



Heddlu  
Gwent  
Police

## Quarter 1 Performance 2020/21

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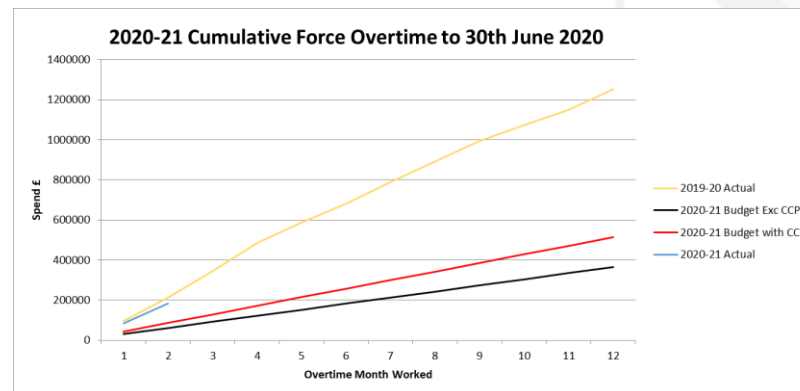
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# Overtime

Resource Area	Total Budget	Budget to Date	Actual to Date	Var to Date	Total Budget	Budget to Date	Actual to Date	Var to Date	Total Budget	Budget to Date	Actual to Date	Var to Date	Total Budget	Budget to Date	Actual to Date	Var to Date
Total Local Area Policing East	97,001	16,168	36,303	(20,735)	8,444	1,408	3,486	(2,078)	375,416	165,634	145,729	19,905	702	118	485	(367)
Total Local Area Policing West	115,600	19,270	42,570	(23,300)	10,348	1,724	8,008	(6,284)	410,383	182,392	164,286	18,106	-	-	2,555	(2,555)
Total Local Area Policing - Operational Support	8,488	1,414	17,494	(16,080)	1,525	256	15,627	(15,371)	11,123	4,942	20,726	(15,784)	-	-	2,066	(2,066)
Total Local Area Policing	221,174	36,866	96,967	(60,101)	20,496	3,418	27,267	(23,849)	796,922	352,968	330,741	22,227	702	118	5,106	(4,988)
Total Protective Services Management Team	642	108	-	108	514	86	259	(173)	-	-	-	-	-	-	-	-
Total Operational Support	1,324	220	692	(472)	1,548	258	(1,083)	1,341	27,458	12,204	21,068	(8,864)	26,656	2,221	4,059	(1,838)
Total Crime Operations	31,248	5,210	4,699	511	3,433	572	606	(34)	-	-	762	(762)	7,354	1,226	1,066	160
Total Crime Support	28,286	4,716	1,939	2,777	852	142	519	(377)	-	-	1,836	(1,836)	4,758	794	171	623
Total Protective Services	61,500	10,254	7,329	2,925	6,347	1,058	301	757	27,458	12,204	23,665	(11,461)	38,768	4,241	5,296	(1,055)
Total Criminal Justice	11,295	1,882	6,155	(4,273)	37,205	6,202	14,299	(8,097)	27,318	12,142	19,521	(7,379)	13,772	2,294	16,860	(14,566)
Total Force Operational Overtime	299,386	49,906	113,599	(63,693)	65,313	10,890	42,136	(31,246)	851,698	377,314	374,272	3,042	58,128	7,467	33,777	(26,310)
Collaboration, Major Incident and Externally Funded Total	757,152	90,293	65,707	24,585	21,843	21,843	42,721	(20,878)	836	836	22,999	(22,163)	4,846	4,846	7,844	(2,998)
Total Overtime Budget	1,056,538	140,199	179,306	(39,107)	87,156	32,733	84,857	(52,124)	852,534	378,150	397,272	(19,122)	62,974	12,313	41,620	(29,308)



## Performance snapshot



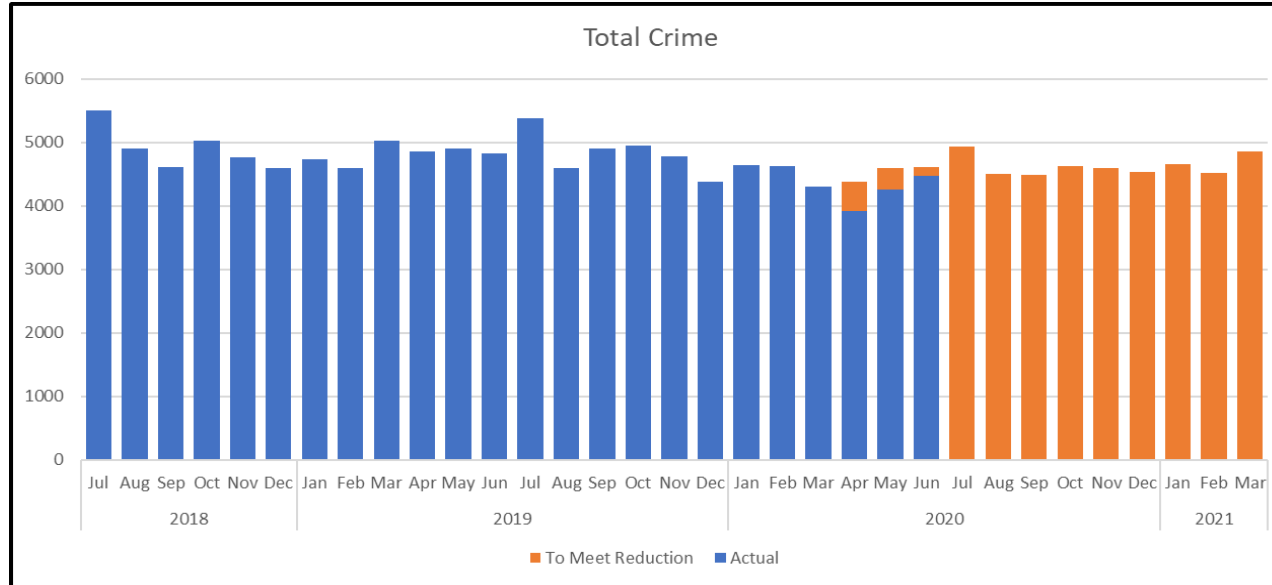
Deteriorating

Force operational overtime, excluding contingency, is showing a £64k overspend for officer ordinary and a £31k overspend for officer rest days. Bank Holidays are showing a £3k underspend and staff overtime is showing a £26k overspend. Areas of high overspend include East LPA (£23k), West LPA (£30k), Op Support (£31k) and CJD (£12k overspend and £14k overspend on staff)



# All Crime

In line with the central government requirement to reduce crime by 20% over the life of Parliament, Gwent Police have a crime reduction plan which will not only look to accomplish this but also identify more vulnerable victim crime across all crime categories.



## Performance snapshot



Improving



**-13.3% FYTD**  
**-5.4% Rolling 12 m**

Gwent recorded a year on year quarter 1 reduction of 13.3% (1,942 crimes). For the 12 month period to June 2020, Gwent had a crime reduction of 5.4% compared to the previous 12 months (3,136 fewer crimes), which is above both the Welsh (3.9%) and National (4%) average

In its Most similar Group (MSG), Gwent had the 5<sup>th</sup> (out of 8) largest crime reduction (in %). Nationally, Gwent have had the 14<sup>th</sup> highest reduction in crime, with nine forces seeing an increase in crime.

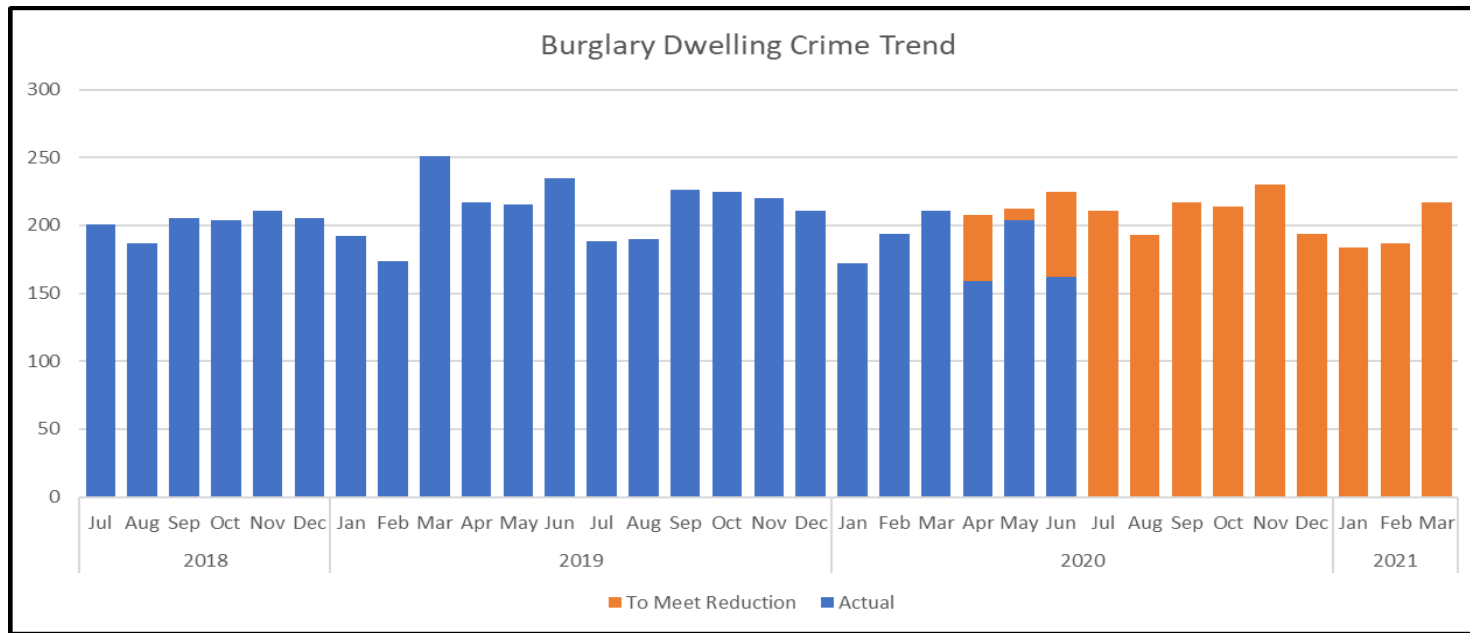
Based on the current crime reduction rates seen this year, crime is expected to fall by approximately 7,500 crimes by the end of this financial year.

Although reduction rates have diminished from April to June, early indications are for a larger positive reduction in July. The monitoring of local spikes needs to continue in order to allow early action and intervention.

\*12 months comparison to May'20 on iQuanta data



# Residential Burglary



## Performance snapshot



Improving



**-21.3% FYTD**  
**-5.4% Rolling 12 m**

Gwent recorded a year on year Quarter 1 reduction of 21.3% (n=142).

Residential Burglary reduced by 5.4% over a rolling 12 month period to June 2020. This is significantly lower than the 15.3% Welsh Force average reduction and 15.4% National one\*.

Nationally Gwent ranked 40<sup>th</sup> of 43 forces in this category with the 3 worst performing forces recorded increases in offences.

Based on the current reduction rate Gwent can expect to record 530 fewer Residential Burglary offences this year.

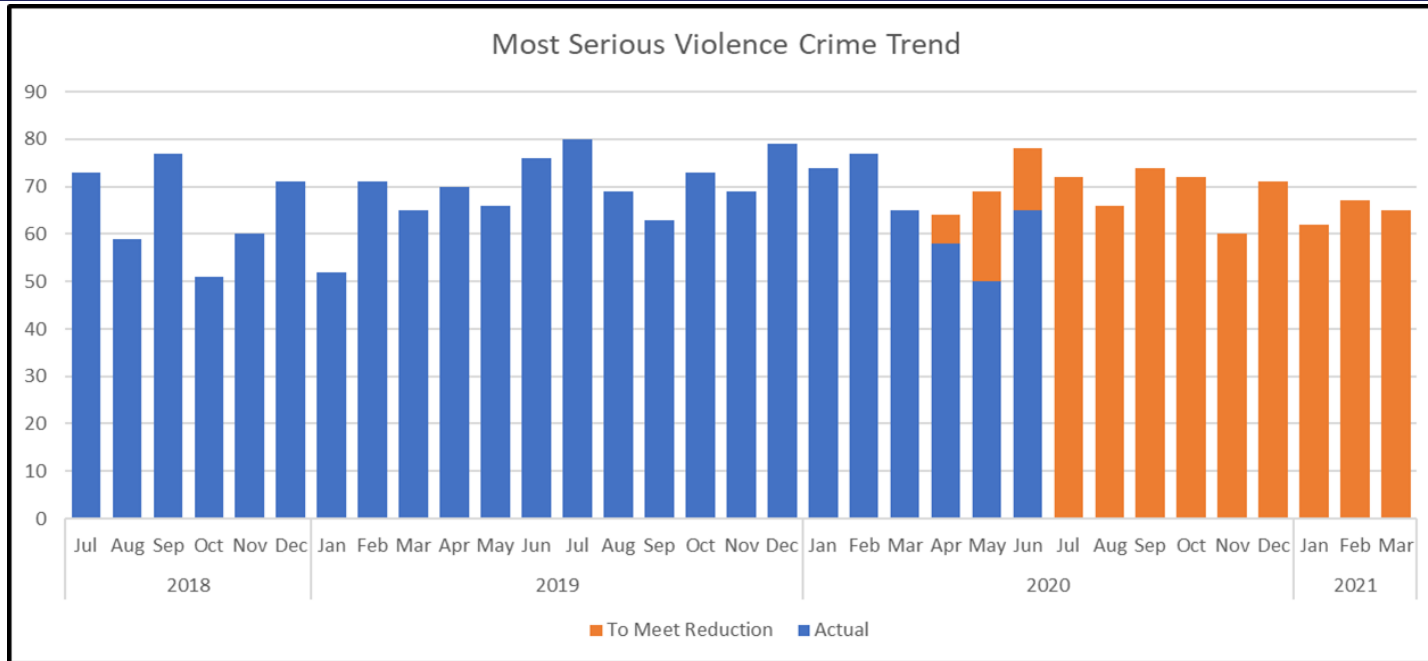
Although not as positive as the National average, Gwent is performing within its desired range for the current financial year.

The opinion is lockdown has played a significant role in aiding this reduction, and offences are expected to rise over the coming months, particularly as increasing numbers of people resume taking holidays and trips away.

\*12 months comparison to May'20 on iQuanta data



# Violent Crime (S18, S20 and Robbery)



Performance snapshot



Monitoring



**-18.4% FYTD**  
**+3.9% Rolling 12m**

\*12 months comparison to May'20 on iQuanta data

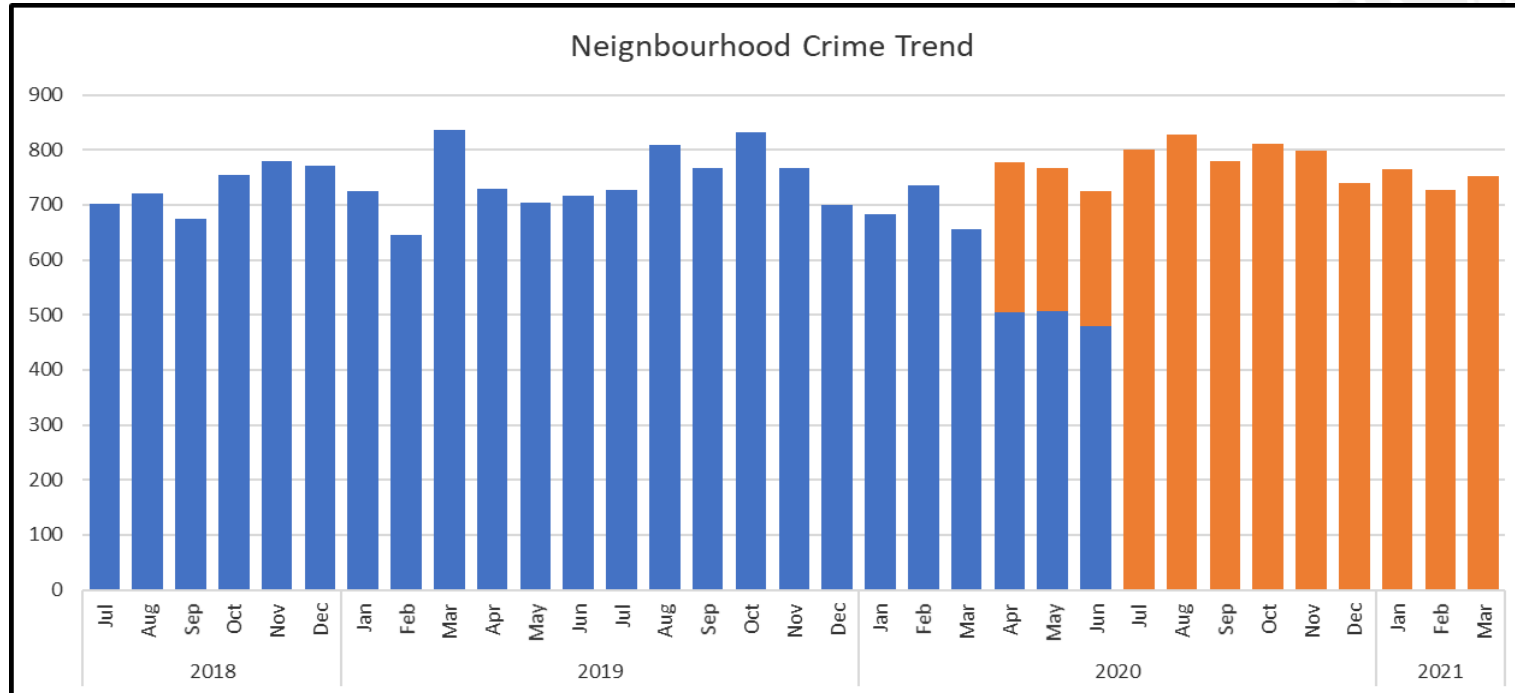
For Quarter 1, Gwent saw a most serious violence crime reduction of 18.4% when compared to the same period last year (39 fewer crimes), a contributing factor likely to be no night time economy since Covid 19 restrictions coming into force.

