethics** was launched. The Code is hosted on the College of Policing website and has been developed by serving Police Officers, Police staff, academics, and representatives from partner organisations.

It is based on evidence and first-hand experience to make sure everyone working in policing, including staff and volunteers, feel fully supported within their roles.

This code has been promoted to ensure it is embedded. The nine principles from the 2014 Code of Ethics have been mapped into three principles.



- Courage
- Respect and Empathy
- Public Service

The Code of Ethics is used to guide officers and staff through the decision-making process by encouraging the use of personal responsibility and professional judgment. It is central to the National Decision Model, [National decision model | College of Policing](#) and by using the Code of Ethics Officers and staff can ensure they are acting in a fair and ethical way in everything they do, whether that is arresting a suspect or delivering training.

In 2023 **The First Line Leadership Programme (FLLP)** was developed in line with the College of Policing and the National Fire Chiefs' Council's curriculums and standards. Launched in January 2023, the Programme is being rolled out to all current first line leaders, modules include Inclusive Leadership, covering Diversity, Equality, and Inclusion (DEI). A Mid-Level Leadership Programme is planned for roll out in 2024. In addition, from 2024 people will be able to book places on specific modules and as well as the formal programme there will also be opportunities to attend workshops for practical skills which will be aimed at leaders of all levels.

Spotlight – Hate Crime “Help not hate”

In October 2023, **Hate Crime Awareness Week** took place and North Yorkshire Police collaborated with key partners and communities to focus on raising awareness of hate crime in all its forms, but particularly disability hate crime.

Disability hate crimes are acts which target a victim because of the offender's hostility to a disabled person or disabled people in general. All hate crimes including disability hate crime, are treated extremely seriously by the Police, and when such cases are prosecuted, the courts can impose a stronger sentence.

Supported by the Safeguarding Adults Boards, Safeguarding Children Partnerships and Community Safeguarding Partnerships, the organisations involved in Hate Crime Awareness Week aim to build trust and confidence to report hate crime, promote a diverse and inclusive workforce and community and raise awareness of support services available to victims of hate crime.

There was a series of webinars and face-to-face events aimed at professionals – covering topics as varied as the understanding of autism and sensory disorders to inspiring an inclusive approach to everyday life. In addition, a series of engagement events across North Yorkshire and York took place, including visits to schools and community groups and stands at supermarkets and marketplaces.

As part of this week and identified as a key priority of their 2023 plan, the **Youth Commission** offered one-hour workshops on Discrimination. They deliver Big Conversation workshops to schools, colleges, youth groups and other young people's organisations throughout the year. The Big Conversation is interactive, educational and gives young people the

opportunity to share their views and opinions on key Police and Crime topics. Between March 2023 and January 2024, the Youth Commission engaged with over 1,700 young people across the county. Details on the Youth Commission and how to join are here: [About the Youth Commission - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/about-the-youth-commission)



Outcome 5c

North Yorkshire Police is an employer of choice with a clear people focus that develops leadership, integrity, and inclusivity.

In May 2023, North Yorkshire Police launched an **Ethnic Minority Workforce** survey, aimed at all Police Officers, PCSOs, Specials, Police Staff and Volunteers from a minority ethnic background, including anyone from a white non-British background. The purpose of the survey was to replicate a national survey that had previously been targeted towards Black Officers and Staff, but to expand the participant group to capture the views of all minority ethnic groups at North Yorkshire Police. 156 people were invited to complete the survey of which 57 completed (36.5%) and questions related to recruitment, retention, progression, and harassment.

Improvements and actions taken to date include:

- Increase in representation, with representation of ethnic minorities in recent recruitment increased to 6.2%, increasing representation within North Yorkshire Police from 2.3% to 2.7% in the last year.
- The Positive Action Team is now involved in recruitment campaigns and support is offered on all job adverts especially for any reasonable adjustments.
- First line and Leading the Way training to improve supervision, Wellbeing Passport revamp which has been launched and further time and financial investment to Staff Support Networks to support wellbeing, promotion policy and one-to-ones to support development.
- Investment in an external training program for Diversity, Equality and Inclusion (DEI). Supervisors have now had the training which included topics of Microaggressions, bullying and discrimination.
- A clearer exit Interview process is being re-designed with exit survey/interview and guidance. There is also a Leavers Survey designed to reach out to those who have left already to supplement this data where North Yorkshire Police can still learn from those who have already left the organisation.

