

# **POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE**

## **POLICE AND CRIME PANEL**

Report Of	<b>POLICE AND CRIME COMMISSIONER</b>
Subject	<b>QUARTER 4 FORCE PERFORMANCE EXCEPTION REPORT 1<sup>ST</sup> JANUARY 2021 – 31<sup>ST</sup> MARCH 2021</b>
Date	<b>THURSDAY 29 JULY 2021 – 2:00 p.m.</b>
Author	<b>LIZZIE STARR, PERFORMANCE MANAGER, OFFICE OF POLICE AND CRIME COMMISSIONER</b>

### **Purpose of Report**

1. To provide the Police and Crime Panel with an update of the performance exceptions of Leicestershire Police for the period 1<sup>st</sup> January 2021 to the 31<sup>st</sup> March 2021.

### **Recommendation**

2. The Panel is recommended to discuss and comment:-
  - a. the format and structure of the new performance report;
  - b. the recommendations for further analysis based on exceptions; and
  - c. note the contents of the report

### **Background**

3. Previously the performance report to the Panel was drafted by Leicestershire Police. The recent reports have been completed by the Performance Manager, in this agreed new format.
4. In light of the recent Police and Crime Commissioner elections, it is expected that this report will be amended in line with any new requirements. The OPCC performance team are currently working on a new performance framework for the reporting of police performance to the Commissioner and Police and Crime Panel. The framework is a work in progress and will be developed further by the Performance Manager, in consultation with Leicestershire Police.
5. The measures of performance in this report should be considered in the context of the significant changes to the policing landscape over the last five years.
6. This report will be adapted to include the new national crime and policing measures set out by the Home Secretary. These measures are to be collected nationally by the Home Office, however the OPCC are keen to measure these figures regularly at a local level.

## **Highlights:**

7. The measures reported in the full report have been analysed on the performance based on the Statistical Process chart principals set out below:
  - a. Single point exceptions (special cause variation), depicted by a red/green colour circle. This indicates that the measure has breached the upper/lower control limit. A significant operation (i.e Op Lionheart) would affect the chart in this way, for example. Further analysis to understand the cause of this is recommended.
  - b. Stable, depicted by an amber circle. This indicates that the measure is stable between the 3 standard deviation control limits.
  - c. Stable above/below the mean (step shift), depicted by an amber up/down arrow. This suggests that there has been an uplift/lower trend of reporting low and in general recording remains stable. This impact of a change in recording practices would affect the chart in this way, for example. Recommendation is to reset the control limits when the reason for the uplift/lower levels are understood.
  - d. Significant increasing/decreasing trend (out of control), depicted by a red/green up or down arrow. This suggests there has been a prolonged period of significantly higher report and this needs to be investigated. The month on month recorded values will generally be larger than the last. Further analysis is recommended to understand the drivers of the increase. A trend such as this was witnessed during the launch of online crime reporting.
8. The measures showing indicators for further analysis are highlighted to the Force by the OPCC performance team and further information provided by the Force is included in the highlight section of this report to be discussed further at the meeting.
9. The quarterly comparisons will still be reported on in the report to supplement the longer-term trend analysis as set out above.

## **Quarter 4 Performance Exceptions:**

10. The statistical process chart for Stalking and harassment offences (figure 1.) shows a breach of the upper control limits in Q4 of 2020/21. Further analysis indicates that all crime experienced an increase during this quarter, and stalking and harassment offences account for 42% of all violent crime.

11. The crime bureau and dedicated decision maker teams which respond to a large proportion of stalking and harassment offences have expanded largely over recent months and this likely contributes to the increase also. As the large majority of stalking and harassment offences are domestic related (35%) it is likely the 8-week lockdown would have affected the figures seen during Q4.

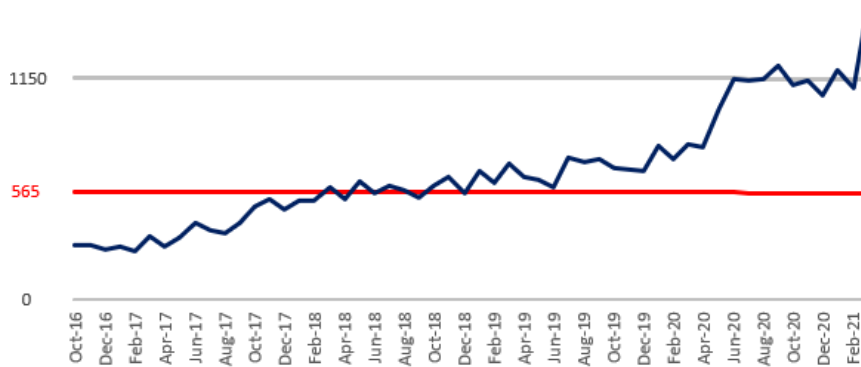


Figure 1. Stalking and Harassment Offences Chart

12. The statistical process chart for Rape offences (figure 2) has breached the upper control limits during Q4 of 2020/21. This follows a period of much fluctuation and an instance in August 2020 where the upper control limit was almost breached. As the figures used in the control limits are generally low it is expected to appear as sporadic increases and decreases on charts and when converted to percentage comparisons. Whilst not as significantly as locally in Leicestershire, the national trend for rape offences in Quarter 4 is an increase.