For the 12 month period to June 2020, Gwent had a crime increase of 3.9% compared to the previous 12 months (31 more crimes) and without the intervention of the Covid lockdown, it is likely to have been significantly higher. Nationally Gwent saw the 3<sup>rd</sup> highest percentage rise for the 12 months to May 2020\* with 17 forces reporting an increase. Gwent also had the biggest percentage increase in the MSG. The long term rise in Most Serious Violence has been identified as a priority in Operational Performance, with a problem profile being written for GBH, and disseminated to Chief Officers for strategic intervention.



# Neighbourhood Crime

Neighbourhood Crime is a combination of residential burglary, theft of and from a motor vehicle and theft from shops and stalls. In line with the overall crime reduction plan, the ambition is to reduce this group of crimes by 20% over the next four years.



## Performance snapshot



Improving



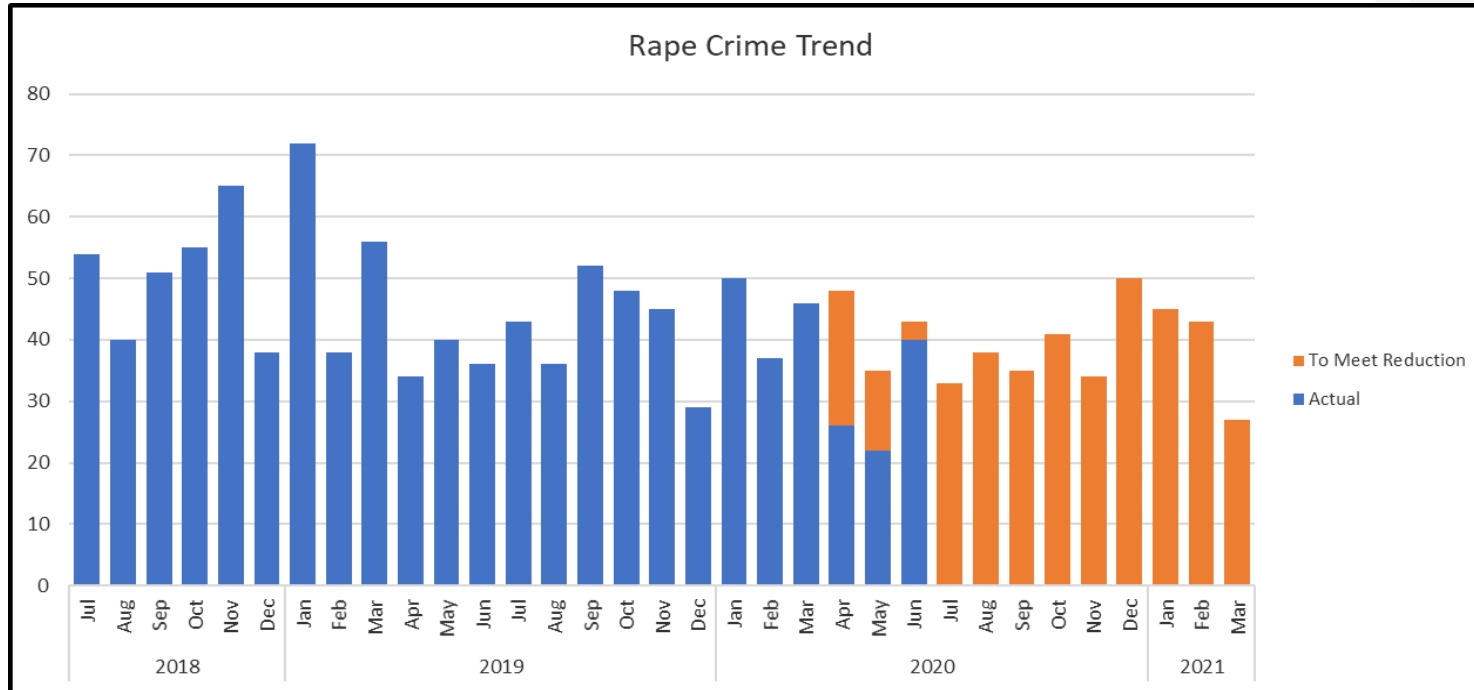
-30.6% FYTD  
-6.8% Rolling 12m

In Quarter 1, Gwent saw a crime reduction of 30.6% when compared to the same period last year (658 fewer crimes). For the 12 month period to June 2020, Gwent had a crime reduction of 6.8% compared to the 12 months to June 2019 (592 fewer crimes). It was recognised at the start of last quarter there was a long term rise in vehicle theft. Since then a problem profile has been written and disseminated to Chief Officers for strategic intervention



# Rape

Rape can generally be an underreported crime. There should be no alarm to see that Gwent Police would like increased reporting of this crime type. An increase of 5% a year has been factored into the crime reduction plan to take into account increased reporting.



## Performance snapshot



Improving



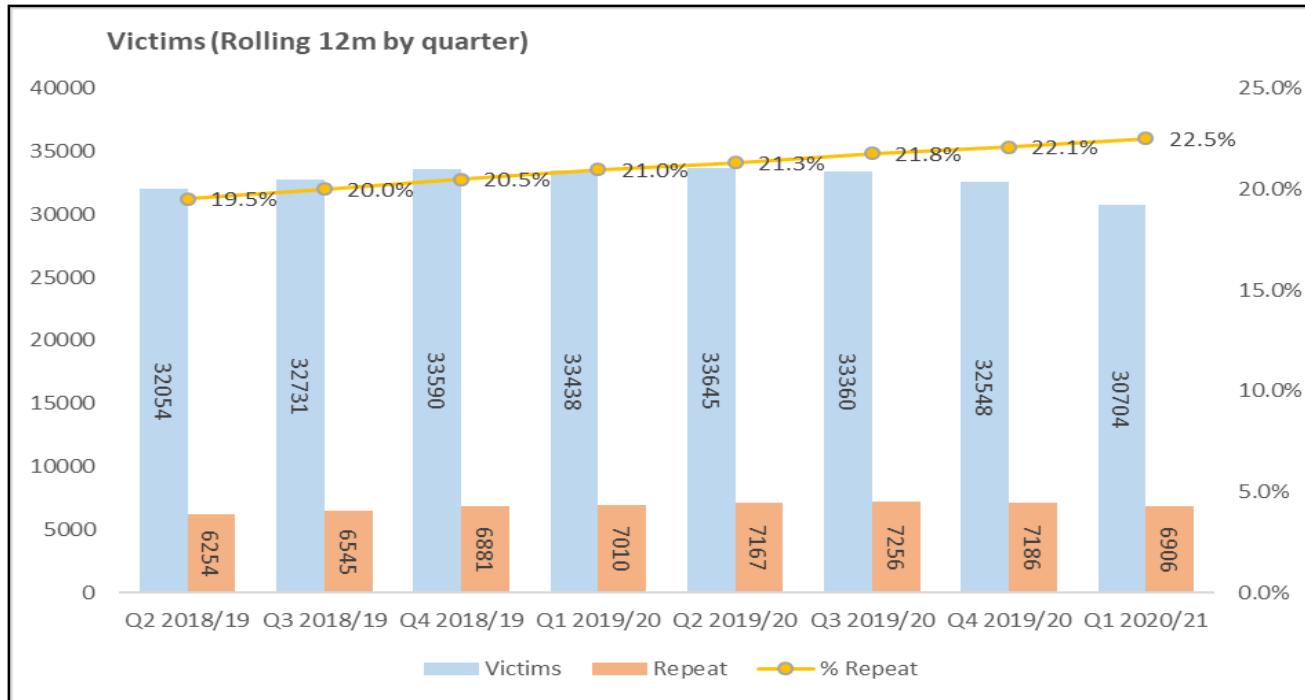
**-20% FYTD**  
**-18.1% Rolling 12 m**

For Quarter 1, Gwent saw a crime reduction of 20% when compared to the same period last year (22 fewer crimes). For the 12 month period to June 2020, Gwent had a crime reduction of 18.1% compared to the 12 months to June 2019 (105 fewer crimes). In its Most similar Group (MSG), Gwent has the lowest crime rate in this crime category. Gwent also had the highest % crime reduction in this crime type in Wales. The forecast is for this crime type to continue to fall between 120 and 230 crimes over the next year.





# Victims of Crime



## Performance snapshot



Improving



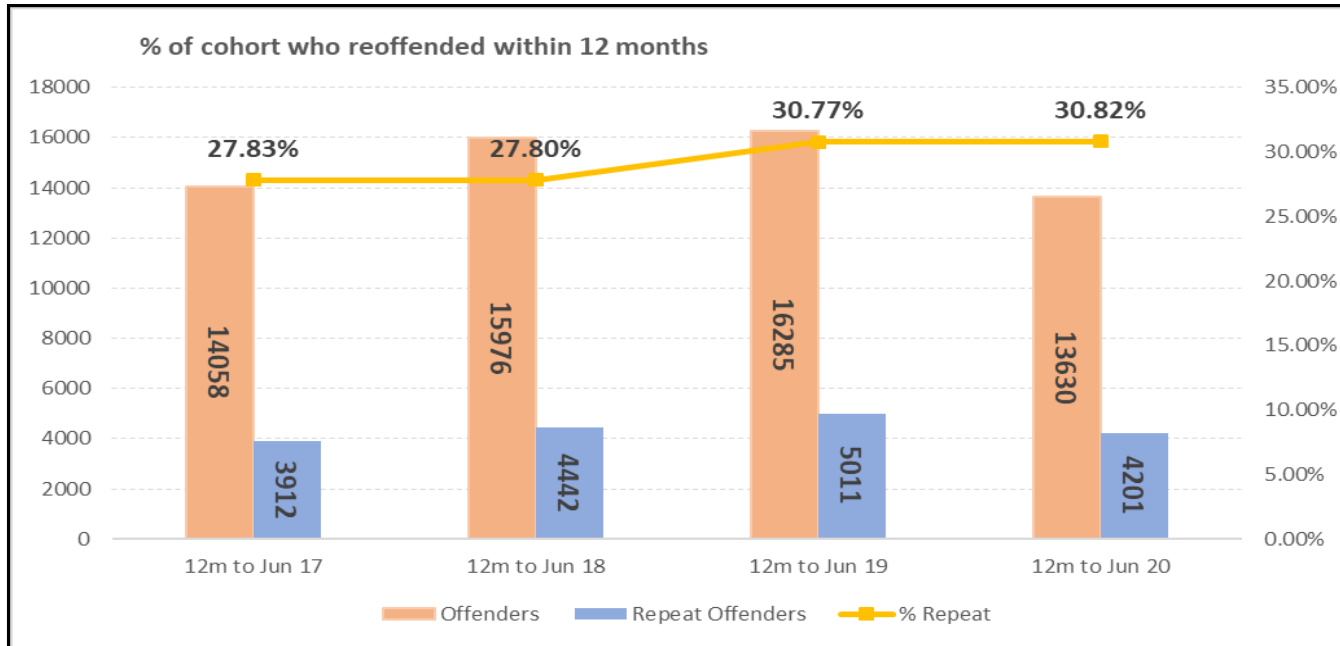
**All Victims – 8.2% FYTD**  
**Repeat Victims -1.4% FYTD**

Although the above chart is broken down by quarter, to comply with Home Office reporting, all repeat victims are based on a rolling 12 months average, therefore any individual who has been a victim of more than one crime in a 12 month period would be included.

Based on this reporting process, in Quarter 1 2020/21 Gwent recorded 8.2% (2,734) fewer victims than the same time last year and 1.4% (104) fewer repeat victims. The rise in percentage of repeat victims against total victims is likely to be due to the increase in stalking and harassment and malicious communications offences seen recently.



# Repeat Offenders



Performance  
snapshot



Monitoring



-16.3% Offenders  
- 16.2% Repeat Offenders

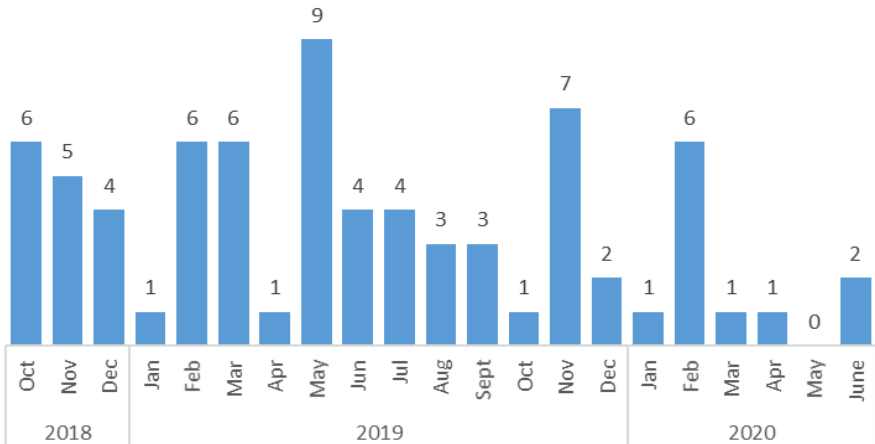
As with repeat victims, repeat offenders are based on a rolling 12 month average, so any person who has been identified as an offender in more than one crime in the previous 12 month period.

The chart shows that in the 12 months to June 2020 there have been 13,630 offenders of which nearly 31% are repeat offenders (4,201). Of the 4,201 repeat offenders, 11.2% were under 18. As there is a known time lag in the identification of offenders, numbers will take several months to catch up. However of those offenders already identified, the proportion of repeat offenders has remained consistent with the previous year (30.8%).