Safer Streets Funding in 2023

In August 2023, the OPFCC successfully bid for investment to tackle violence against women and girls, burglary, and crime in urban and rural areas. We received funding of £465,00 from the Home Officer for the 2023/24 financial year and £353,00 for the 2024/25 financial year.

The Home Office Safer Streets Fund has been invested into two schemes supporting the Commissioner's priorities of preventing neighbourhood and rural crime and addressing violence against women and girls, which includes violence in public places and providing more support for victims.

Approximately £239,000 of the funding has been invested to help prevent neighbourhood and rural crime, an extension of the previous **Protect Your Home Scheme** which has already improved security at hundreds of homes and farms in North Yorkshire and York. For this year:

- Over 11,000 eligible homes have received home security improvement packs
- We have purchased over 1000 Video Doorbells and DNA property marking kits which will be distributed and installed later this year and funded through the 2024/2025 grant.
- We have purchased 8000 Vehicle marking DNA kits and signage for our rural farmers to mark valuable property such as trailers, quad bikes, and GPS systems on the region's farms. These are being distributed by North Yorkshire Police's Rural Task Force. The DNA kits will play a key role in the fight against crime in rural areas. The marking solution will last at least five years outdoors, and, when analysed, reveals a unique code that irrefutably links property with its rightful owner. Warning Signs about the presence of DNA is being posted prominently in farmyards and on agricultural buildings.



The Protect Your Home scheme closes on the 31st of March 2025. So far over 1500 homes have applied for the upgrades and over 580 farms have received over 2900 DNA vehicle marking kits.

Over £220,000 of the funding to tackle **Violence Against Women and Girls** has been used for:

- The production of '[Just A Kiss](#)' a short film to raise awareness of stalking amongst 16-24 year olds and where to access support in York and North Yorkshire. The film tells the story of a York University fresher who finds herself being stalked by a man she met on a night out. The film currently has over 5,500 views on the OPFCC YouTube channel and is now being used as a training resource for policing students
- An Independent, Victim-Focussed Review of current NYP practices and responses to reports of stalking, with recommendations where necessary to improve processes. Victims of stalking, who had been supported through the North Yorkshire Police Specialist Stalking Team. were interviewed. These interviews were used to inform the findings and recommendations of the review
- A Women's Whole System Approach Coordinator – to bring services for women together and make them more accessible, particularly in rural and isolated areas of the County. The Safer Streets 5 funding also purchased a campervan which acts as a 'drop in' for women and girls to access support, advice and signposting to specialist agencies
- A Communications Campaign via social media to raise awareness of Project Vigilant amongst those aged between 17 and 40, to increase feelings of Safety in the night-time economy
- All About Respect which is an educational package to raise awareness of gender-based violence amongst young people, which includes a focus on problematic behaviours

Comms and Engagement Dashboard, 2023/24

An overview of work delivered by the Communications and Engagement team

Media coverage 25 Press releases issued

OPFCC Campaigns launched

Delivered

1. Be Safe Feel Safe
2. Just a Kiss

Ongoing

1. Just a Kiss

Number of logged media requests 82

This represents an increase of 30 from the same period last year

OPFCC led media events 4

1. NYFRS HMICFRS Inspection
2. NYP HMICFRS Inspection Protect
3. Your Home Sicklinghall
4. VAWG conference

YouTube videos uploaded 37 12 livestreams managed

Online Public Meetings

11 Meetings Highlight reels starting in May 2023 add an average of 42.1% to total viewer numbers

11 Livestreams for livestreams

9 Highlight reels

Total website visits March '23- March '24

Page views: 52,136

Most popular individual pages and page views:

