



Heddlu  
Gwent  
Police

## Quarter 2 Performance 2020/21

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# 1. Operational Assessment

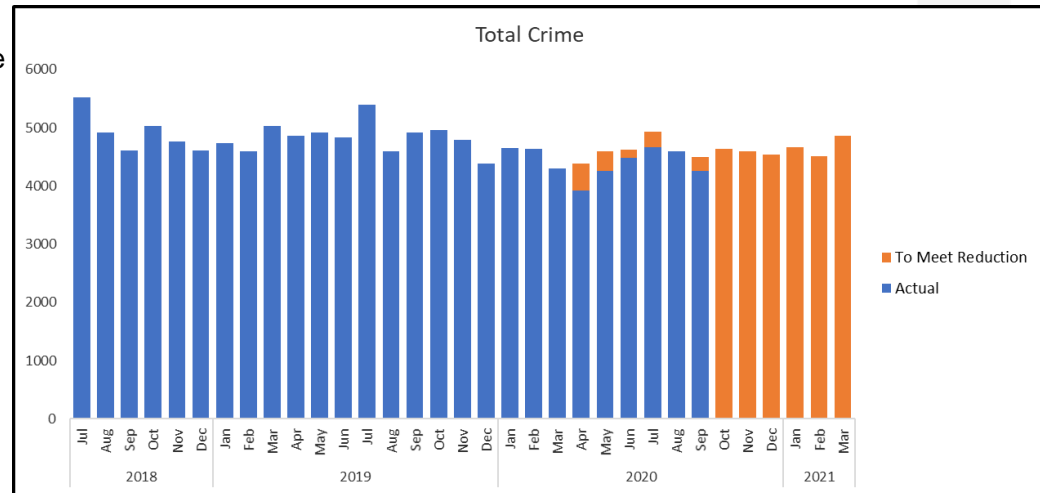
1. Crime trend
2. Residential burglary
3. Public Order
4. Serious violent crime
5. Most Serious Violence
6. Neighbourhood crime
7. Rape
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# All Crime

## All Crime

- All crime fell by 7.9% (4,622 fewer crimes) for the 12 months to September 2020 compared with the previous year
- It also reduced by 11.8% (3,319 fewer crimes) for the FYTD compared with the previous year
- The average MSG reduction for the 12 months was 7.9%. Nationally it was 5.3%. For all Welsh forces it was 6.9%\*



Improving

## All Crime Solved Rates

- Positive outcomes increased by 2.3% for the 12 months to September 2020 compared with the previous year.
- Positive outcomes increased by 4.3% for the FYTD compared to the same period last year
- For the 12 months to September 20, Gwent are 28<sup>th</sup> (no change) nationally and 5<sup>th</sup> in its Most Similar Group (MSG)
- For the FYTD, Gwent are 20<sup>th</sup> nationally and 5<sup>th</sup> in its MSG for all crime outcomes
- Positive outcomes fell by 0.1pp for the FYTD compared to last month

Timeframe	% Solved	Median
12m to Sep 2019	11.5%	
12m to Sep 2020	13.8%	13.9%*
FYTD 2019	11.6%	
FYTD 2020	15.9%	14.7%*