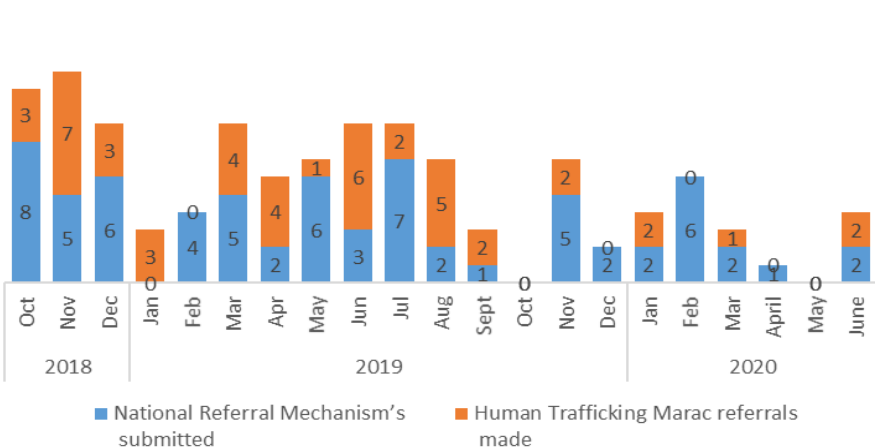


# Modern Day Slavery

Modern day slavery - crimes recorded



MDS NRM & Marac



## Performance snapshot



Monitoring

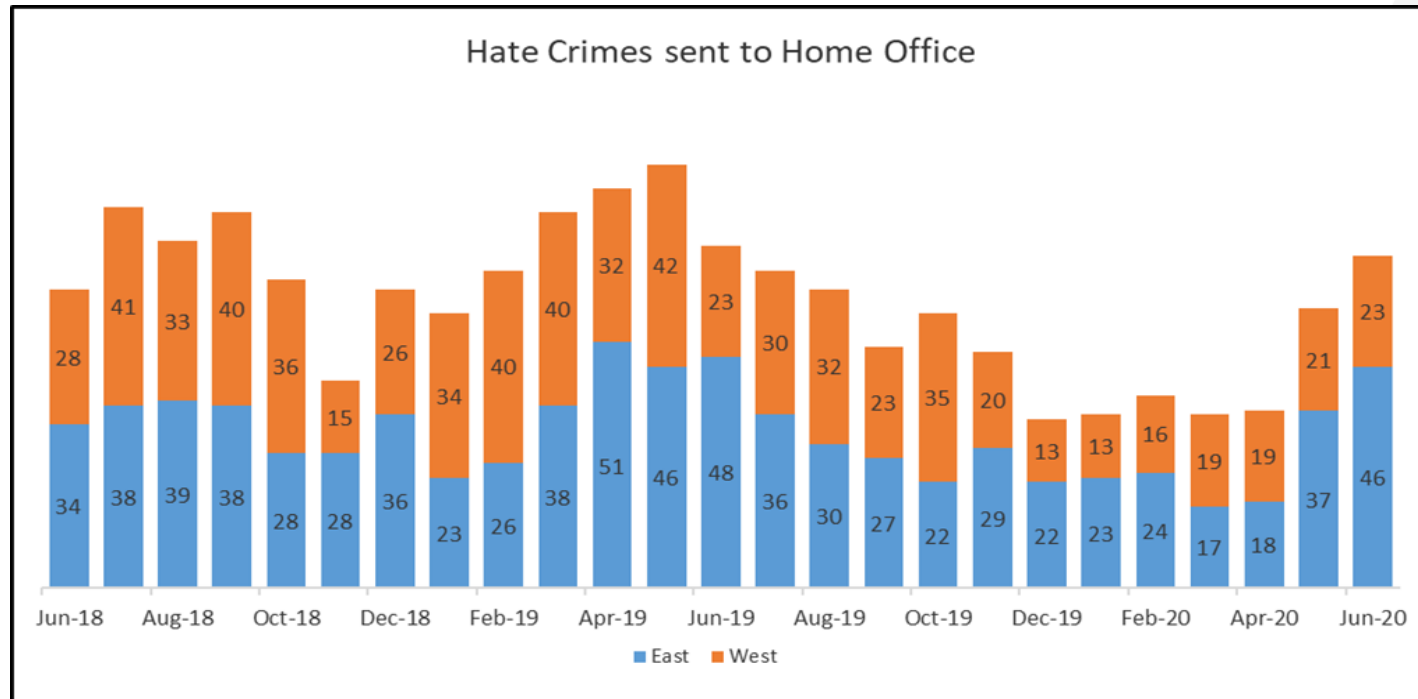


Modern day slavery is a serious crime in which victims are exploited for someone else's gain. The number of MDS recorded crimes along with national referrals and MARAC referrals has steadily declined over the past year.

Due to its hidden nature, producing an accurate picture of the true extent of MDS is difficult. Greater awareness and improvements in recording were likely to be behind the increase in numbers in 2019, and it is uncertain whether or not the recent downturn is a true reflection of a reduction in this crime type, or due to it generally being underreported.



# Hate Crime



Performance snapshot



Monitoring



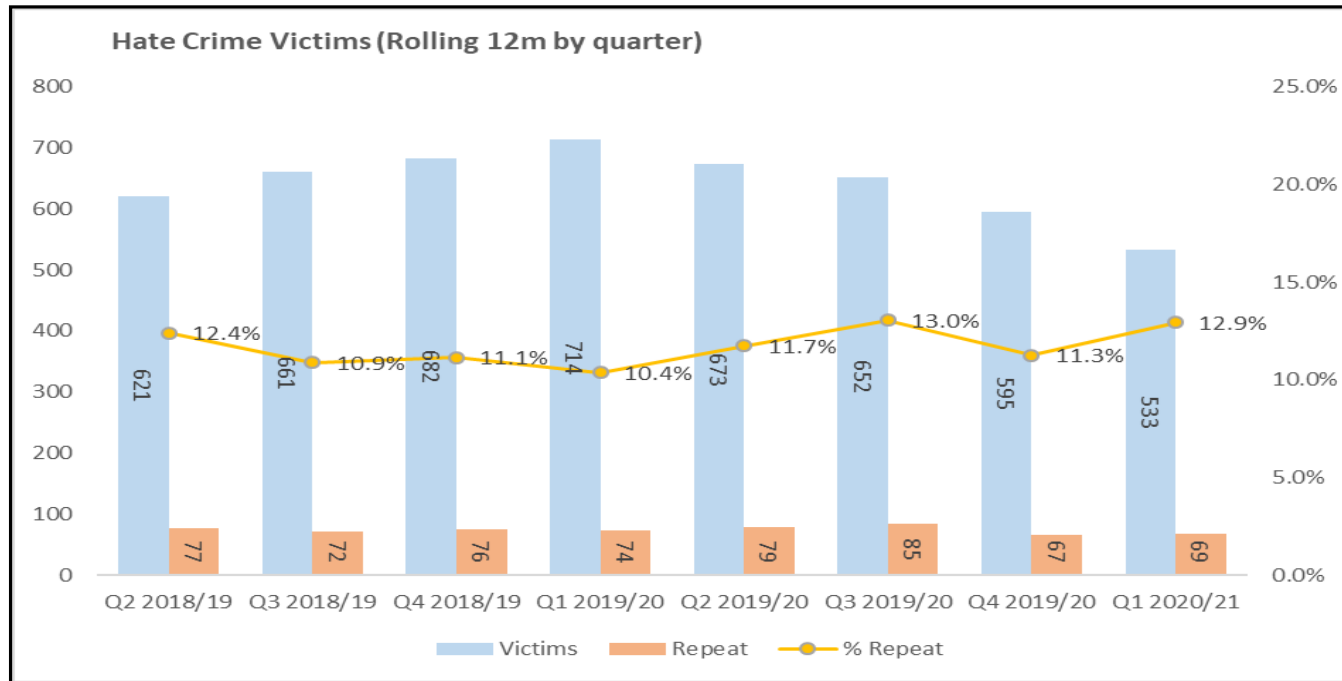
-33.3% FYTD  
-29.8% Rolling 12 m

The amount of Hate Crimes recorded and sent to the Home Office has fluctuated considerably over the last two years. However, the general trend is a downward one with a near 30% fall for the last 12 months compared with the previous 12 months and a 33% fall when comparing Quarter 1 2020/21 with the same period the year before.

The reasons for this decline are not easy to substantiate and ideally GWP would like to see increased reporting and confidence in this measure moving forward



# Hate Crime Victims



Performance  
snapshot



Monitoring



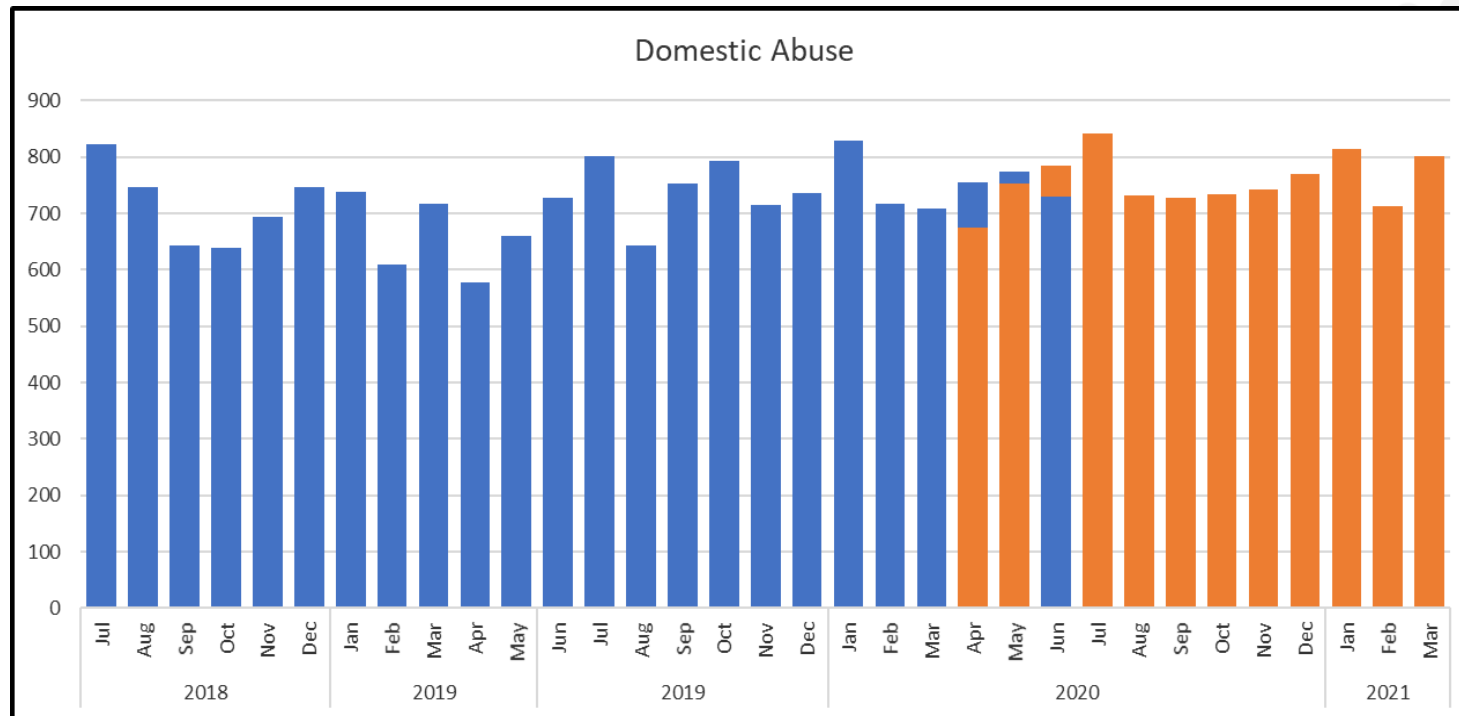
**Victims FYTD -25%**  
**Repeat Victims  
FYTD -6.8%**

It is evident from the above chart that the number of recorded Hate Crime victims has fallen each quarter for the last year, as has the number of repeat victims in the past two quarters. However, as numbers of both have reduced, the percentage of repeat victims compared with overall has risen slightly compared with the same period last year 12.9%).

The reasons for this gradual decline in Hate Crime victims are not completely known at this time, but this is an area that is being investigated. However, historically spikes in Hate Crime have been evident during times of National campaigns and increased media publicity, indicating an increase could be seen in the coming months due to increased awareness linked to Black Lives Matter.



# Domestic Abuse Crime



Performance  
snapshot



Monitoring



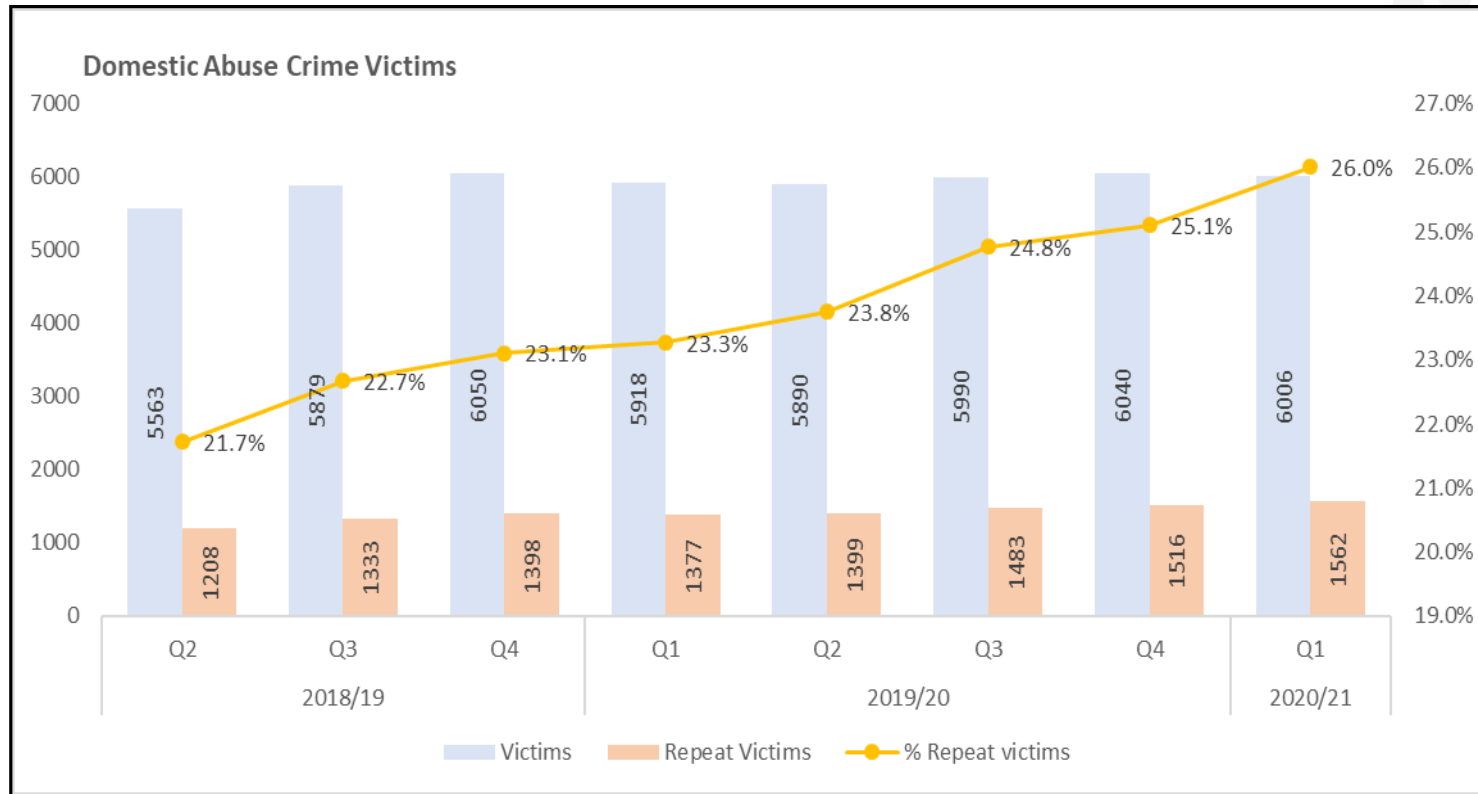
+15% FYTD  
+7.6% Rolling 12 m

Quarter 1 saw a crime increase of 15% when compared to the same period last year (294 more crimes). For the 12 month period to June 2020, Gwent had a crime increase of 7.6% compared to the 12 months to June 2019 (629 more crimes).

This crime type has been identified as one GWP would like to see an increase in, through better reporting and increased confidence, therefore a 5% increase has been applied to the above chart averages as opposed to a 5% decrease represented in non-vulnerability based crime types.