1. 7,293 - Homepage
2. 3,633 - Vacancies
3. 2,055 - Speeding
4. 1,444 - Meet the team
5. 1,365 - Register for your free home security upgrade
6. 1,338 - Transparency
7. 1,275 - Apply for the community fund
8. 1,243 - Protect your home
9. 1,221 - Your Commissioner, Your Voice
10. 1,175 - Police and Crime Plan

Website Visitors

Engagement 2023/24

Engagement events

- 12 Multi-agency meetings
- 24 Awareness weeks supported
- 6 Police Fire and Crime Panels
- 51 Community events
- 16 Supermarket drop-ins
- 9 Advice Surgeries
- 5 Community fund project visits
- 2 Youth Commissioner engagement
- 31x Fire station visits inc on-call
- 4 Police station/departments visits
- 2 Religious group engagement visits

8 Public surveys - 5,275 online/telephone responses

Violence Against Women and Girls

Approx. 5,689 views across various platforms which continues to rise.

VAWG 12 months review conference: 72 Attendees

10 Presentations 500 Strategy booklets

- 280 Post conference video views
- ~3,000 Twitter views referencing VAWG conference
- Women and Girls homepage on OPFCC website has received 850 Page views

VAWG 16 days of action videos

Approx 12,742 views on YouTube which continues to rise. Since January this year that's an increase of 10,242 views.

Combined Authority Transition

- 8 Internal Combined Authority Updates
- Posters & leaflets produced
- Transitional comms plan & strategy produced

Community Fund

Launched in May 2013, The Community Fund is specifically for local organisations, groups or individuals who need money to help fund a new community safety project or scheme.

The fund is only available for new projects led by people based or operating solely or mainly within North Yorkshire and York.

The Community Fund now incorporates the Police Property Fund.

Funds from £500 up to £20,000 can be awarded for specific projects that support communities within our County to “Be Safe and Feel Safe”, including:

- Diversionary activities for children and young people
- Promoting safety and reducing the fear of crime and anti-social behaviour
- Support for victims
- Improving community cohesion
- Preventing crime and anti-social behaviour
- Supporting the purchase of specific pieces of equipment in key community locations

Project examples can be found on

<https://www.northyorkshire-pfcc.gov.uk/for-you/fund/>

The Community Fund now incorporates the **Police Property Fund**. Each year, North Yorkshire Police seizes property as part of criminal investigations or confiscated property by order of court. Where property remains unclaimed the Police (Disposal of Property) Regulations 1975 enable auctioning to raise funds for community and voluntary initiatives – particularly projects which have a positive impact on reducing crime and disorder at a local level.

North Yorkshire Police’s Chief Constable and the OPFCC have identified an additional **£25,000.00** for the Community Fund annual budget to support smaller, community-based projects using the proceeds.

Financial Information

- **2023/24** - £357,014.66 was awarded to 38 projects.

Community Fund Project Examples – 2023-2024

- **York Masters and New Earswick Boxing and fitness Club – awarded £15,454.00**
Funding will support groundworks and electric elements of building a new gym and supporting the club to move. The club presently delivers sessions for people aged 11-80+ years, through a mix of targeted and open sessions, including service to York’s homeless by working with them in providing a safe place to go, client led sessions supported by homeless, mental health and drug and alcohol service and providers, early intervention and prevention providing young people with a safe place, sense of discipline and healthy activities working with stakeholders such as Youth Offending and Probation services This project also facilitate victim predator groups with all agencies to identify victims of bullying, harassment, and cuckooing.
- **Wild Ones, Friends of Rowntree Park – awarded £10,528.00**
Funding will support outdoor group for girls aged 10+, to provide a safe space for girls to learn new skills, make friends and spend time outdoors in response to feedback from older girls that they do not feel safe in the park. Project will deliver 63 sessions over three years of funding.
The girls shape each session, directing their own activities with the help of the two facilitators. Activities will include nature exploration, tool work, crafts and fire work. Project will link locally to ensure a targeted approach and alignment to the Violence Against Women and Girls (VAWG) approach.
- **The We Care Scheme, North Yorkshire Police – awarded £664.00 (Police Property Fund)**
We Care is a North Yorkshire Police scheme designed to support anyone who may be vulnerable and needs some help or advice at any time. The scheme is free for any North Yorkshire resident of any age.
If a scheme member, carer, guardian needs to call 999 or 101, the Force Control Room are immediately aware of any additional needs the person may have and can then provide a level of service in line with their personal requirements. This information can also be accessed when providing other types of safeguarding for the person, such as when collaborating with partner agencies.