13. The Force have indicated that possible reasons for this breach include the large increases in domestic incidents witnessed during lockdowns. As the large majority of people are spending much more time in dwellings, the crimes occurring in which have seen dramatic increases which then stabilise when lockdowns lift. As a large percentage of rape offences occur in a domestic setting, the volume of rape offences witnessed during Q4 are likely a result of the lockdown between January 6<sup>th</sup> 2021-March 8<sup>th</sup> 2021.

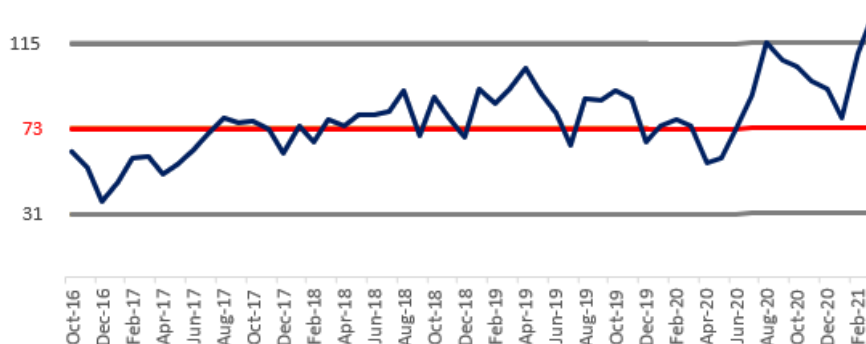


Figure 2. Rape Offences Chart

14. The statistical process chart for CSE (Child Sexual Exploitation) offences (Figure 3) shows a breach of the upper control limits in Q4 of 2020/21 which is a continuation from Q3. The breach occurs in March 2021 where 68 offences were recorded, breaching the upper control limit of 54. This is the highest recording of offences since October 2020 where 60 offences were recorded.
15. An increase in CSE offences has tended to coincide national lockdowns; the reason for this is that many CSE offences occur online and with many more young people at home and online this tends to result in an increase in this offence type. Furthermore, CSE reporting campaigns have been a key objective of Leicestershire Police and it is possible that circulation of these reporting campaigns gained momentum during this time period.

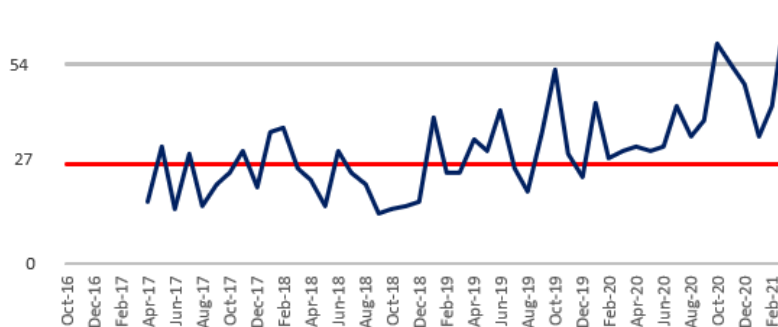


Figure 3. CSE Offences Chart

16. The statistical process charts for all satisfaction charts have been above the mean and often breached the upper control limits. Both 'victim satisfaction' and 'ASB satisfaction' are 6 percentage points higher than the same period of the previous year which is a significant improvement, and the highest rate seen to date. Hate crime satisfaction during Q4 was a significant 9 percentage points higher than the same period of the previous year. Both 'violent crime satisfaction' and 'burglary satisfaction' are at the highest points seen to date, with violent crime satisfaction at 2 percentage points higher than the Q4 of 19/20, and burglary satisfaction at 4.5 percentage points higher during Q4 of 2020/21.
17. There are a number of possible explanations for this rise in satisfaction which likely coincides with the introduction of the TOM policing model in March 2020 - these include: officers having more ownership of incidents attended and therefore the victim having a single point of contact which allows for easier communication; shorter time to the conclusion of a crime investigation; a quicker response to arrive at an incident when initially called in due to COVID.