Improving

\* Based on iQuanta data to July 2020

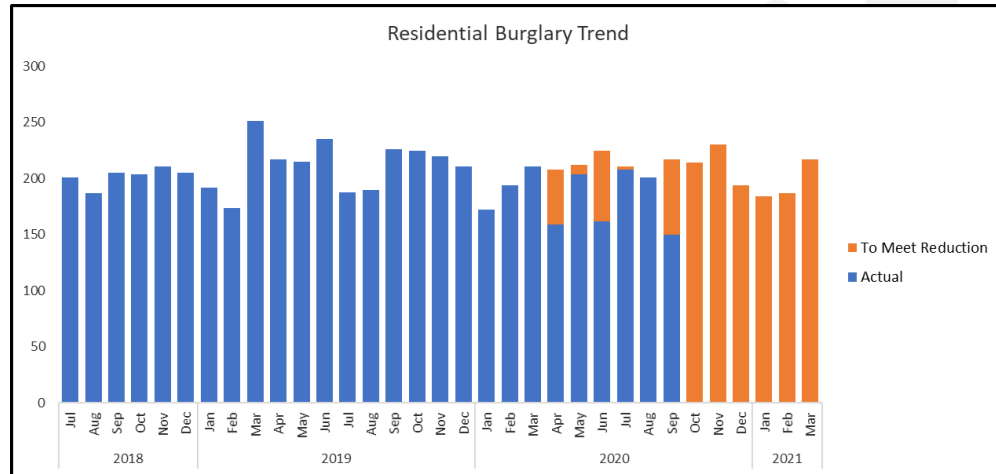


# Residential Burglary

## Residential Burglary

- Residential Burglary fell by 9.1% (229 fewer crimes) for the 12 months to September 2020 compared with previous year
- Residential Burglary fell by 14.7% (187 fewer crimes) for the FYTD compared with the same period last year.
- The average MSG reduction for the 12 months was 17.8%. Nationally it was 17.1%. For all Welsh forces it was 16.7%\*

A new burglary response team based within the proactive CID department will bring increased scrutiny to this crime type



Monitoring

## Residential Burglary Solved Rates

- Positive outcomes increased by 1.2% for the 12 months to September 2020 compared with the previous year
- Positive outcomes increased by 3.4 % for the FYTD compared to last year
- For the 12 months to September 20, Gwent are 37th (-2) nationally and 8<sup>th</sup> (out of 8) in its Most Similar Group (MSG)
- For the FYTD, Gwent are 34th nationally and 6th in its MSG

Timeframe	% Solved	Median
12m to Sep 2019	4.3%	
12m to Sep 2020	5.5%	6.4%*
FYTD 2019	4.7%	
FYTD 2020	8.1%	8.6%*



Monitoring

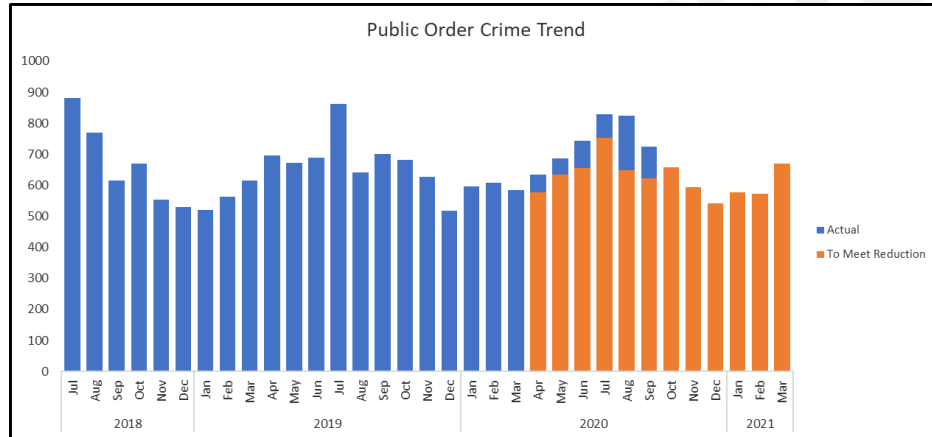
\* Based on iQuanta data to July 2020



# Public Order

## Volume Crime

- Public Order increased by 4.4% (342 additional crimes) for the 12 months to September 2020 compared with the previous year. 35 Forces recorded an increase during this time.
- Public Order increased by 4.3% (182 additional crimes) for the FYTD compared with the same period the previous year
- For September, Public Order was 16.5% above the crime reduction amount**
- Public Order has exceeded the crime reduction plan every month this financial year**



Deteriorating

There is conjecture as regards to the amount of valid Public Order offences GWP record and as a result work is ongoing within the timeliness team regarding criming at source which is intended to accurately record all Public Order offences in the near future.

## Public Order Solved Rates

- Positive outcomes increased by 1.2% for the 12 months to August 20 compared with the previous year.
- Positive outcomes increased by 3.3% for the FYTD compared to last year
- For Public Order Offences, Gwent are 7<sup>th</sup> in MSG and 36<sup>th</sup> nationally.