Commissioned Services

The Commissioning and Partnerships team started the year with a budget of £6.1m. Actual spend in 2023/24 was £7.2m. The budget increased to account for income received in year and spend from reserves.

The Commissioning & Partnerships budget Includes recurring ring-fenced national grant funding, locally allocated budgets, joint commissioning budgets and annual income generation.

The vast majority of the Commissioning & Partnerships budget is spent on services provided by third parties. A small proportion is spent on in-house service delivery (Supporting Victims Team).

Wherever possible the work of the Commissioning & Partnerships team is collaborative with local partners, pooling of funding, and co-commissioning services to maximise outcomes and impact for individuals.

In 2023/24 services received over 50,500 referrals, worked directly with over 19,500 individuals.

We have 26 key commissioned services.

- 12 for Victims - To support and recover after crime
- 8 for Offenders - Prevention and early intervention
- 2 for Vulnerable People – To protect and support
- 4 Community Safety and Engagement – To enable partners and communities to address issues

The full details of services can be found here:

[Commissioned services - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](#)

Supporting Victims is a telephone-based service providing support for anyone affected by crime in North Yorkshire and York, whether reported to the Police or not.

Supporting Victims in North Yorkshire is open Monday – Friday, 9am to 5pm and can be called on: **01609 643100**.

This includes victims, bereaved relatives, those under 18 with consent, parents, or guardians of victims under 18 and members of staff where a business has been a victim of crime.

Supporting Victims is also the Independent Hate Crime Reporting Centre for victims (whether reported to the police or not):

- Website: supportingvictims.org
- Email for victims: help@supportingvictims.org
- Secure email for agencies: supportingvictims@northyorkshire.police.uk
- To report a hate crime:



Commissioned Services Examples – 2023-2024

- **Independent Sexual Violence Adviser (ISVA) Service, IDAS - £104,000**

We commission and provide access to a range of advocates (IDVAs, ISVAs, IVAs) for all crime types. Advocates help victims stay informed, engaged, and protected as they navigate the Criminal Justice System (CJS) providing:

Improved engagement with CJS: helping victims understand their rights, options, and ensuring they are kept informed throughout *and*

Emotional and practical support: providing a safe space for victims to discuss their experiences and offer practical assistance with tasks, such as completing forms or applying for compensation

- **Crossroads: Adult Diversion scheme, Humankind - £285,000**

Provided by Humankind, the Crossroads Adult Diversion scheme goal is to prevent or intervene early to divert people from the criminal justice process by addressing the underlying causes of their offending behaviour. The overall aims of the Adult Crossroads Diversion scheme are to:

- Reduce the number of first-time entrants into the Criminal Justice System
- Reduce re-offending and antisocial behaviour
- Assess the needs of those on the scheme across the criminogenic pathways and evidence positive progress to address those needs

The Crossroads Adult Diversion scheme works with adults aged 18+ to offer trauma-informed support to address underlying causes of offending. Each individual will receive a tailored support package, the intensiveness of which will be responsive to their assessed needs. A dedicated keyworker will be allocated who will provide direct interventions, advocate, and signpost into specialist agencies where necessary.

- **Women's Centre, York, Changing Lives - £73,000**

Provided by Changing Lives. Any woman can access services, particularly those who may, be involved with, or at risk of entering the criminal justice system. The service offers gender-specific, trauma informed support via one-to-one key work or group work. Women can also drop-in to the centre simply to have a warm drink and to make use of the facilities which include a kitchen, shower, and laundry.