# Domestic Abuse Crime Victims



Performance snapshot



Monitoring

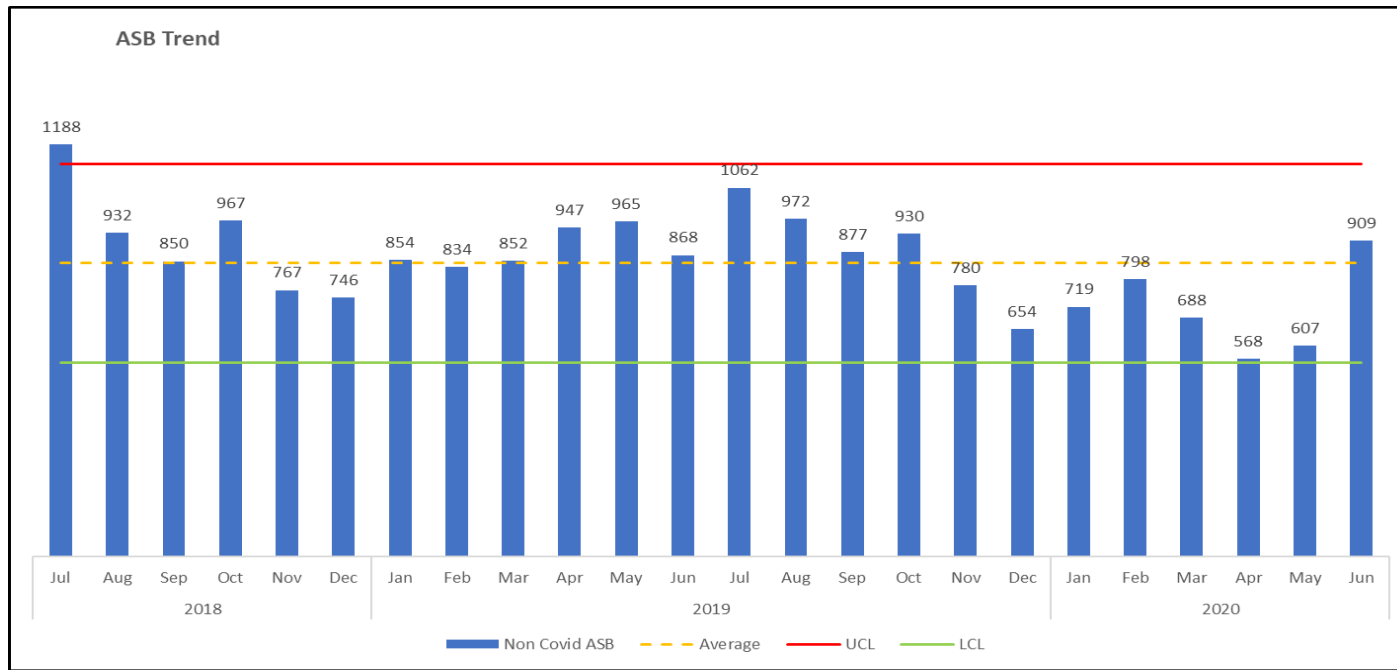


**Victims +1.5% FYTD**  
**Repeat +13.4% FYTD**

Quarter 1 saw victims increase of 1.5% when compared to the same period last year (88 more victims). Repeat victims also rose by 13.4% in quarter 1 when compared with the same time frame last year. What is noticeable is the % rise and upward trend in repeat victims compared to all victims over the last 2 years, indicating that repeat victims are increasing.



# ASB



Performance  
snapshot



Improving



**-24.3% FYTD**  
**-6% Rolling 12 m**

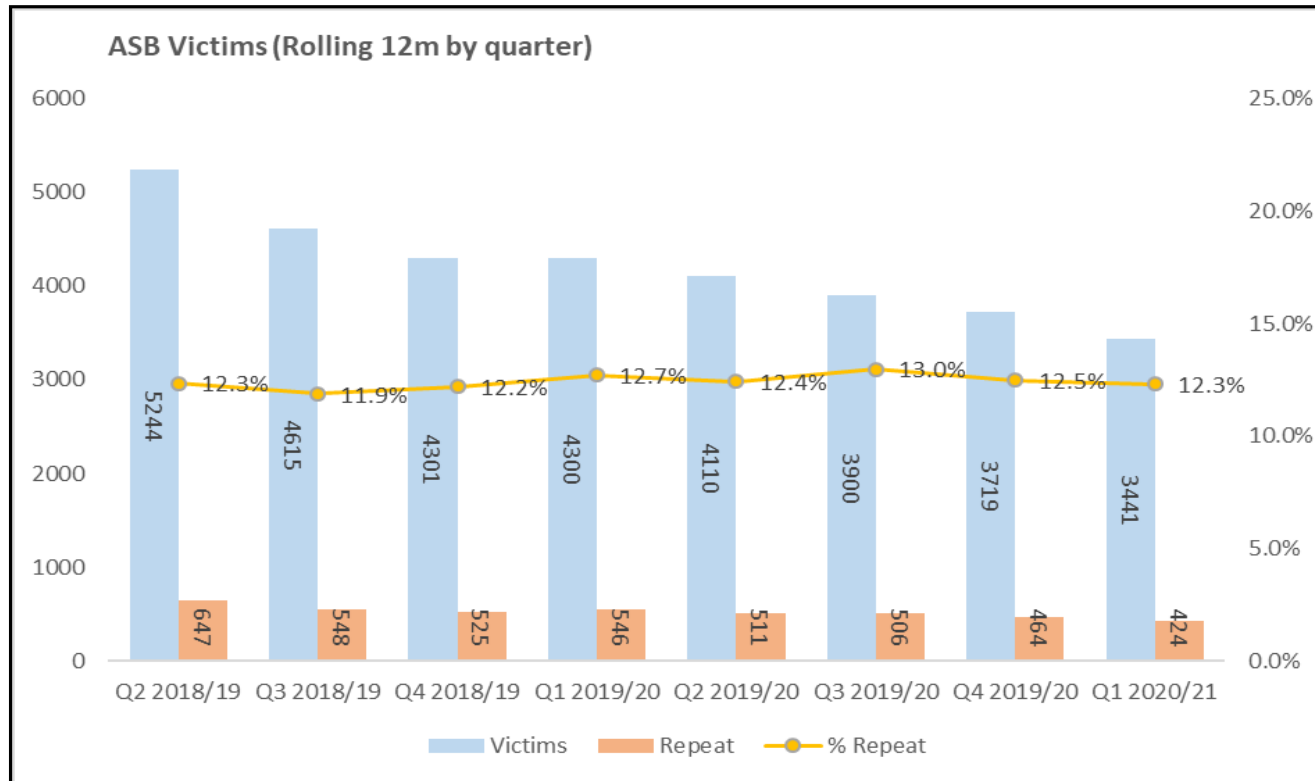
The above chart, for the purpose of annual consistency, only represents non-Covid related ASB. This highlights that ASB has risen sharply in June when compared with the previous months.

This is likely to be associated with the easing of Covid 19 restrictions and lockdown, resulting in greater freedoms being afforded to people. Due to many children of school age having what is in effect an extended break, ASB incident numbers during June and July are likely to reflect the normal higher than average numbers usually associated with the school summer holiday period.





# ASB Repeat Victims



Performance snapshot



Improving

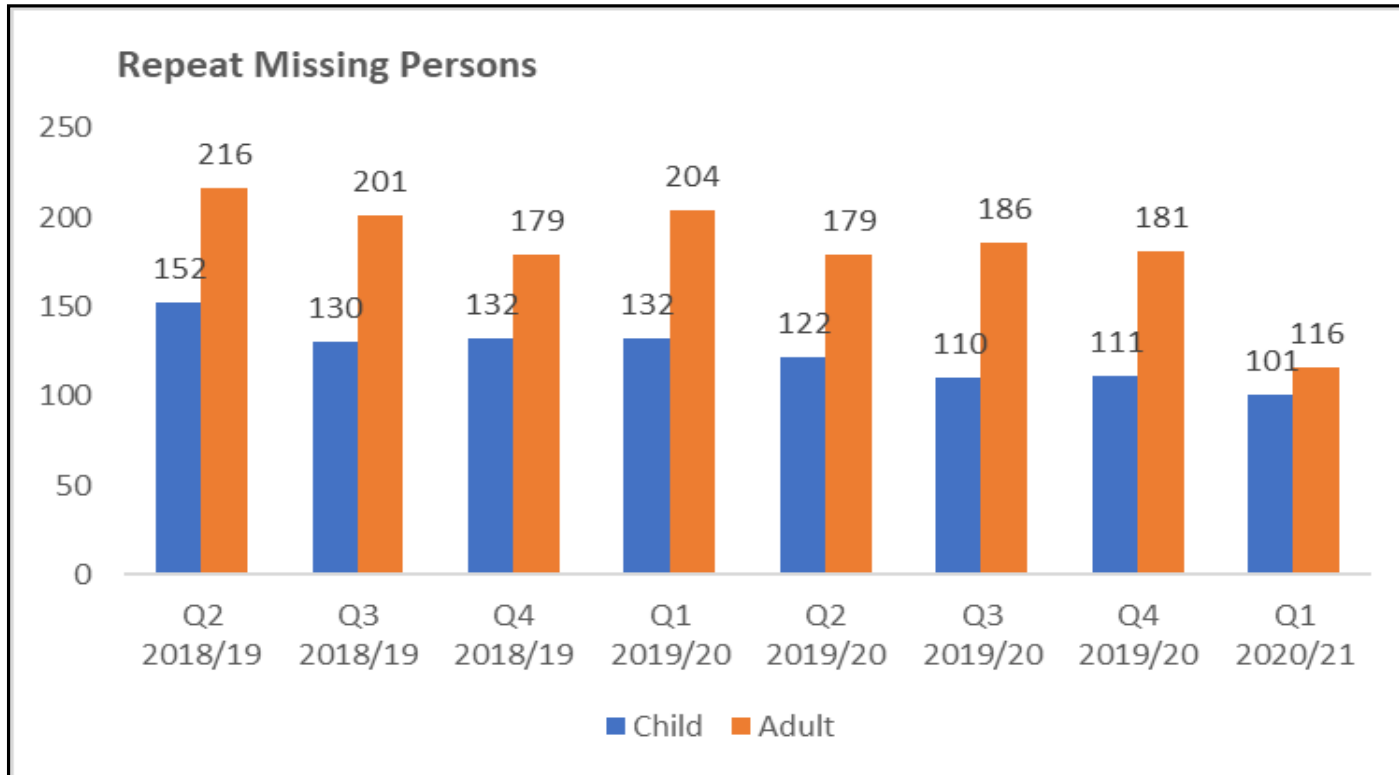


**-20% Victims FYTD**  
**-22% Repeat Victims FYTD**

For Quarter 1, the number of single and repeat ASB victims has fallen to the lowest levels over the last two years. Compared with the same quarter last year, there are 20% fewer victims (859 people) and 22% fewer repeat victims (122 people).



# Repeat Missing Persons



Performance  
snapshot



Improving



-43% Adults FYTD  
-23% Children FYTD

For Quarter 1, the number of repeat missing persons(adults and children) has fallen significantly over the last few quarters, down 35% year on year. A potential contributing factor is a change in reporting practices seen in care homes since the start of this financial year, meaning fewer people are reported missing once an original curfew has been missed. However, further analysis needs to be conducted to establish a clear link.



# All Crime Positive Outcomes

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	58380	6,582	11.3%	48560	83.2%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	50758	6,768	13.3%	45084	88.8%

12 months to June'19

12 months to June'20

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	14595	1,554	10.6%	12005	82.3%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	12639	2,231	17.7%	11533	91.2%

FYTD 2019

FYTD 2020

Performance snapshot

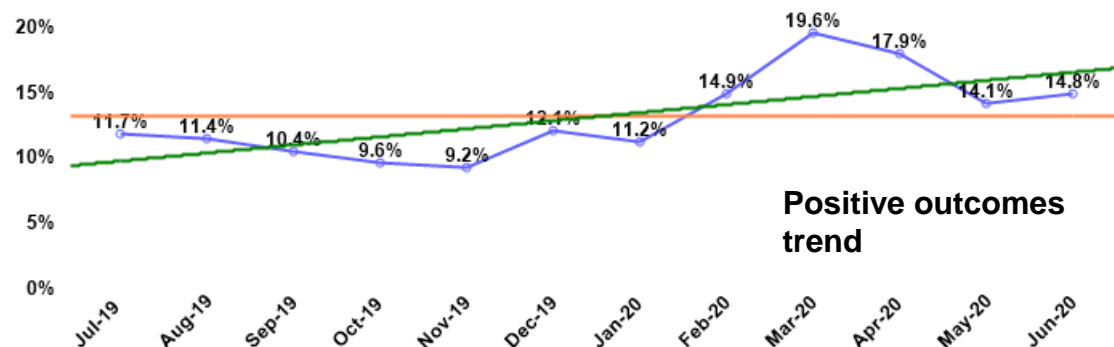


Improving



+7.1 PP FYTD  
+2 PP Rolling 12 m

Criminal Justice Rate, by Month (Complete months only)



Positive outcomes trend

All crime positive outcomes (based on solved date) have increased by 2 percentage points to 13.3% for the 12 months to June 2020. This represents an increase in solving an additional 166 crimes in this period compared to the 12 months to June 2019.

For the Financial YTD, positive outcomes have increased by 7.1 percentage points (an additional 677 outcomes).



# Residential Burglary Positive Outcomes

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	2497	103	4.1%	2362	94.6%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	2357	107	4.5%	2178	92.4%

12 months to June'19

12 months to June'20

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	667	38	5.7%	605	90.7%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	520	33	6.3%	503	96.7%

FYTD 2019

FYTD 2020

Performance snapshot



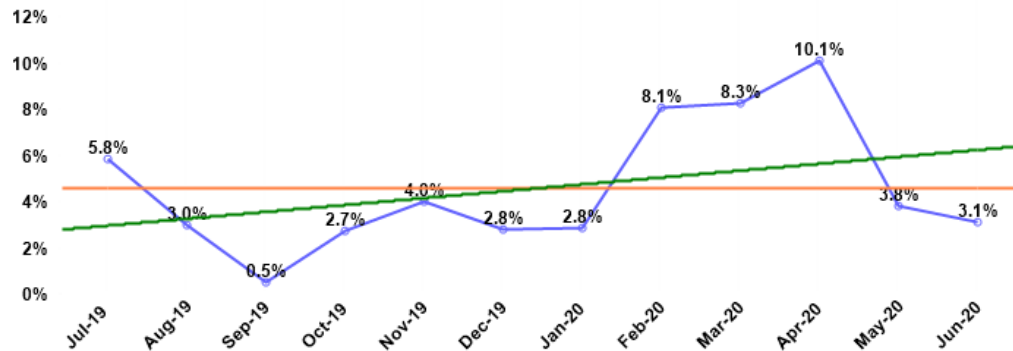
Improving



6.3%, rise of 0.6 PP FYTD  
4.5%, rise of 0.4 PP Rolling 12m

## Positive outcomes trend

Criminal Justice Rate, by Month (Complete months only)



Residential burglary positive outcomes (based on solved date) have increased by 0.4 percentage points to 4.5% for the 12 months to June 2020. This represents an increase in solving an additional 4 crimes in this period compared to the 12 months to June 2019.

For the Financial YTD, positive outcomes have increased by 0.6 percentage points (5 less positive outcomes but 147 less crimes)



# S18, S20, Robbery Positive Outcomes

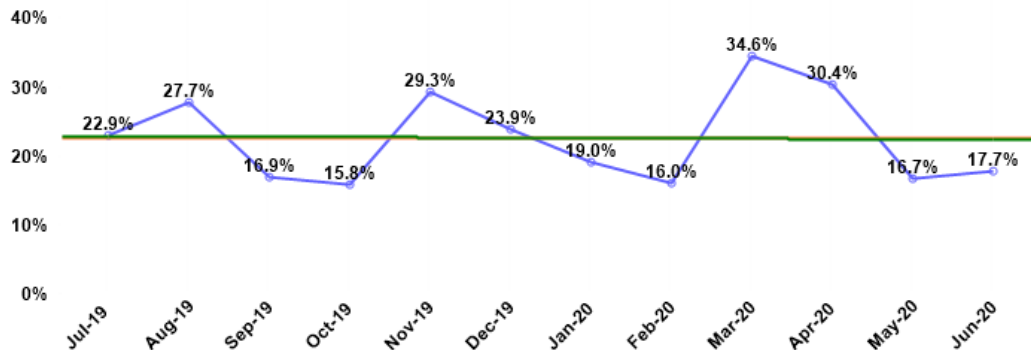
Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	791	165	20.9%	538	68.0%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	818	211	25.8%	670	81.9%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	212	44	20.8%	119	56.1%

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	169	59	34.9%	188	111.2%

## Positive outcomes trend



12 months to June'19

12 months to June'20

FYTD 2019

FYTD 2020

Performance snapshot



Improving



+14.1 PP FYTD  
+4.9 Rolling 12m

Serious violence positive outcomes (based on solved date) have increased by 4.9 percentage points to 25.8% for the 12 months to June 2020. This represents an increase in solving an additional 46 crimes in this period compared to the 12 months to June 2019.