**\* Based on iQuanta data to July 2020**

Timeframe	Percentage Solved
12m to Sep 2019	8.7%
12m to Sep 2020	11.0%
FYTD 2019	8.3%
FYTD 2020	12.2%



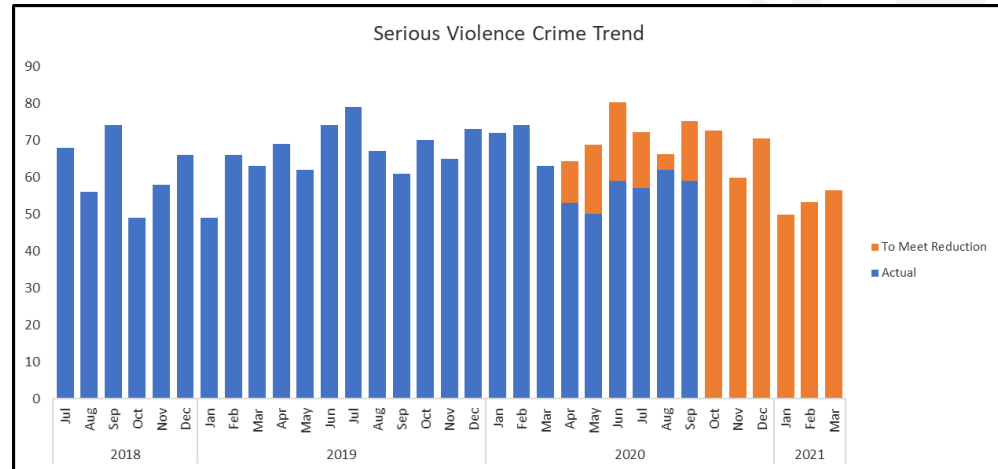
Improving



# Serious Violence (S18, S20 and Personal Robbery)

## Serious Violence

- Serious Violence fell by 0.8% (6 fewer crimes) for the 12 months to September 2020 compared with the previous year
- Serious Violence fell by 17.5% (72 fewer crimes) for the FYTD compared with the same period the previous year



## Serious Violence Solved Rates

- Positive outcomes increased 1% for the 12 months to September 2020 compared with the previous year.
- Positive outcomes increased by 2.4% for the FYTD compared to last year

Timeframe	Percentage Solved
12m to Sep 2019	21.6%
12m to Sep 2020	22.6%
FYTD 2019	22.6%
FYTD 2020	25%

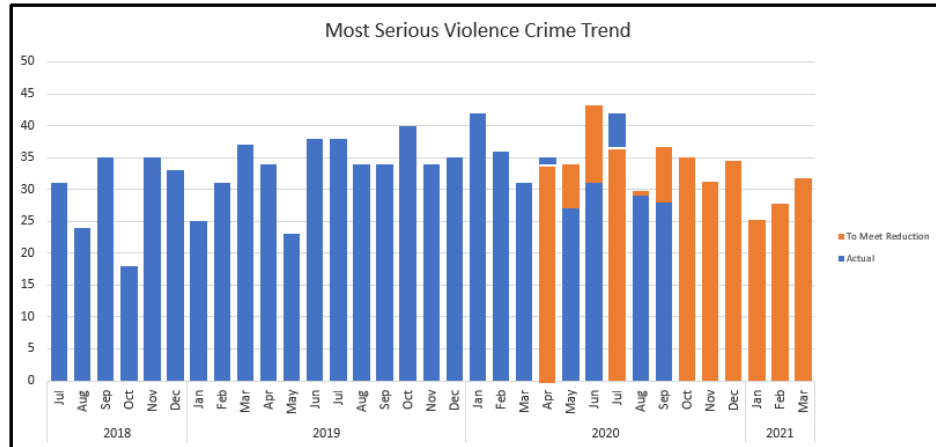




# Most Serious Violence

## Most Serious Violence

- Most Serious Violence increased by 7.9% (30 additional crimes) for the 12 months to September 2020 compared with the previous year
- 20 forces recorded an increase during this time, however there was an average reduction nationally of 1.8% and 5.1% in Wales. MSG recorded an average increase of 0.1%\*
- Offence levels fell by 4.5% (9 fewer crimes) for the FYTD compared with the same period the previous year