<https://www.supportingvictims.org/advice/i-or-someone-i-know-is-experiencing-personal-abuse/>

The service also supports women who might be involved with sex work or survival sex, and this support can be offered on an outreach basis.

Community Safety Funding – Non-Commissioned Services

The Community Safety Services Fund is available to any local community group or organisation in North Yorkshire or City of York.

The proposed project must benefit North Yorkshire communities directly and be supported by the appropriate Community Safety Partnership (Safer York Partnership or North Yorkshire Community Safety Partnership).

The maximum amount available for each application to this fund is **£20,000**.

Projects/initiatives must support a pro-active, sustainable, outcomes focused approach to diversion and early intervention, addressing (re)-offending, (re)-victimisation, and Community Safety priorities, using one of the following service delivery models:

- Community Based Volunteer Services
- Targeted Prevention and Early Intervention Services (Diversionary / Positive Activities)
- Targeted Early Intervention Emotional Health projects

Examples of projects can be found here:

<https://www.northyorkshire-pfcc.gov.uk/for-you/partnership/non-commissioned-community-safety-services/>

Financial Information

- For 2023-24: **£63,883.90** was awarded to 5 projects (total £ includes funding spend on mediation as part of wider service).

Community Safety Services Fund Project Example

York BID Taxi Marshal Programme - Awarded £13,126.00, York

Funding will support the Taxi Marshal Programme to grow. The BID funds two marshals to manage the taxi rank queues on Duncombe Place from 23.00-03.00 on a Friday and Saturday night from April-December.

The programme is aimed at supporting taxi drivers and users, residents, and local businesses. The primary aims of the programme are to:

- Ensure the taxi rank queues are managed and orderly
- Reduce crime and ASB at nighttime
- Support people using the taxi rank and passers-by to feel and be safe

This funding will enable the programme to grow, with extra provision during holidays and race days, and fund marshals at the St Saviourgate taxi rank.

Serious Violence Prevention and Early Intervention Fund was a one-off funding pot, open to any community group, organisation or individual linked to an organisation in North Yorkshire or City of York

Run in 2023, this one-off fund offered the opportunity to, with support from their Community Safety Partnership, apply for up to **£40,000** of grant funding, to support ongoing or new initiatives that address serious violence.

Projects/initiatives needed to support a pro-active, sustainable, outcomes focused approach to prevention, early intervention, and diversion from serious violence, such as:

- Universal Awareness Raising/Prevention/ Education-based activity for young people or adults
- Training (professionals and/or community) activity
- Targeted Diversionary activity (sport and non-sport)
- Therapeutic activity
- Targeted Early Intervention Accommodation
- Targeted Early Intervention Education, Employment and Training
- Targeted Early Intervention Emotional Health
- Targeted Positive Relationship(s) activity
- Targeted Parenting Programme
- Targeted Community / Location activity
- Targeted Desistance activity to stop (re)offending
- Weapon amnesty

Serious Violence Prevention and Early Intervention Fund Project Example

Inspire Futures Harrogate District - Funded £39,580.00, Harrogate, Inspire Youth Yorkshire

Project will cover 4 elements of delivery; Community provision, Secondary school pop up/ drop in, intervention and Primary School intervention through delivery at North Yorkshire Police Crucial Crew. Community based mobile project will aim to engage with 250 young people across 48-weeks of delivery, including school holidays as appropriate, 2 nights/week. Secondary school-based provision from the mobile youth base, initially to be introduced through school assemblies, will offer weekly drop in over break and lunch at each school, to enable those that may not get access to community provision to

access informal education on the topic of the week.

DRAFT

Governance and Assurance

In March 2023 we launched a new assurance framework, which can be found here: [Assurance Framework - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://northyorkshire-pfcc.gov.uk)

This framework will ensure that we make a positive difference to the public, every day it is important to continually monitor and assess delivery of outcomes against the Commissioner's priorities which are set out in the Police and Crime Plan, and the Fire and Rescue Plan.