For the Financial YTD, positive outcomes have increased by 14.1 percentage points (15 more positive outcomes)



# Rape Positive Outcomes

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	582	28	4.8%	435	74.7%

12 months to June'19

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	472	40	8.5%	439	93.0%

12 months to June'20

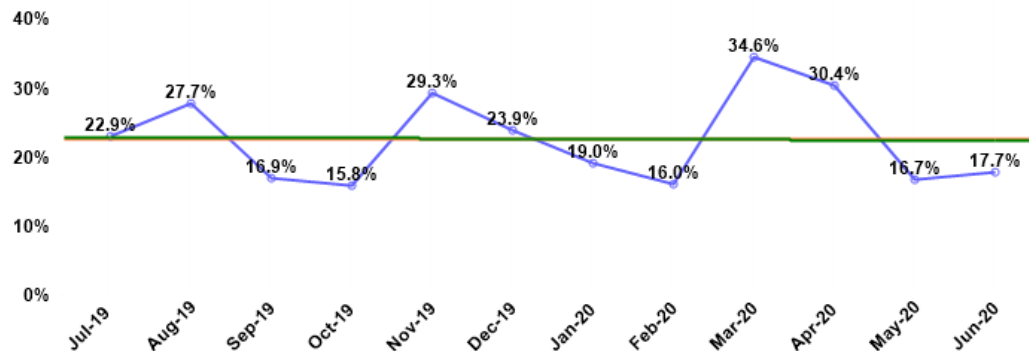
Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	113	9	8.0%	122	108.0%

FYTD 2019

Crimes/Outcomes Breakdown					
LPA	Total Crimes	Total Criminal Justice Ou...	Criminal Justice Outcom...	Total Other Outcomes	Other Outcome Rate
Total	88	18	20.5%	104	118.2%

FYTD 2020

## Positive outcomes trend



Performance snapshot



Improving



+12.5 PP FYTD  
+3.7 Rolling 12 m

Rape positive outcomes (based on solved date) have increased by 3.7 percentage points to 8.5% for the 12 months to June 2020. This represents an increase in solving an additional 12 crimes in this period compared to the 12 months to June 2019.

For the Financial YTD, positive outcomes have increased by 12.5 percentage points (9 more positive outcomes). The % charged to court for 2019/20 is 1.6%



# Domestic Abuse Positive Outcomes

Performance  
snapshot



Monitoring



+1.6 PP YTD  
-0.4 Rolling 12 m

12 months to June'19

12 months to June'20

FYTD 2019

FYTD 2020

Domestic Abuse Crimes/Outcomes Breakdown

LPA	Total DA Crimes	Total DA Detections	Criminal Justice R...	Total Other Outcome	Other Outcome Rate
Total	8324	1,154	13.9%	6464	77.7%

Domestic Abuse Crimes/Outcomes Breakdown

LPA	Total DA Crimes	Total DA Detections	Criminal Justice R...	Total Other Outcome	Other Outcome Rate
Total	8940	1,211	13.5%	7743	86.6%

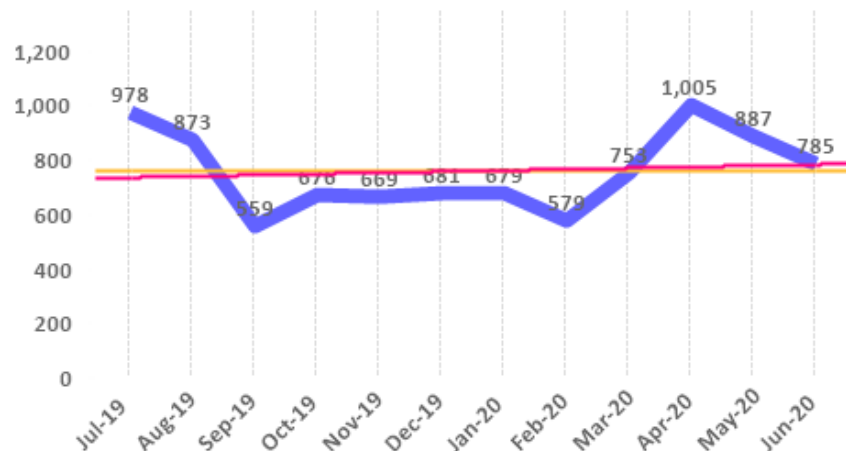
Domestic Abuse Crimes/Outcomes Breakdown

LPA	Total DA Crimes	Total DA Detections	Criminal Justice R...	Total Other Outcome	Other Outcome Rate
Total	1967	280	14.2%	1582	80.4%

Domestic Abuse Crimes/Outcomes Breakdown

LPA	Total DA Crimes	Total DA Detections	Criminal Justice R...	Total Other Outcome	Other Outcome Rate
Total	2250	356	15.8%	2221	98.7%

## Positive outcomes trend



Domestic Abuse positive outcomes (based on solved date) have decreased by 0.4 percentage points to 13.5% for the 12 months to June 2020.

This represents an increase in solving an additional 57 crimes in this period, however due to more reports of domestic abuse, outcome rates have slightly fallen, compared to the 12 months to June 2019. For the Financial YTD, positive outcomes have increased by 1.6 percentage points (76 more positive outcomes)





# National outcomes comparison

Compared with Quarter 4 2019/20 Gwent Police have considerably improved its National Standing in relation to positive outcomes.

Q3 2019/20 (for 12 months to January 2020) showed GWP were placed 34<sup>th</sup> (quartile 4) nationally and needed to solve an additional 1,350 to reach the median for forces in solved outcomes.

The latest comparisons available to the end of Q4 2019/20 indicate that GWP are 28<sup>th</sup> nationally (for 12 months to May 2020 quartile 3), up 6 places from the previous comparison, now equating to an additional 443 solved outcomes needed to reach the median.

Performance  
snapshot



Improving

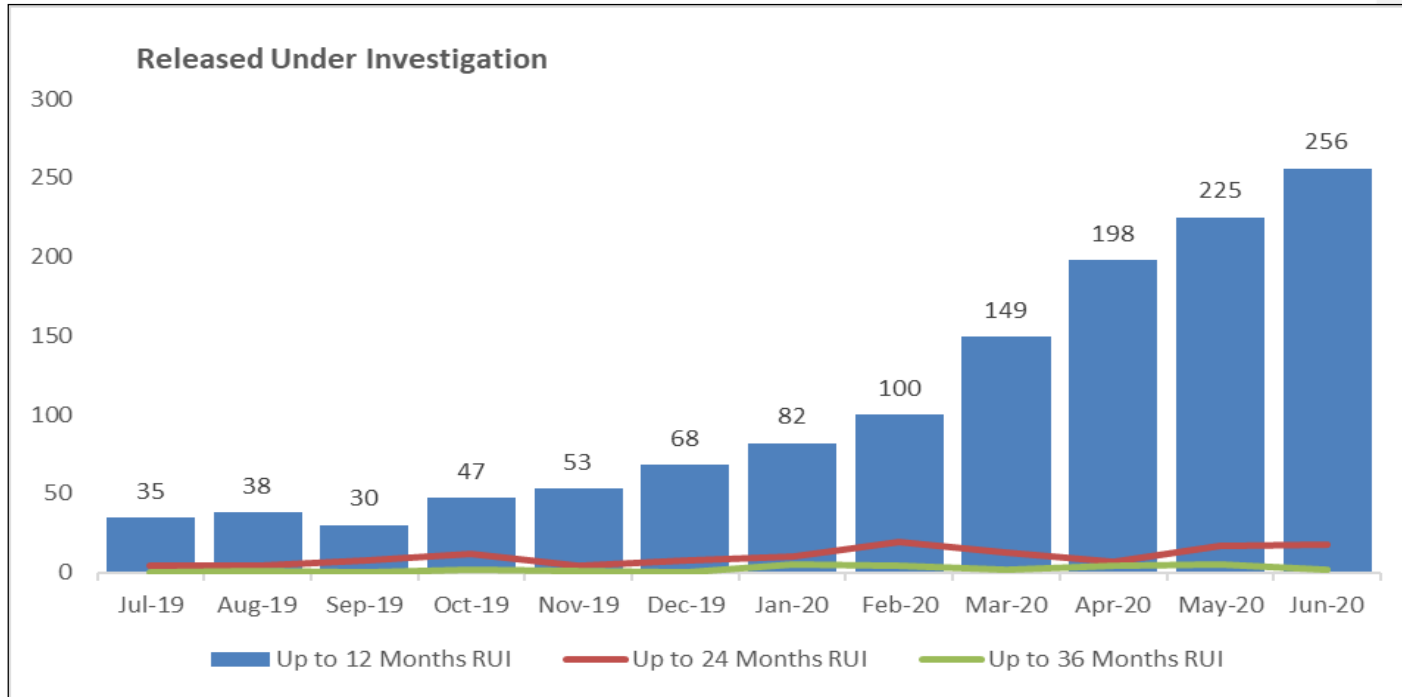


28<sup>th</sup> Nationally, up 6  
places from last  
comparison.





# RUI



Performance  
snapshot



Monitoring



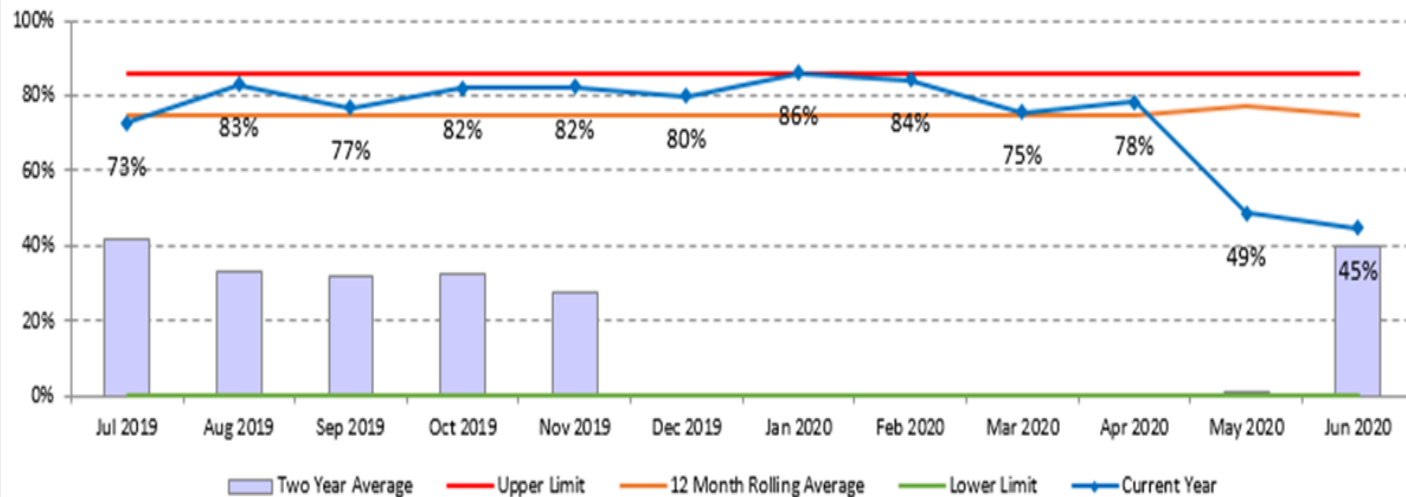
The graph above shows the number of persons still Released Under Investigation over the last three years. As can be seen there are still some persons who have been released under investigation for some considerable time, this will often indicate that the case is complex and requires continued investigation. For the last 12 months there are 1,281 persons released under investigation. From 12 months to 24 months there are 124 people released under investigation. For 24 months to 36 months there are 26 people still released under investigation.



# File timeliness

## First Hearing Submissions by LPA

### Force - First Hearing Files On Time % - Jul-19 to Jun-20



Performance snapshot



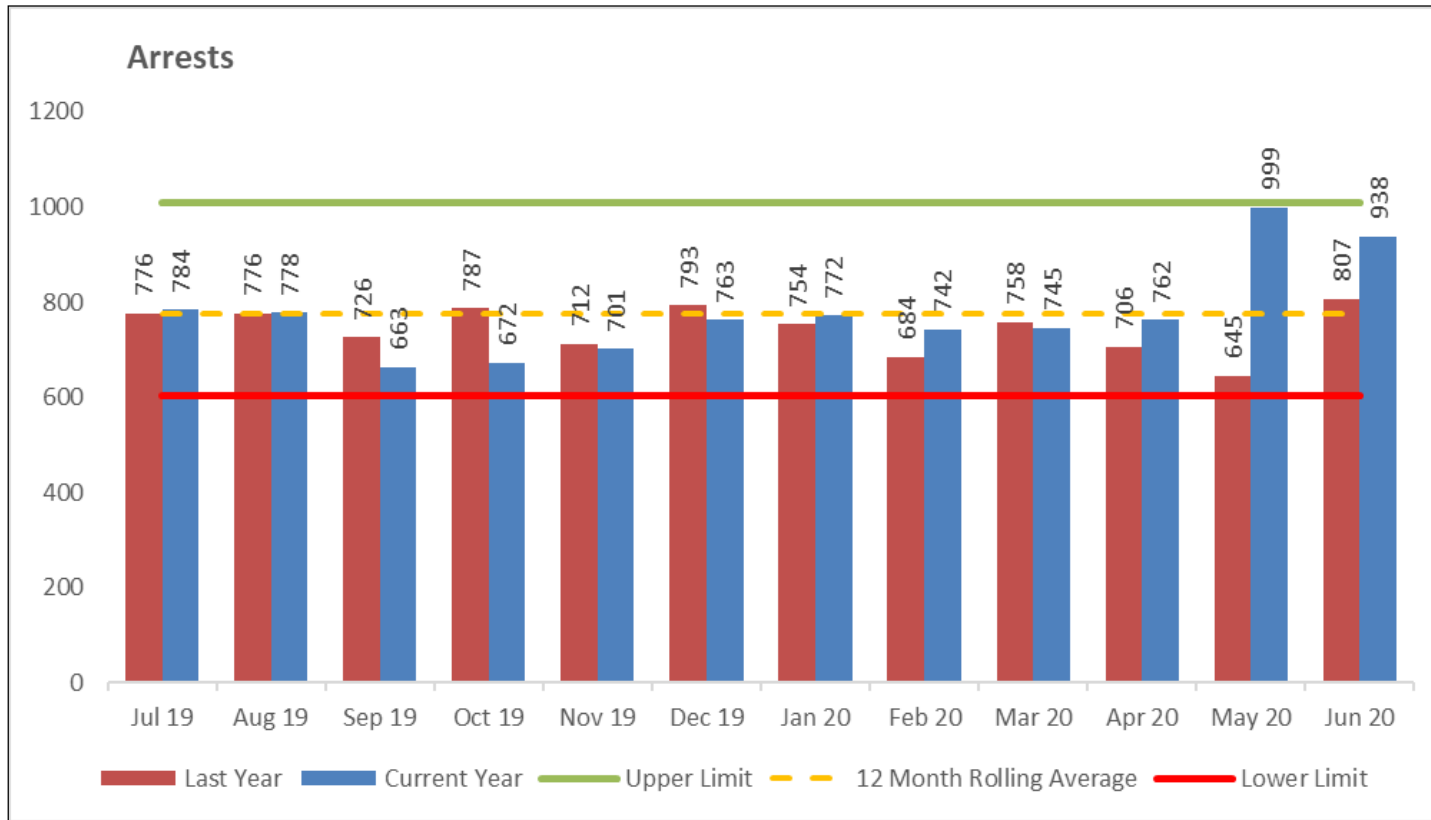
Monitoring



The graph above shows the first hearing files on time, by % over the last year. During May and June, files heard on time have fallen below 50%. The rate has fallen due to the late submission of PCR (postal charge requisition files)



# Arrests



Performance  
snapshot



Improving



The graph above shows the number of arrests by month. In June there were 938 arrests, slightly down from May (999). The last two months have seen a significant rise from previous months arrests with Covid restrictions seemingly having no impact on custody rates.