Monitoring

## Most Serious Violence Solved Rates

- Positive outcomes increased by 1.2% for the 12 months to August 2020 compared with the previous year
- Positive outcomes increased by 3.4 % for the FYTD compared to last year
- For the 12 months to July 20, Gwent are 25<sup>th</sup> nationally and 4<sup>th</sup> (out of 8) in its Most Similar Group (MSG)
- For the FYTD, Gwent are 19<sup>th</sup> nationally and 3<sup>rd</sup> in its MSG

Timeframe	Percentage Solved
12m to Sep 2019	26.1%
12m to Sep 2020	28.0%
FYTD 2019	26.9%
FYTD 2020	30.2%



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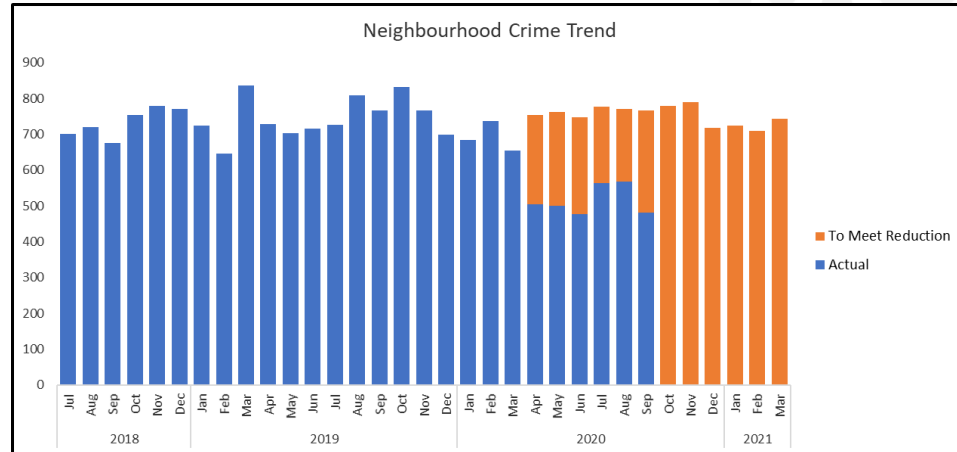
\* Based on iQuanta data to July 2020



# Neighbourhood Crime

## Neighbourhood Crime

- Neighbourhood crime fell by 16.7% (1,498 fewer crimes) for the 12 months to September 2020 compared with the previous year
- Offence levels fell by 30.5% (1,357 fewer crimes) for the FYTD compared with the same period the previous year



Improving

## Neighbourhood Crime Solved Rates

- Positive outcomes increased by 1.2% for the 12 months to September 2020 compared with the previous year.
- Positive outcomes increased by 2.8% for the FYTD compared to last year
- The MSG average solved rate for this crime type is 14.5%

Timeframe	Percentage Solved
12m to Sep 2019	13.5%
12m to Sep 2020	14.7%
FYTD 2019	13.7%
FYTD 2020	16.5%



Improving

\* Based on iQuanta data to July 2020

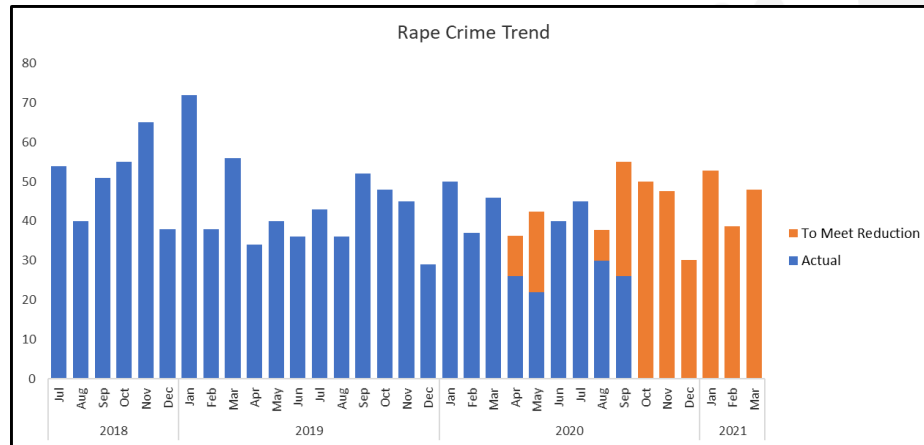




# Rape

## Rape

- Rape fell by 24.7% (142 fewer crimes) for the 12 months to September 2020 compared with the previous year
- Offences were down 13.8% (26 fewer crimes) compared with the previous FYTD
- Nationally there were 10 forces that saw increases. The average decrease across all forces in England and Wales was 5.8%. In MSG, the average reduction was 10.3%. For all Welsh forces the average decrease was 14.1%.