Whilst the OPFCC regularly seeks assurance from the services, we will also scrutinise them to ensure that we can effectively and formally evidence that positive progress and outcomes are being achieved.

We will monitor the police and fire service in a range of ways which are detailed below.

Online Public Meetings	Bi-monthly, Five per year for each service (Break in August and December). At this meeting, the Chief Constable is held to account in their delivery of the Police, and Crime Plan and the Chief Fire Officer is held to account in their delivery of the Fire and Rescue Plan. Police complaints are monitored, and lessons learnt. Fire and Rescue complaints are monitored, and lessons learnt.
Executive Board (Monthly)	Monthly formal governance meeting between the Commissioner, Chief Constable/Chief Fire Officer to ensure proper governance of the services and the OPFCC. This takes place through open, constructive debate of their respective statutory duties and the efficiency and effectiveness of their delivery against the Police and Crime Plan and Fire and Rescue Plan.
Chief Catchups	Closed briefings which enable dialogue and discussion monthly. This is an opportunity for the Commissioner to discuss elements of the Police and Crime Plan delivery, and the Fire and Rescue Plan delivery based on themes and receive updates on current issues and operational matters.
Independent audit committee	The Audit Committee provides independent scrutiny on the adequacy of the corporate governance and risk management arrangements in place. It advises the North Yorkshire Police, Fire and Crime Commissioner Fire and Rescue Authority, according to good governance principles and proper practices.
Joint independent audit committee	The Joint Independent Audit Committee (JIAC) provides independent scrutiny on the adequacy of the corporate governance and risk management arrangements in place. It jointly advises the Commissioner and Chief Constable, according to good governance principles and proper practices.
Scrutiny Panels	Scrutiny Panels allow members of the public to hold North Yorkshire Police to account via review of incidents, policing powers, and tactics. Panel observations, feedback and recommendations facilitate continuous learning, improvement of police services and identification of best practice. We continually review and assess our scrutiny activity to ensure we bring focus to targeted areas within the force, with the potential, where appropriate, to add additional panels or scrutiny activity if so required.
Community Review Group	The community review groups will assess and provide feedback on areas which the scrutiny panels review. This includes, identifying good practice and areas for learning, making referrals and recommendations.
Independent Ethics advisory board	Under development with an Independent Chair. The Panel will provide independent and effective challenge and assurance around integrity, standards, and ethics of decision-making in policing and fire.

Independent custody visitors	Independent Custody Visitors are members of the local community who visit police stations unannounced to check on the welfare of people in police custody.
Violence against women and girls' strategic governance board.	6-monthly Joint Violence Against Women and Girls Strategic Governance Board meetings, chaired by the Commissioner to monitor overall progress against our joint violence against women and girls' strategic objectives and provide greater transparency and accountability to increase public confidence in how we are improving the overall safety of women and girls.
Frequent interactions	Informal interactions between the services and OPFCC staff. This enables and encourages spontaneous face-to-face discussions between Chief Officers, Senior OPFCC staff, who may receive: <ul style="list-style-type: none"> • Updates on significant issues • Notification of significant/critical incidents OPFCC staff will also conduct site visits across North Yorkshire and York.
Complemented by	Bespoke briefings from Chief Constable/Chief Fire Officer on significant or sensitive issues. <ul style="list-style-type: none"> • Senior OPFCC staff attending key meetings within the services (e.g., HMICFRS* Governance Board, Gold Groups, Risk and Assurance Boards, Performance boards, etc.) • OPFCC staff conducting further checks and audits. • Routine liaison between Senior OPFCC staff Senior Staff/Officers. • Feedback from Independent Custody Visitors and Appropriate Adults. • Regular meetings with public bodies and Inspectorates (e.g., HMICFRS). • Independent review of complaints.

To underpin improvements in the services, so that they can be the best they can at protecting us and keeping us safe and feeling safe, we will utilise the frameworks set out by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to support our scrutiny. For example, we will use questions that HMICFRS use to establish how the services are performing and improving outcomes.