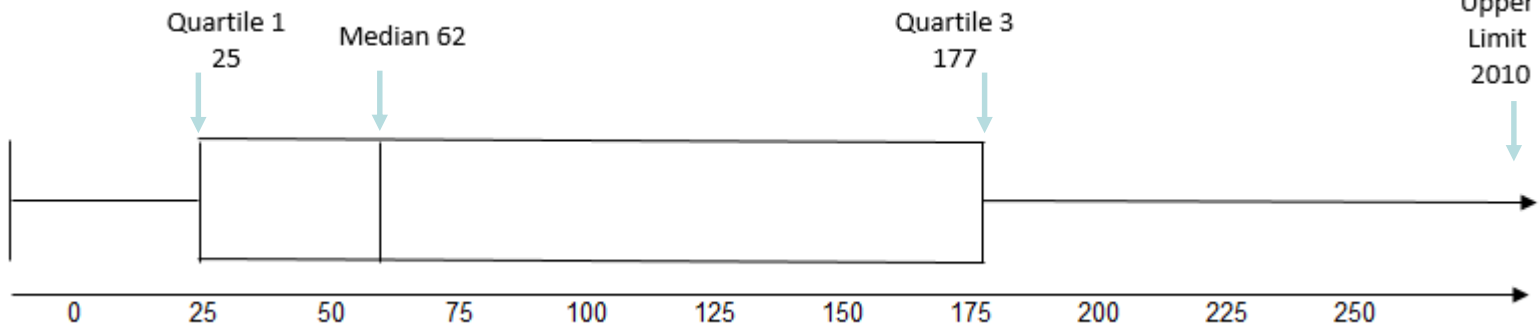
# Investigation length

Year	Cases still under investigation
2015	10
2016	10
2017	43
2018	394
2019	2044
2020	9346

Performance  
snapshot



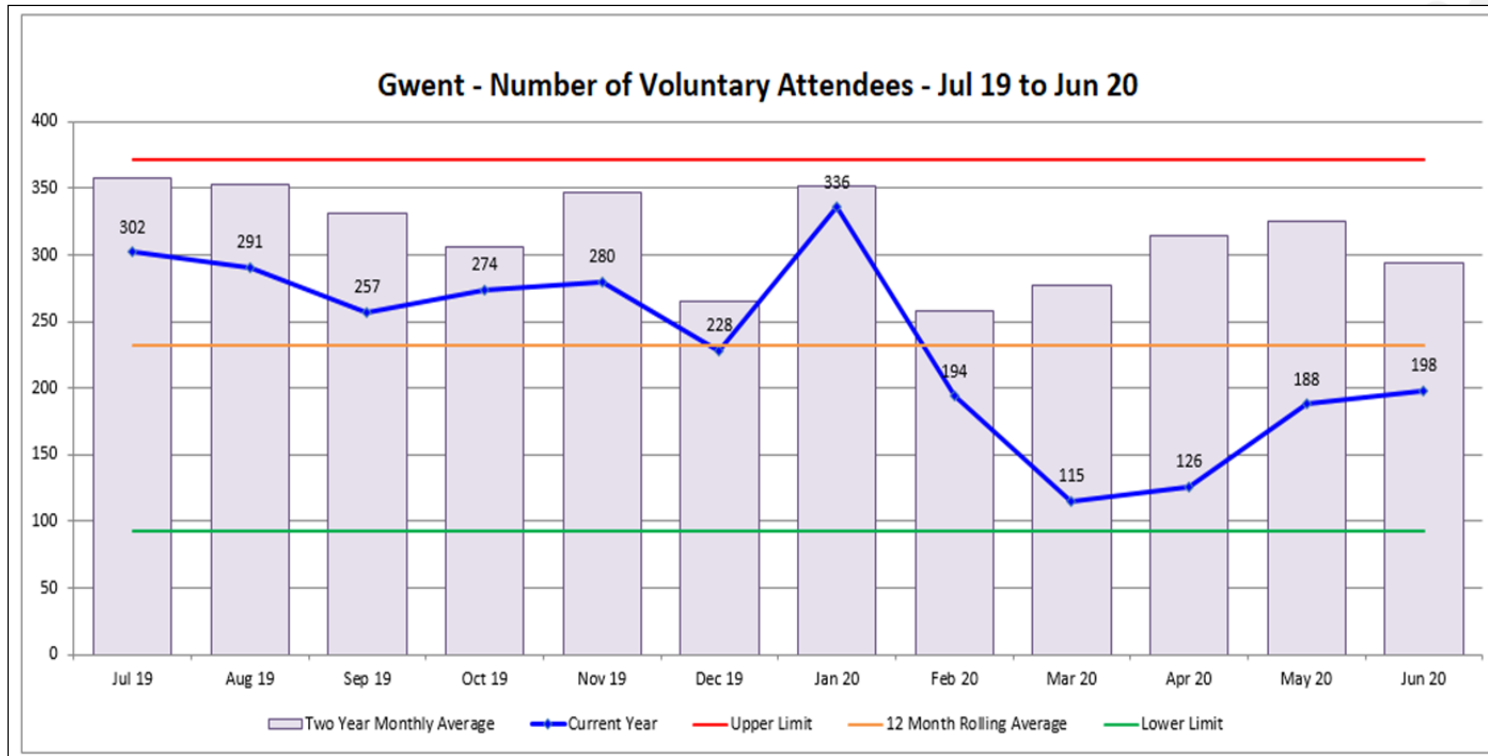
Monitoring



The chart above shows all cases still under investigation and live by year and indicates the median case length is 62 days. Of more concern is the 63 cases still open from over 2 years ago. While it is still appreciated that some cases are complex and require significant time to investigate, there is still some concern around the nature of cases still open.



# Voluntary Attendance



Performance snapshot



Monitoring

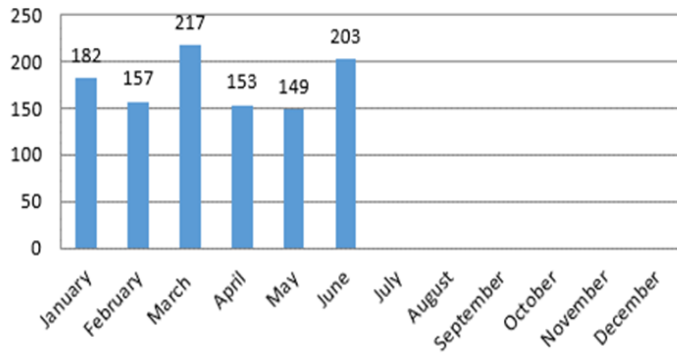


The graph above shows the number of voluntary attendees by month over the last year. During the height of the Covid restrictions, VA levels significantly fell, however as restrictions have been gradually lifted, VA rates are returning to expected levels.

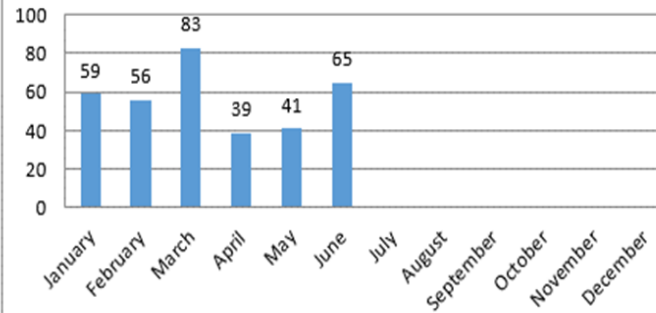


# Strategy discussions

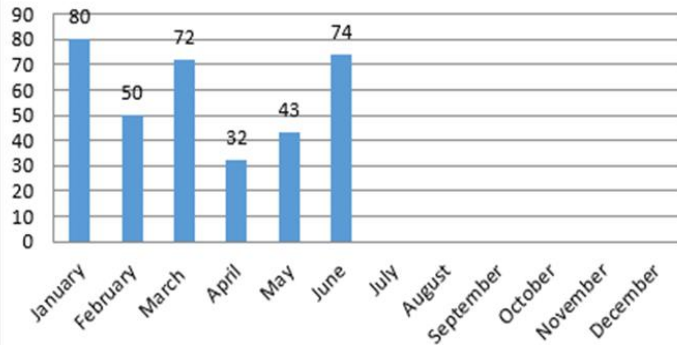
**Child Protection Strategy Discussions:**



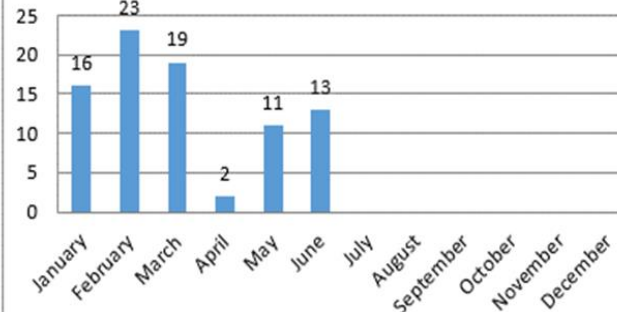
**Child Protection Strategy Discussions: Joint Investigation**



**POVA Strategy Discussions**



**Adult Protection Strategy Discussions: Joint Investigation**



Performance snapshot



Monitoring



Strategy discussions are returning to expected levels following a sharp decline in April and May of this year. It is highly likely that this fall was due to Covid 19 restrictions affecting partner discussions.



## 2. Organisational Assessment

1. Representative workforce - gender
2. Police officer ethnicity
3. Specials
4. NCALT compliance
5. Welsh language action plans
6. Training course attendance (not completed due to Covid 19 situation)



# Representative workforce - Gender

Rank	<b>National Average</b>		<b>GWP</b>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Chief Officer	72.6%	27.4%	33.3%	66.7%
Chief Superintendent	77.6%	22.4%	87.5%	12.5%
Superintendent	72.4%	27.6%	66.7%	33.3%
Chief Inspector	74.0%	26.0%	82.8%	17.2%
Inspector	76.1%	23.9%	75.5%	24.5%
Sergeant	76.6%	23.4%	76.1%	23.9%
Constable	67.8%	32.2%	62.4%	37.6%
All Ranks	69.8%	30.2%	65.6%	34.4%

Performance  
snapshot



Monitoring



Gender representation in GWP reflects positively against the national average at all ranks with the exception of Chief Superintendent and Chief Inspector. Gender sensitive policing is an operational requirement in many situations to take into account the differing needs of men, women and children.





# Police Officer - Ethnicity

Rank	Jan-20	Apr-20	Jun-20
Chief Officer	0.0%	0.0%	0.0%
Chief Superintendent	0.0%	0.0%	0.0%
Superintendent	0.0%	0.0%	0.0%
Chief Inspector	0.0%	0.0%	0.0%
Inspector	0.0%	0.0%	0.0%
Sergeant	0.5%	0.5%	0.5%
Constable	2.9%	2.7%	2.6%
All Ranks	2.3%	2.2%	2.1%

Ethnicity	Gwent %
White	94.8%
BAME	5.2%

Table : BAME % in Gwent ([stats.wales.gov.wales](https://stats.wales.gov.wales))

GWP recognise that equality and diversity are pivotal to providing an excellent service. Not only does it add to the service that is provided but also it is of upmost importance that communities can relate to and feel represented by the force who serves them. The current recruitment drive has been identified as a golden opportunity to recruit a more diverse workforce.

Performance  
snapshot



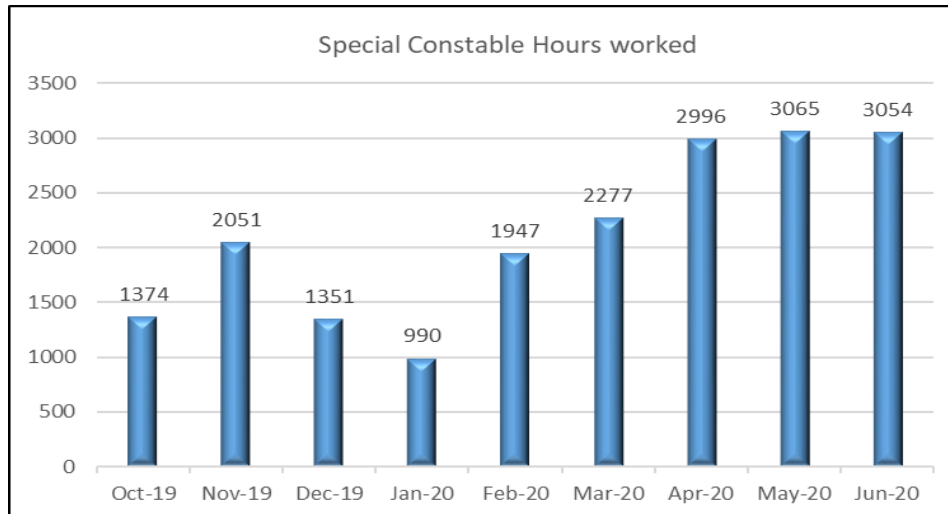
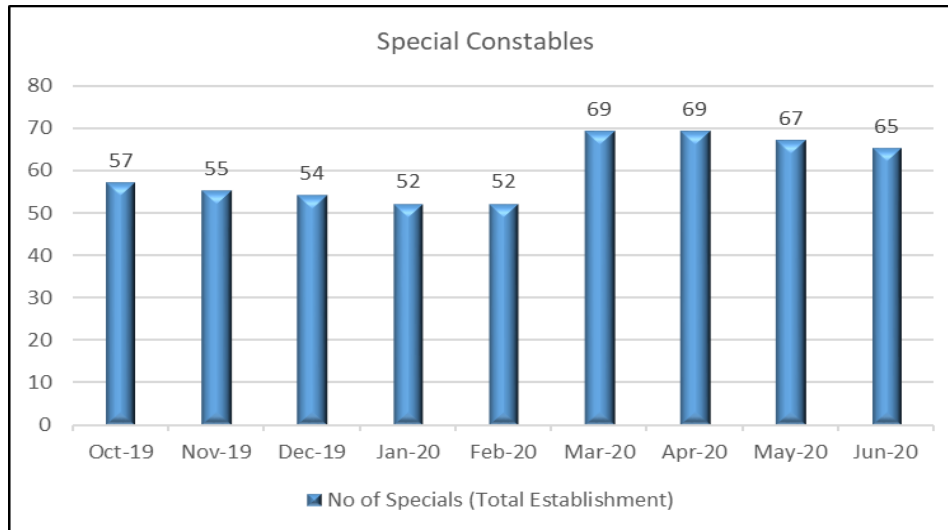
Monitoring



No change since  
March 2020



# Specials



Special Constables offer a valuable and vital resource to GWP. They conduct local, intelligence – based patrols and take part in crime prevention initiatives providing operational support to regular officers. The number of Special Constables and hours worked have increased significantly this quarter when compared quarter 4 2019/20. There are currently 65 operational Special Constables who worked a combined 9,115 hours during the months April, May and June (75% increase in hours compared to months January, February and March).

## Performance snapshot



Improving





# NCAALT Compliance

NCAALT Compulsory Learning Compliance	Officer	Staff
COSHH Awareness Video	20	28.8
Display Screen Equipment (DSE) E- Learning	85.2	79.2
Electrical Safety E-Learning	39.4	37.3
Equality Act 2010: An Introduction	44.7	50.5
Fire Safety E Learning	83.5	76.8
Introduction to Health and Safety Video	17	27.8
Managing Information Operational	17.5	11.4
Managing Information Non-Operational	5.9	15
Manual Handling E-Learning	41	38.9
National Decision Model for Policing	80.6	69.3
Protecting Information: Level 1	75.6	73

Performance  
snapshot



Monitoring



The table above shows NCAALT compliance refreshed July 2020. There appears to be only one NCAALT course that has had significant uplift since March, which is Manual Handling E-Learning. To improve NCAALT compliance it is suggested that reminders are put out on The Beat and also that there should be a compulsory NCAALT element on the PDR.