Monitoring

Due to falling rates which would appear to be much greater than the national average, GWP will liaise with third parties to see if the decline is being replicated with them

## Rape Solved Rates

- Positive outcomes increased by 2.2% for the 12 months to September 20 compared with the previous year.
- Positive outcomes increased by 5% for the FYTD compared to last year
- For the 12 months to September 20, Gwent are 5<sup>th</sup> nationally and 4<sup>th</sup> in its Most Similar Group (MSG)
- For the FYTD, Gwent are 3<sup>rd</sup> nationally and 2<sup>nd</sup> in its MSG for all crime outcomes

Timeframe	% Solved	Median
12m to Sep 2019	5.6%	
12m to Sep 2020	9.2%	5%
FYTD 2019	7.6%	
FYTD 2020	15.1%	6.1%

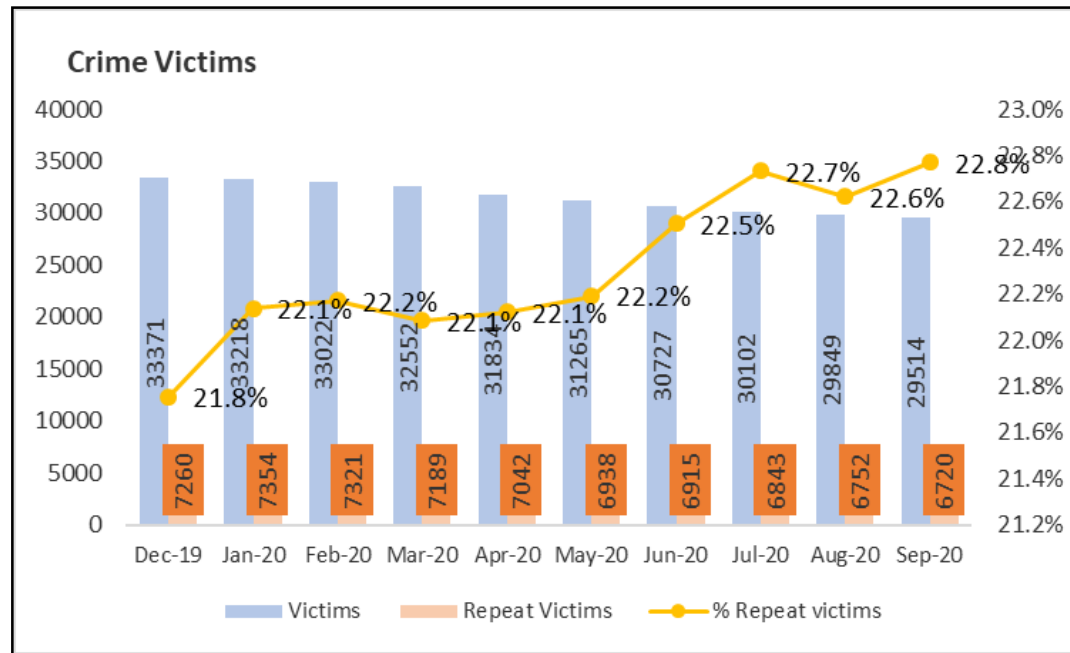
\* Based on iQuanta data to July 2020



Improving