## **Recruitment Data**

18. Leicestershire Police has recently been recognised nationally for its success in officer recruitment with Operation Uplift. The force increased its officers by 13% between 31<sup>st</sup> March 2020 and 31<sup>st</sup> March 2021, which is the second highest growth seen nationally across the forces.

The total amount of police officers recruited during Q4 of 2020/21 was 104. The diversity of frontline officers at the end of Q4 are as follows: 33.6% are female (total 760 officers) and 8.7% (190 officers) of all officers identify as BAME. This in an increase of 44 female officers, and 12 BAME officers from the previous quarter. The attrition rate for BAME officers is 0.5% higher than it is for white officers. Recruitment figures for female officers are expected to reach 37.5% by March 2023, and 11.2% for BAME officers, of which the force is on track to achieve.

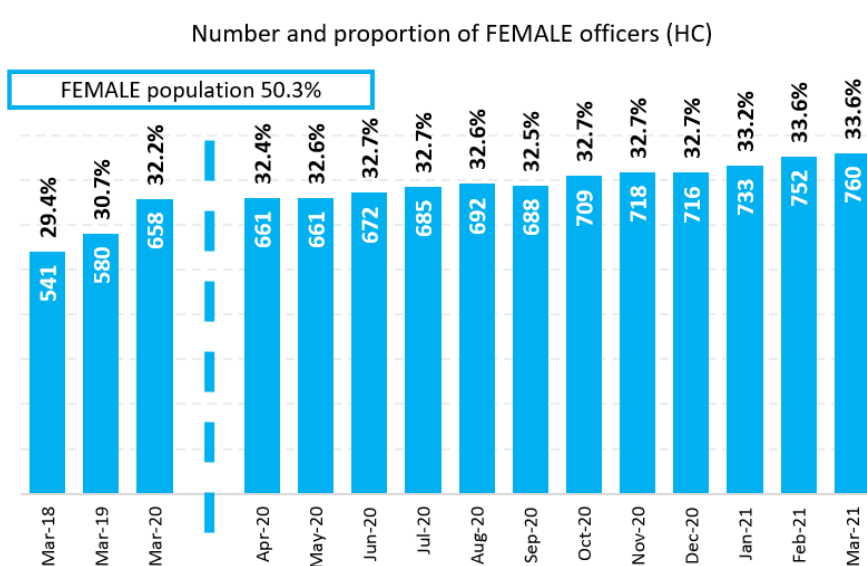
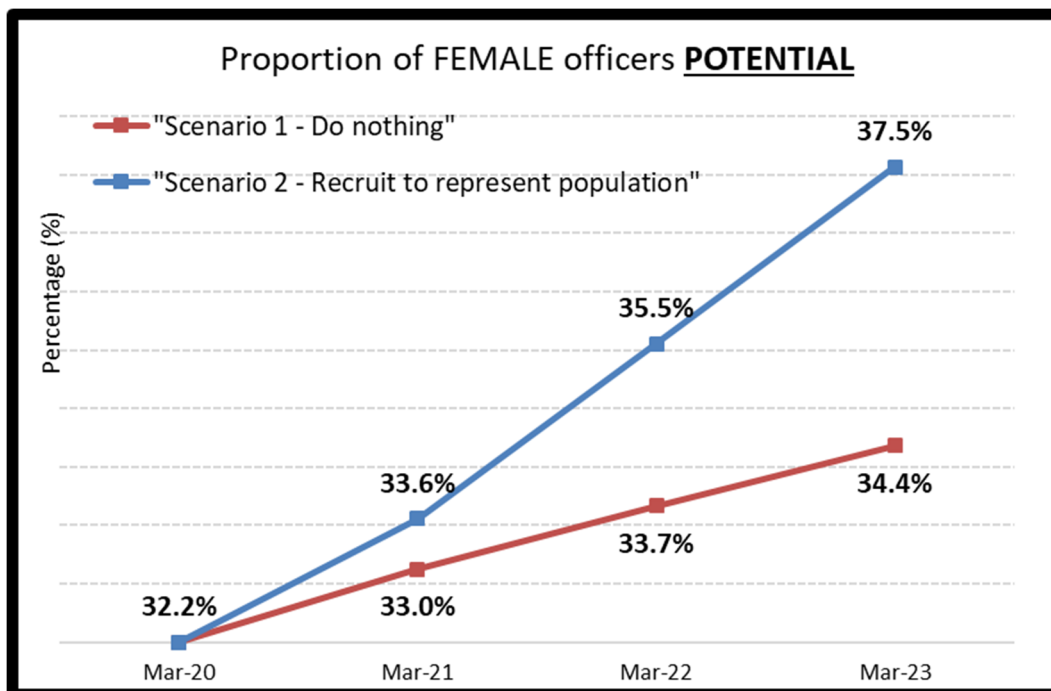