# Welsh Language Standards Action Plan

Name of Department	Red	Orange	Green
ACES	4	8	10
Analysis & Research	0	0	8
Change	0	0	8
Corporate Communications	6	9	31
Crime Operations	35	4	16
Crime Registrar & Data Audit	0	0	5
Custody Services	15	6	13
Diversity & Inclusion	0	15	41
Estates	6	11	17
Finance	3	4	10
Fleet	0	1	22
Force Communications Suite	9	6	19
Governance	0	0	7
Human Resources	10	6	31
Information Services	13	12	5

Name of Department	Red	Orange	Green
Justice Services	5	1	22
Learning & Development	3	7	11
Operational Support	19	8	1
PPU	27	9	2
Procurement	0	9	18
Professional Standards	7	17	41
Records & Compliance	16	13	1

Performance snapshot



Monitoring



Overview of compliance in Q1 – 20/21:

Reds up by 20 from Q4 19/20 due to baseline data made available from PSD and Operational Support and more detailed analysis from Crime Operations Departments

Ambers up by 2 from Q4 19/20

Greens up by 86 from Q4 19/20 due to baseline data made available from PSD and Operational Support, plus more detailed analysis from Crime Operations and progress in implementation by Diversity and Inclusion, Human Resources, Business Change, Procurement, Information Services, PPU, Custody Services and Justice Services

17 departments out of 22 did not provide updates for Q1 20/21 by the deadline of 03/07/20

7 departments out of 22 did not provide updates for Q1 20/21 by the extended deadline of 17/07/20



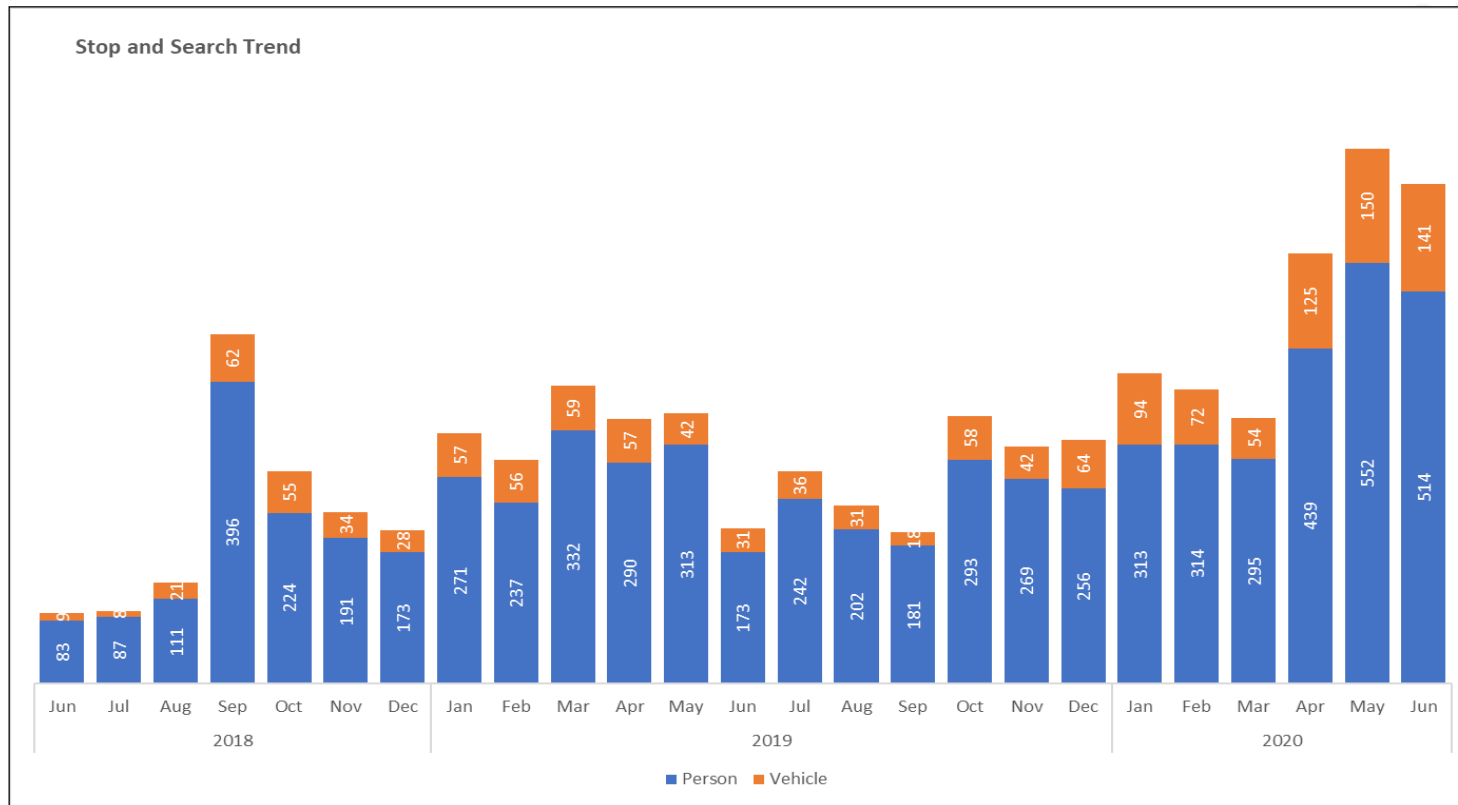
### 3. Service user assessment

1. Stop and Search numbers
2. Stop and Search find rates
3. Stop and Search arrest rates
4. Stop and Search by ethnicity
5. Stop and Search find rates by ethnicity
6. Public confidence
7. Victim satisfaction
8. PPN submissions
9. FCS 101
10. FCS 999





# Stop and Search



Performance  
snapshot



Improving

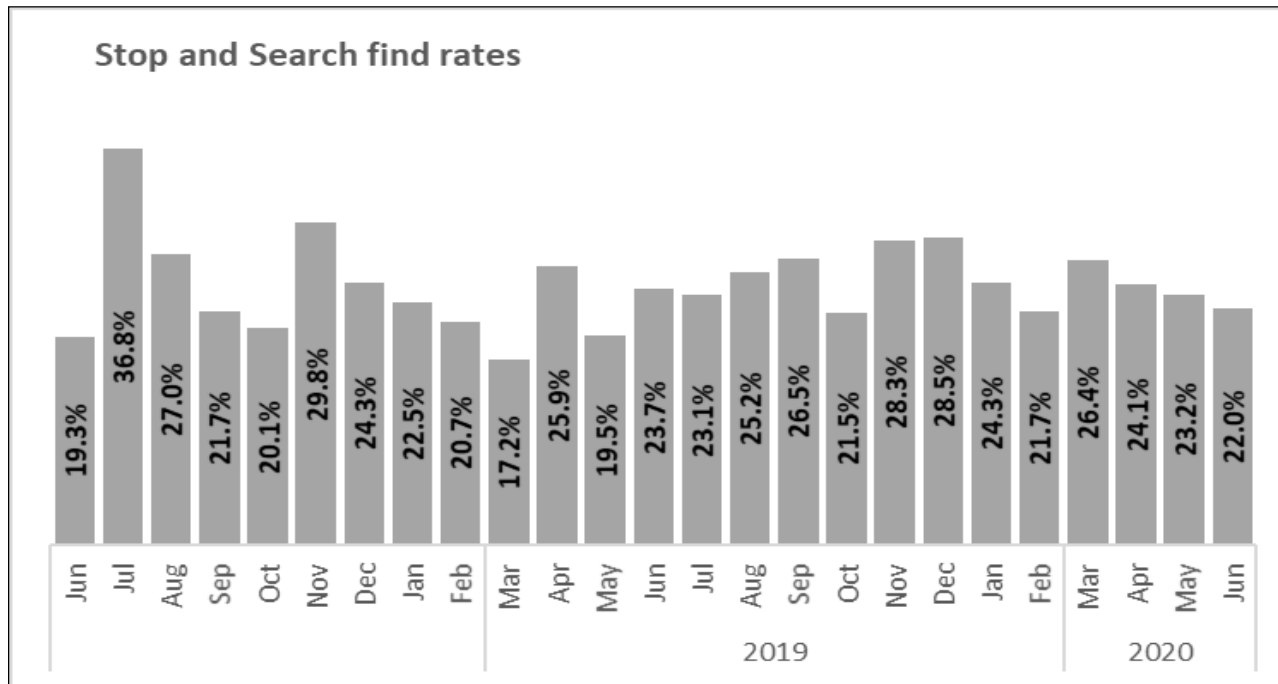


**68% increase  
previous quarter  
112% increase  
same quarter last  
year**

Quarter 1 saw a continued increase in the use of Stop and Search, to record its highest level for the past 3 years. The volume of Stops carried out in Quarter 1 2020/21 represents a 112% increase when compared to the same period the previous year. This also represents a 68% increase (+779 stop searches) when compared to Quarter 4 2019/20. Approximately 23% of the Stop Searches completed in Quarter 1 2020/21 resulted in a positive outcome.



# Stop and Search find rates



Performance snapshot



Monitoring



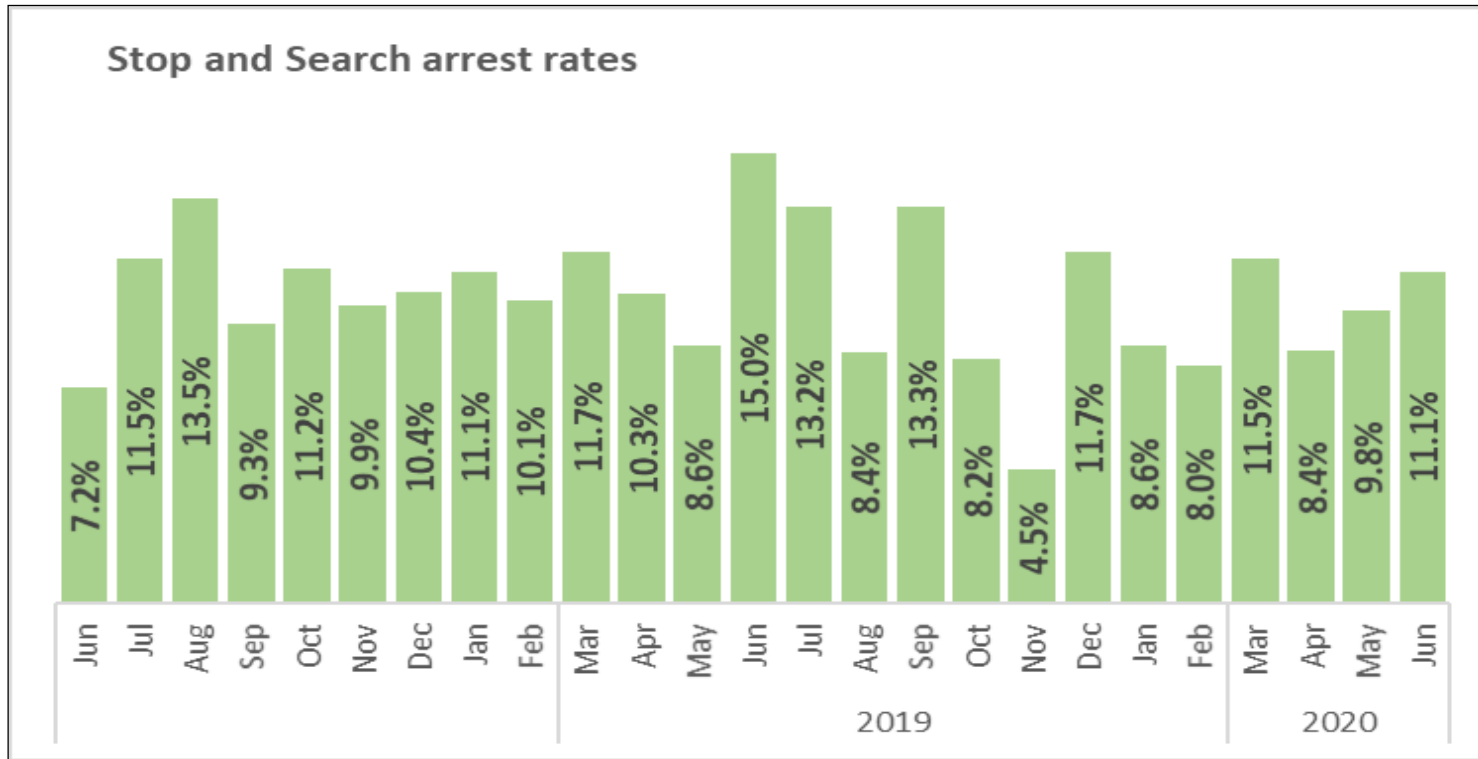
Quarter 1 saw a continued increase in the use of Stop and Search but saw a decrease in the overall find rate. However, the actual numbers of items recovered did increase. The rise in Stop and Search activity can largely be attributed to a few factors including COVID 19 and a more proactive approach to tackling drugs and weapons.

Nearly 350 prohibited items were taken off the streets of Gwent in Quarter 1, up by over 50% on the previous quarter. One category representing the largest increase in numbers was Controlled Drugs, with a total of 1469 searches completed during Quarter 1 2020/21. This represents a 140% increase (+856 searches) when compared to the same period the previous year.

Offensive Weapon Stops are showing similar numbers to the previous year, with only 1 additional Stop recorded compared to Quarter 1 2019/20.



# Stop and Search arrest rates



Performance snapshot



Monitoring



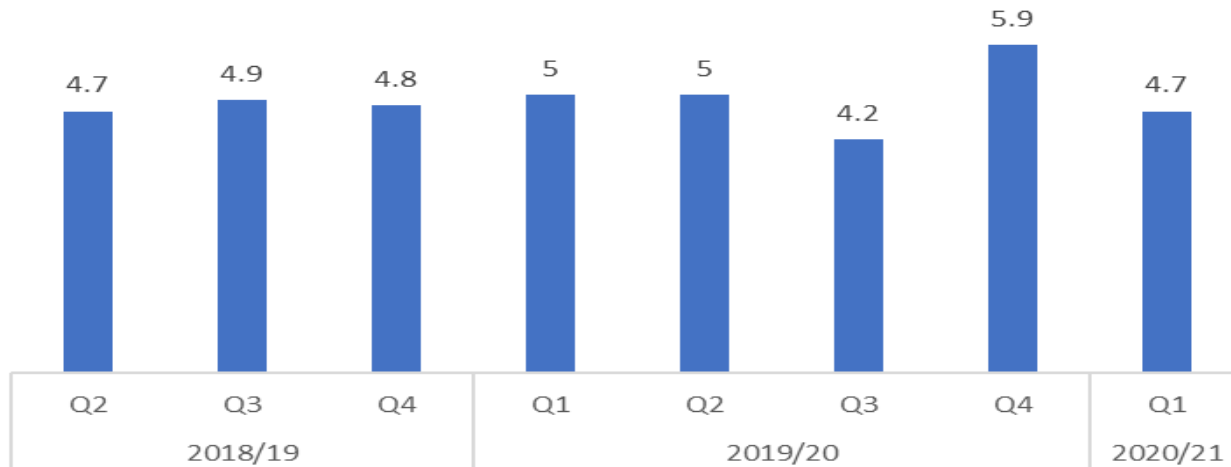
Quarter 1 saw a continued increase in the use of Stop and Search with a broadly similar increase in the arrest rate. The increase in Stop and Search activity has directly led to an additional 65 arrests when compared to the same period the previous year, and 62 additional arrests when compared with quarter 4 of 2019/20. The median arrest rate nationwide is 15.6% so Gwent currently remains below this figure.





# Stop and Search by ethnicity

RDR Stop and Search



Performance snapshot



Monitoring



The latest figures indicate that persons of a BAME background are generally between 4 and 5 times more likely to be stopped and searched as a white person. The disproportionate use of Stop and Search in BAME communities serves to increase mistrust and erodes confidence in the police.

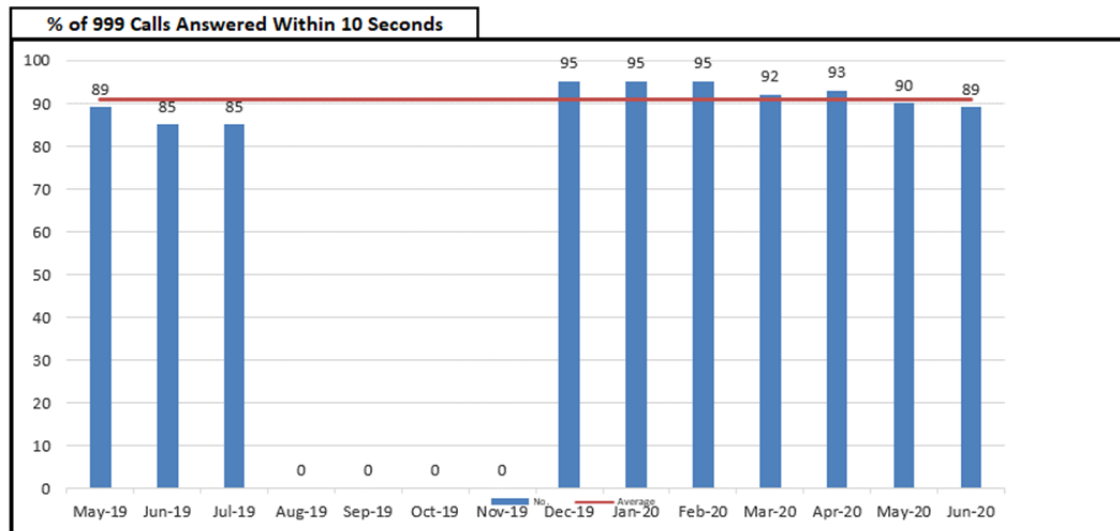
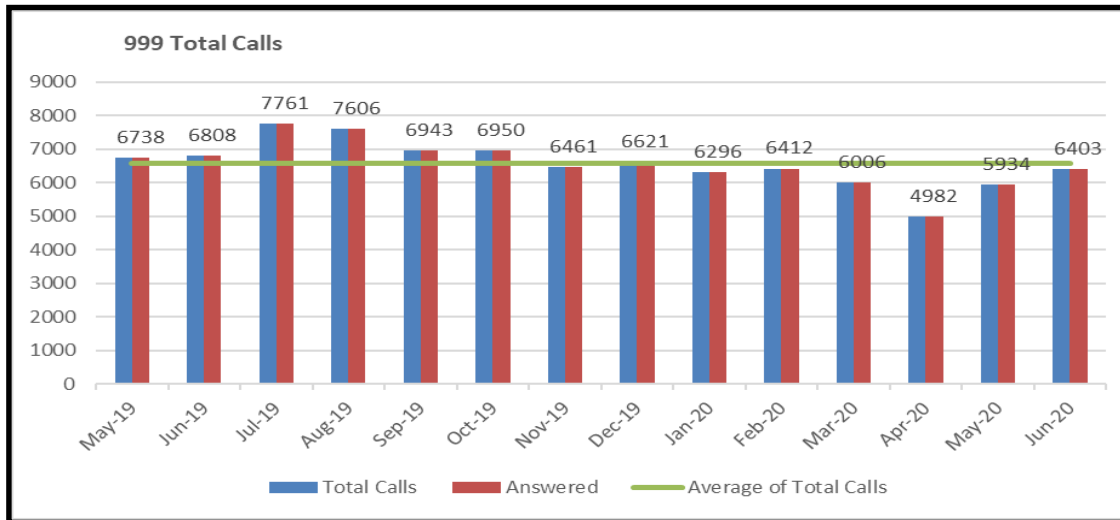
Extensive research and analysis has been carried out in this area, which shows the disproportionality is not uniform across all sections within the force area. This research will help to inform the Gold group set up to address disproportionality across all areas of policing.