# Crime Victims



**Improving**

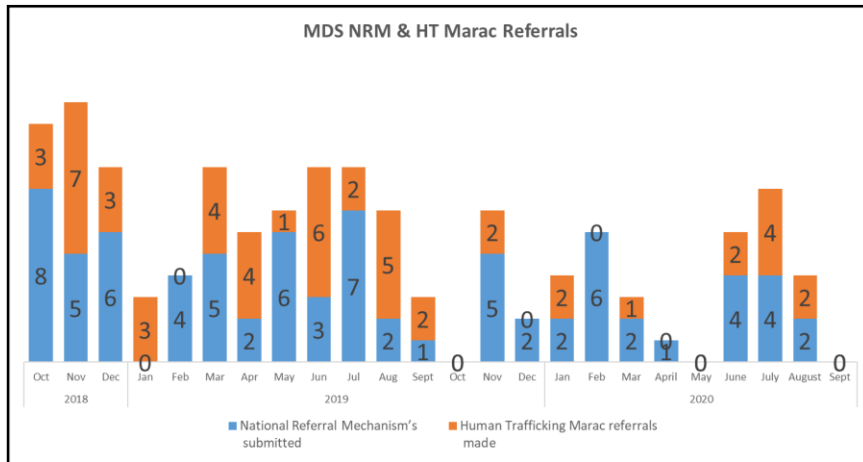
The number of crime victims (single and repeat) show a downward trend during Quarter 2 when compared with Quarter 1 and last financial year. This has been mirrored by the overall crime trend which has also decreased.

For the rolling 12 months to September 2020, all crime victims have fallen by 4% when compared to end of Quarter 1 and 9.3% when compared to the start of this financial year.

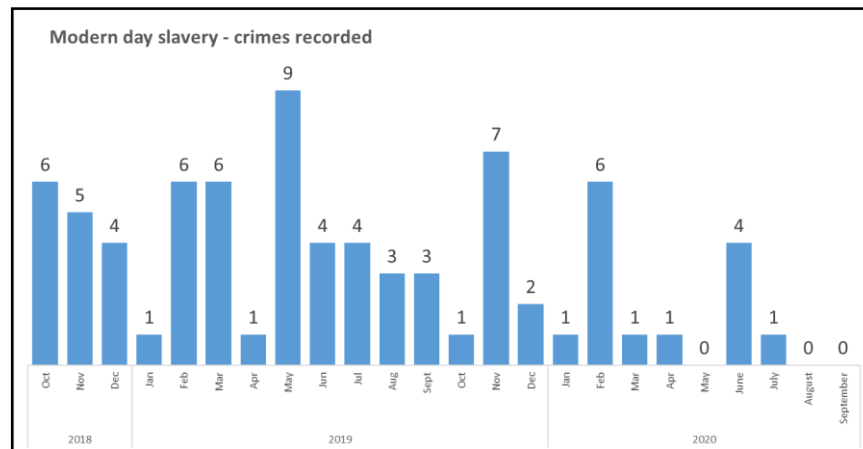
For the rolling 12 months to September 2020, repeat crime victims have fallen by 2.8% when compared to end of Quarter 1 and 6.5% when compared to the start of this financial year.



# MDS and Human Trafficking



The number of NRM submitted for MDS and MARAC referrals for HT is on a downward trend. There were no NRM or MARAC submissions in September