Figure 4. Proportion of female officers up to March 2021



Number and proportion of officers who identify as Black, Asian, Mixed or Other (HC)

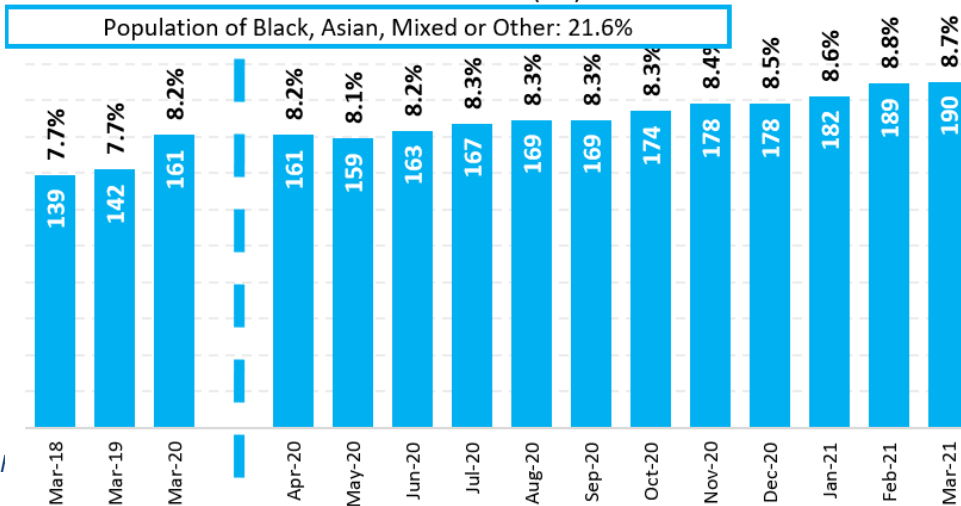


Figure 6. Proportion of officers who identify as BAME up to March 2021

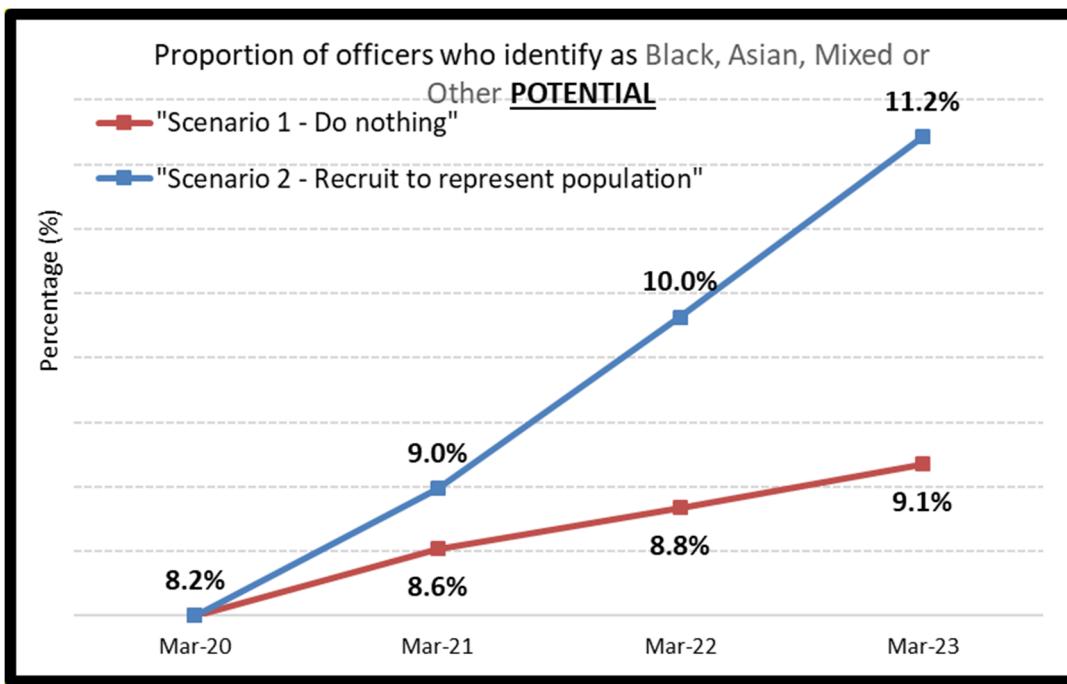


Figure 7. Projection for recruitment of officers who identify as BAME

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