We will evaluate what the Public tell us in our trust and confidence surveys and through information we receive into our office. At our Delivery and Assurance Board we will regularly assess our performance against our own OPFCC Organisational Activity Plan, which can be found here: [Public Delivery Plan 2024/25 - York & North Yorkshire Office for Policing, Fire, Crime and Commissioning \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk) Additionally, the Commissioner conducts several consultations with the Public and partners throughout the year. We will review reports from external inspections such as HMICFRS and monitor the services delivery against any action plans developed because of these inspections.

Live streamed, Online Public Meetings (OPMs) are one of the ways the Commissioner holds the Police Chief Constable to account for the service to the public. The Service is required to demonstrate the quality of the service in different areas and its progress against the Police and Crime Plan.

This year's police OPM (Online Public Meetings) assurance presentations included HMICFRS Child Inspection – post inspection review, road safety, cyber-crime, caring about the vulnerable, and customer contact.

Performance

The OPFCC and North Yorkshire Police are committed to providing a high-quality service to the Public. To ensure that we hold them to account on this performance is reviewed in several ways.

- **Office of the Police, Fire and Crime Commissioner:** We publish North Yorkshire Police's 's performance report dashboard on the OPFCC website located here: [Performance dashboard - Police - York & North Yorkshire Office for Policing, Fire, Crime and Commissioning \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/performance-dashboard-police-york-north-yorkshire-office-for-policing-fire-crime-and-commissioning)
- **National Policing Website:** The National Policing Website provides information about Police performance across England and Wales. This information includes crime statistics, data on how quickly the Police respond to calls, and information about the Force's use of resources: [North Yorkshire Police | Policing.uk \(www.policing.uk\)](https://www.policing.uk/northyorkshire)
- **Online Public Meetings:** The Commissioner holds regular online public meetings where members of the public can ask questions about the Force's performance. These meetings are held every other month and are streamed live on the OPFCC's website: <https://www.northyorkshire-pfcc.gov.uk/opm/>
- **His Majesty's Inspectorate for Constabularies and Fire and Rescue Services Inspections (HMICFRS):** We welcome regular inspections from the Inspectorate, because the reports are an independent and rigorous assessment which the Commissioner will use to inform the level of scrutiny required to ensure North Yorkshire Police is aspiring towards becoming an outstanding service. The results of these inspections and our response can be found here: [HMICFRS Inspections - York & North Yorkshire Office for Policing, Fire, Crime and Commissioning \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/hmicfrs-inspections-york-north-yorkshire-office-for-policing-fire-crime-and-commissioning)

Independent Scrutiny Panels

The Commissioner has established 3 Independent Scrutiny Panels along with Community Review Groups (CRGs) which meet quarterly to assess specific areas of police business to make sure the Public are receiving a high-quality service. These panels and groups are made up of representatives from North Yorkshire Police, partner organisations and members of the public. Find out more about these panels here: [Scrutiny panels – York & North Yorkshire Office for Policing, Fire, Crime and Commissioning \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/scrutiny-panels)

In a supporting capacity, the Community Review Groups review and can refer cases to the Scrutiny Panel for further scrutiny if needed where best/good practice or areas for improvement/development are identified. More information can be found here: [Community Review Group - York & North Yorkshire Office for Policing, Fire, Crime and Commissioning \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/community-review-group)

Over the last year the scrutiny panel process has been under review to improve the effectiveness and efficiency of the panels to ensure key learning and best practise for the force is highlighted and that this learning is actioned by the force to improve response in future. Key learning points from the panels held this year include:

- **Domestic Abuse Scrutiny Panel** - ensuring Officers always record a clear rationale for decision making especially around safeguarding. In addition, best practice/learning/development are now communicated to the force within an update bulletin specifically produced as a result of observations by this panel of this feedback/learning gap
- **Stop & Search and Use of Force Scrutiny Panel and Community Review Groups** - it is clear to see a positive improvement of the recording of key details and rationale for Stop & Search incidents ensuring cases can be reviewed providing satisfaction that the correct procedures were followed and decision making rational is clear. In addition to this, a change to scrutiny process in terms of Use of Force has ensured opportunity exists for a more qualitative and meaningful discussion around such incidents
- **Out of Court Disposal Scrutiny Panel** - overall, referrals by Police into support services was appropriate and well followed-up. Several officers were contacted individually to acknowledge an outstanding job. As laws and policies around disposals continue to change, the Panel recommends Officers include as much detail as possible at the point of choosing Out of Court Disposals