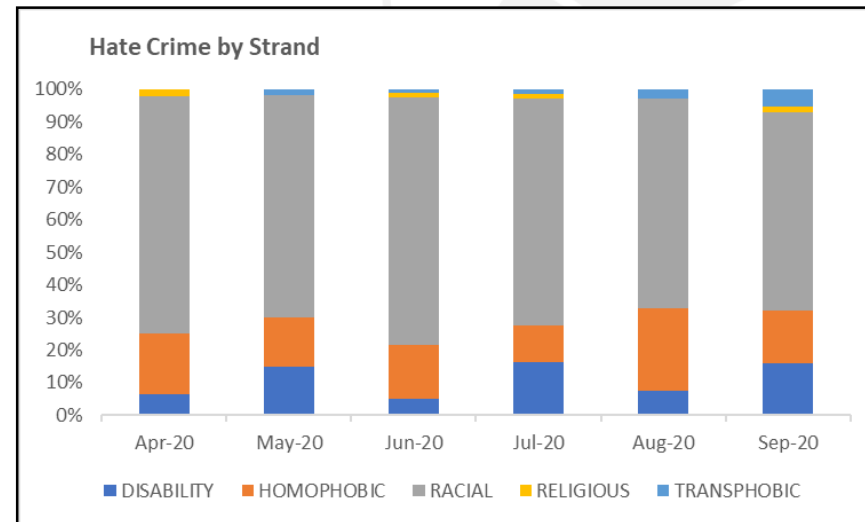
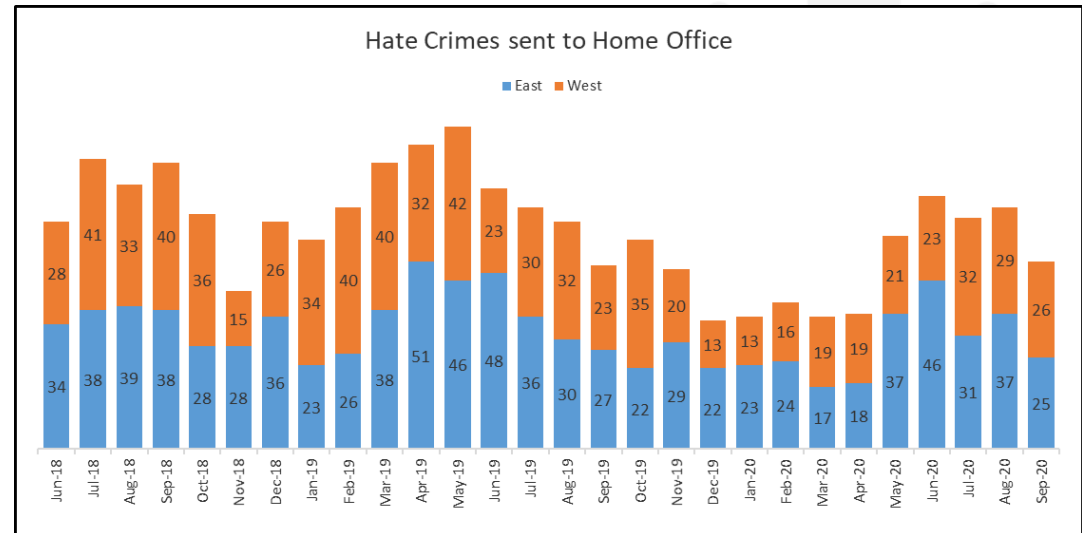
The number of MDS crimes recorded has also fallen recently. Due to its hidden nature, producing an accurate picture of the true extent of MDS is difficult. Greater awareness and improvements in recording were likely to be behind the increase in numbers in 2019, and it is uncertain whether or not the recent downturn is a true reflection of a reduction in this crime type, or due to it generally being underreported. There can be little doubt that Covid 19 and the subsequent restrictions have had an impact on reports in this area of vulnerability



# Hate Crime

- Hate crimes in Quarter 2 have increased marginally when compared to Quarter 1 (16 additional crimes, +9.8%).