Year/SDE	Find rates by Self Defined Ethnicity					
	ASIAN	BLACK	MIXED	OTHER	UNKNOWN	WHITE
2018	24.6%	12.5%	29.4%	37.5%	15.1%	26.4%
2019	19.6%	15.0%	22.2%	24.0%	16.0%	24.0%
2020	14.3%	14.9%	20.3%	23.5%	13.5%	25.0%

The table above shows the find rates attributed to Stop and Search by ethnicity over the last 2 and ½ years. Find rates for BAME members of the community are below that of their white counterparts.



# FCS 999



## Performance snapshot



Monitoring



In Quarter 1, there were 17,319 999 calls; which equates to roughly 190 calls per day and 8 calls per hour.

On average 90% of calls were answered within 10 seconds. In line with the continued lifting of Covid-19 lockdown restrictions, 999 demand has risen back to near expected levels during June 2020.



# Public Confidence

Indicator	Score	Change since last quarter	Quartile (national)
Police do a good or excellent job	45.9%	Down 4.7pp	4
Confidence	67.3%	Down 1.6pp	4
Police deal with community priorities	51.5%	Down 3pp	3
Police or council dealing with crime	50.0%	Down 2.3pp	3
Reliable	55.1%	Down 3.2pp	3
Respect	86.3%	Down 0.9pp	4

## Performance snapshot



Deteriorating

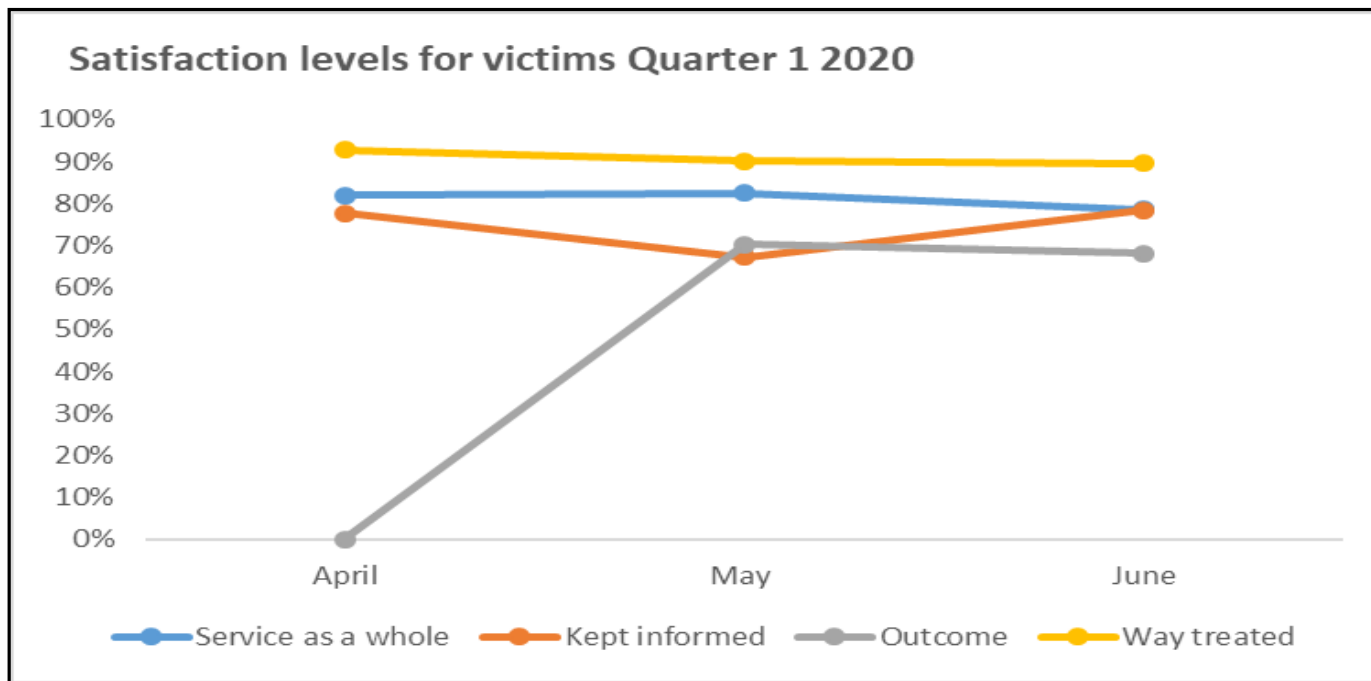


Communities who have confidence in the Gwent Police are more likely to report crimes, provide information and intelligence about offenders and crimes. The Crime Survey of England and Wales is a large, representative sample of persons in the country which asks which statements about their local police force they agree or disagree with. As shown in the table, GWP lie in quartile 3 in three measures and quartile 4 in three measures when compared nationally. Also, all indicators have shown a downward trend since last quarter. CSEW indicators are reflective of force performance approximately 3 quarters prior to publication, therefore any remedial action taken to address performance may not show for a number of months.

GWP have commissioned a series of surveys in this area aimed at providing increased scrutiny to enable a better understanding of the true picture in Gwent. The survey is designed to be less generic and more specific to the people of Gwent, allowing them to better express their opinions and any concerns.



# Victim satisfaction



Performance  
snapshot



Monitoring



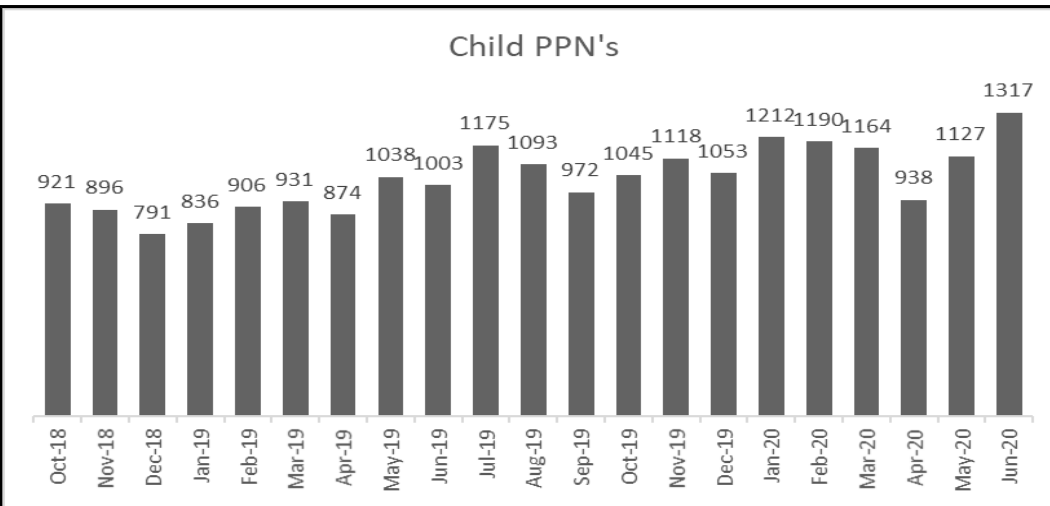
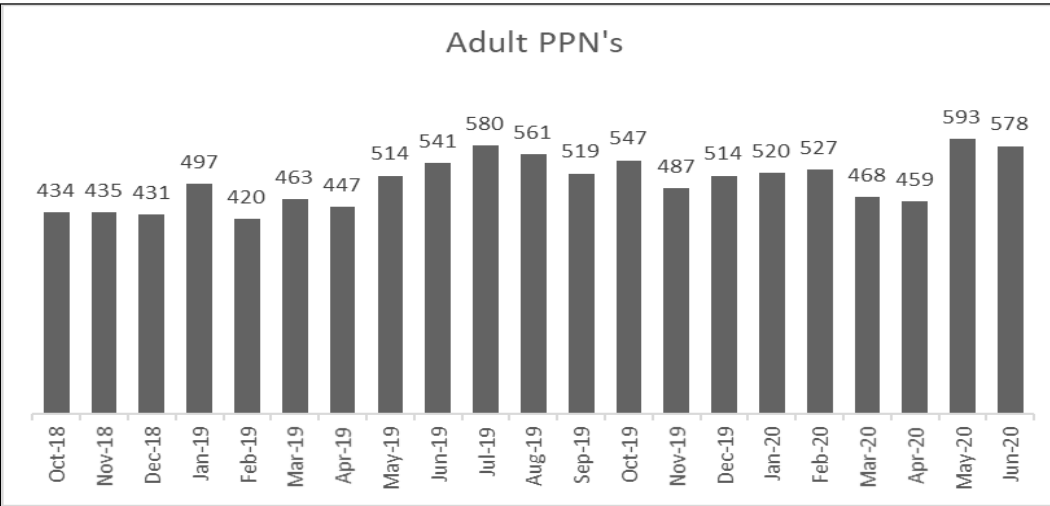
Victim satisfaction is another measure of service delivery. In '***Can police enhance public confidence by improving quality of service?***' (Myhill and Bradford, 2012) found that personal treatment by the police seems to be more important in driving satisfaction than criminal justice outcomes. They suggest that how officers interact with victims, for example in demonstrating interest in what they say, can positively impact on victim satisfaction.

The victim survey has been redesigned and took on a new emphasis since the start of this financial year. There has also been increased focus on providing victims with a quality service which should lead to improved levels of satisfaction in this measure over the coming months.

The reason why 'victims satisfied with outcome' is 0% in April is due to the question was not on the survey that month and was added later.



# Public Protection Notifications (PPN's)



## Performance snapshot



Improving



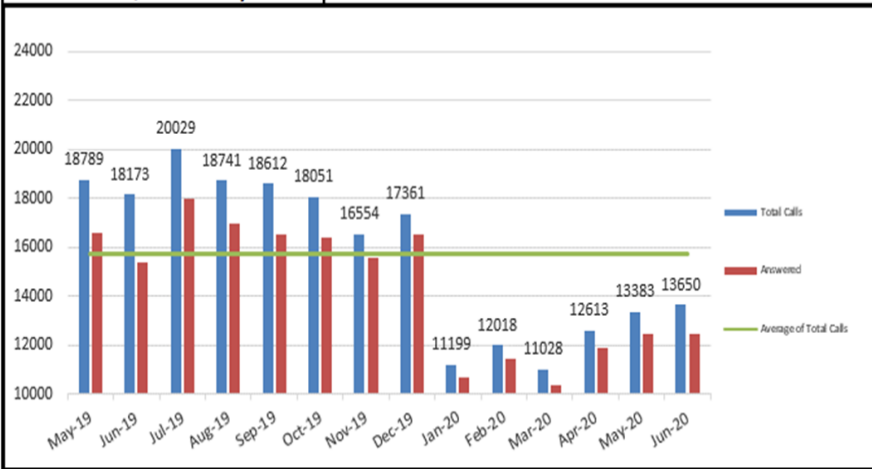
Public Protection Notifications mainly serve two purposes; firstly for officers to make referrals to partner agencies when there are concerns about vulnerable people and secondly it is used as a risk assessment tool for victims of domestic abuse and stalking and harassment (DASH).

An increase in the number of PPN's submitted reflects the increase in domestic incidents seen over the same period.

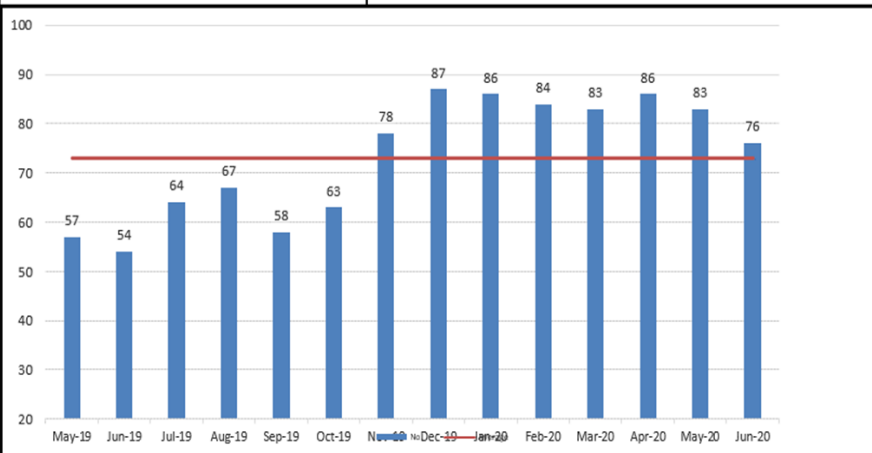


# FCS 101

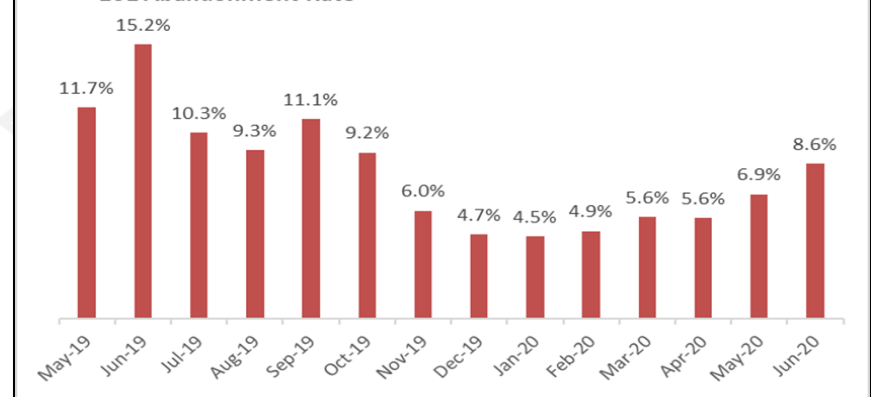
101 Total Calls/Answered by Month



% of 101 Calls Answered Within 60 Seconds



101 Abandonment Rate



## Performance snapshot



Monitoring

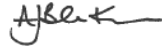
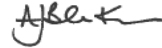


In Quarter 1 there were 39,646 101 calls; which equates to 436 calls per day (excluding switchboard calls) and 18 calls per hour. On average 82% of calls were answered within 60 seconds, with approximately 7% of calls being abandoned. 101 demand has steadily risen since January when the new menu option was installed.



## Public Access to Information

Information in this submission is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. This submission will be made available on the OPCC website following consideration by the Police and Crime Commissioner.

Are you satisfied that the contents and observations made are necessary and suitable for the public domain?	Yes 
In producing this submission, has consideration been given to 'public confidence'?	
If you consider that this submission should be exempt from the public domain, please state the reasons.	



For OPCC use only

<b>Office of the Chief Constable</b> I confirm that the above report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for approval / information / monitoring purposes.	
Signature: 	
Date : 24/08/20	
	Tick to confirm (if applicable)
<b>Financial</b> The Chief Finance Officer has been consulted on this proposal.	
<b>OPCC</b> The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	
<b>Legal</b> The legal team have been consulted on this proposal.	
<b>Equalities</b> The Equalities Officer has been consulted on this proposal.	
<b>Chief of Staff:</b> I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.	
Signature:	
Date:	
<b>Police and Crime Commissioner for Gwent</b> I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval.	
Signature:	
Date:	