Community Review Groups have been reinvigorated to focus on county wide cases, with meetings hosted on a quarterly basis. Any matters arising from these groups are escalated into the relevant scrutiny panel. This has worked well with positive engagement evidenced by the members of the community of North Yorkshire who have been proactive in their support of and attendance at these groups.

As we move forward into 2024/2025, the finalisation of review of scrutiny activity will ensure we continue to have a fit for purpose framework in place for our scrutiny panel activity. This will enable us to continue to hold the Force to account and with an evidence based transparent approach, we will be able to contribute to building public trust and confidence.

Funding and Spending

Funding Breakdown 2023/2024	Actual £'000s	%
Core Grant (including legacy grants)	-91,374	43.0%
Precept (including collection surplus)	-92,744	43.7%
Grants (ringfenced)	-16,921	8.0%
Non-Grant income	-11,420	5.4%
Total funding	212,459	100.0%
Expenditure Breakdown 2022/23	Actual £'000s	%
Salary Costs	157,015	74.1%
Other non-Salary employee costs	4,162	2.0%
Police Injury Pension Costs	4,197	2.0%
Premises costs	6,196	2.9%
Supplies and services	24,052	11.3%
Transport costs (including fuel)	3,511	1.7%
North Yorkshire Police Total	199,134	93.9%
Office of the Police Fire and Crime Commissioner	1,431	0.7%
Commissioned Services	7,202	3.4%
Financial Costs	626	0.3%
Total expenditure	208,393	98.3%
Budgeted transfers to earmarked reserves	3,639	1.7%
Total expenditure and budgeted reserves transfers	212,032	100.0%
Surplus on the Provision of Services	-426	0.2%

Financial Position

In 2023/24 the overall underspend after these agreed reserves transfers was £426k. This has been transferred to General Reserves to maintain the General Reserve balance just above 3% of the Net Budget Requirement, which is the minimum level the Organisation has established it will operate with as part of its Reserves Strategy.

The overall Force position net of 'Force' Income was an underspend of £50k which was in line with the breakeven position reported during the year. This is a considerably better position than the financial performance over the last 3 years, and while there are still areas for development and improvement, the outturn does not create any additional challenges as we move into 2024/25.

The 2023/24 Revenue Outturn position from the Force is also the first time for 3 years that there has not been a material change in the financial performance of the Force versus the position that was reported at the end of the 3rd quarter.

Contacts

North Yorkshire
Police, Fire & Crime
Commissioner



North Yorkshire Police

Tel: 101 for all non-emergency enquiries
Website: www.northyorkshire.police.uk



Crimestoppers

Report Crime Anonymously
Tel: 0800 555 111
Website: www.crimestoppers-uk.org



Information for everyone

If you require this report in another language, Braille, large print or as an audio tape please contact the Office of the Police, Fire and Crime Commissioner.

Supporting Victims

Support for victims of crime in North Yorkshire
Tel: 01609 643 100
Email: www.supportingvictims.org



You can contact the Police, Fire and Crime Commissioner in the following ways:

Office of the North Yorkshire Police, Fire & Crime Commissioner,
Police Station, Beckwith Head Road, Harrogate, North Yorkshire HG3 1FR



01423 569 562



info@northyorkshire-pfcc.gov.uk



northyorkshire-pfcc.gov.uk



[northyorkspfcc](https://www.instagram.com/northyorkspfcc)



[youtube.com/c/nypfcc](https://www.youtube.com/c/nypfcc)



As the Police, Fire and Crime Commissioner for North Yorkshire I am committed to being active, visible and available to the public.

I welcome the opportunity to hear your views.

Zoë Metcalfe