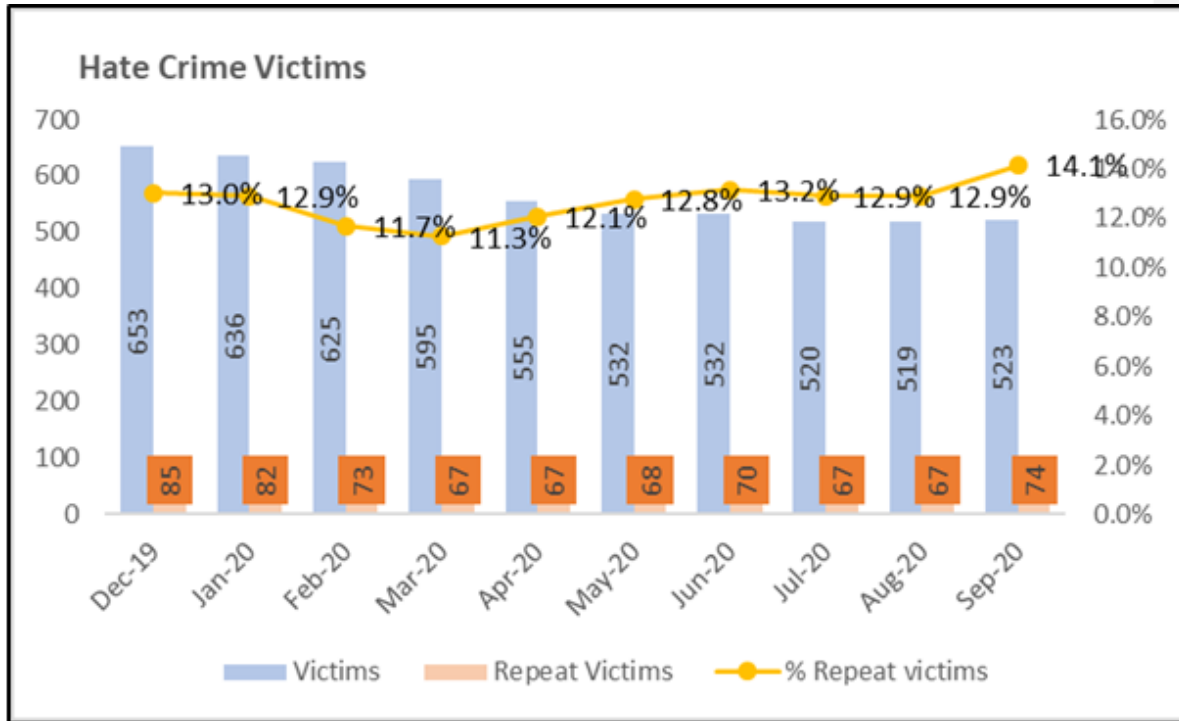
- Approximately 7 in 10 Hate Crimes are Racial by nature. 1 in 5 are Homophobic



Monitoring



# Hate Crime Victims



The number of Hate Crime victims (single) show a downward trend during Quarter 2 when compared with Quarter 1 and last financial year. Hate Crime repeat victims have risen marginally when compared to previous quarters.



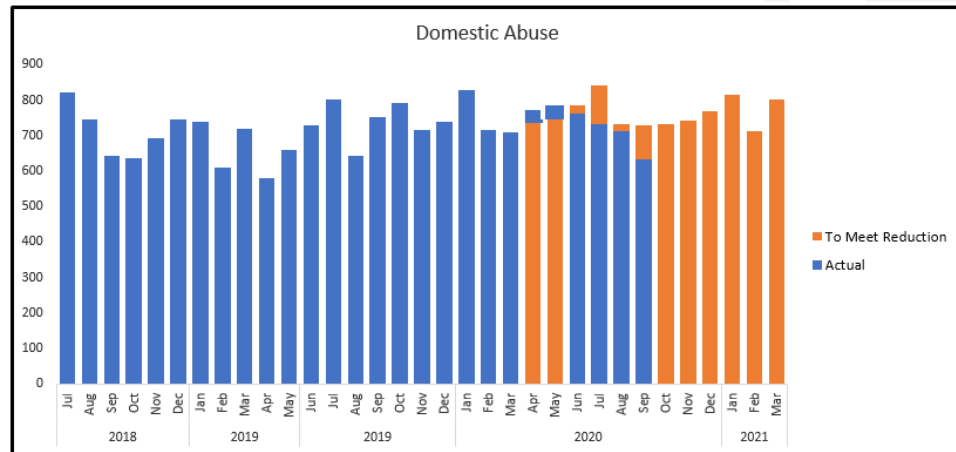
Monitoring



# Domestic Abuse Crime

## Domestic Abuse Crime

- Domestic Abuse Crime increased by 6.9% (additional 576 crimes) for the 12 months to September 2020 compared with the previous year
- Domestic Abuse Crime increased by 5.3% (additional 222 crimes) for the FYTD compared with the same period the previous year
- As with Rape, Domestic Abuse has a 5% increase added to the average, as a rise in offence numbers is a gauge of increased confidence in reporting offences within the Force



Improving

## Domestic Abuse Solved Rates

- Positive outcomes increased by 0.2% for the 12 months to September 2020 compared with the previous year
- Positive outcomes increased by 1% for the FYTD compared to last year

Timeframe	Percentage Solved
12m to Sep 2019	13.4%
12m to Sep 2020	13.6%
FYTD 2019	13.5%
FYTD 2020	14.5%

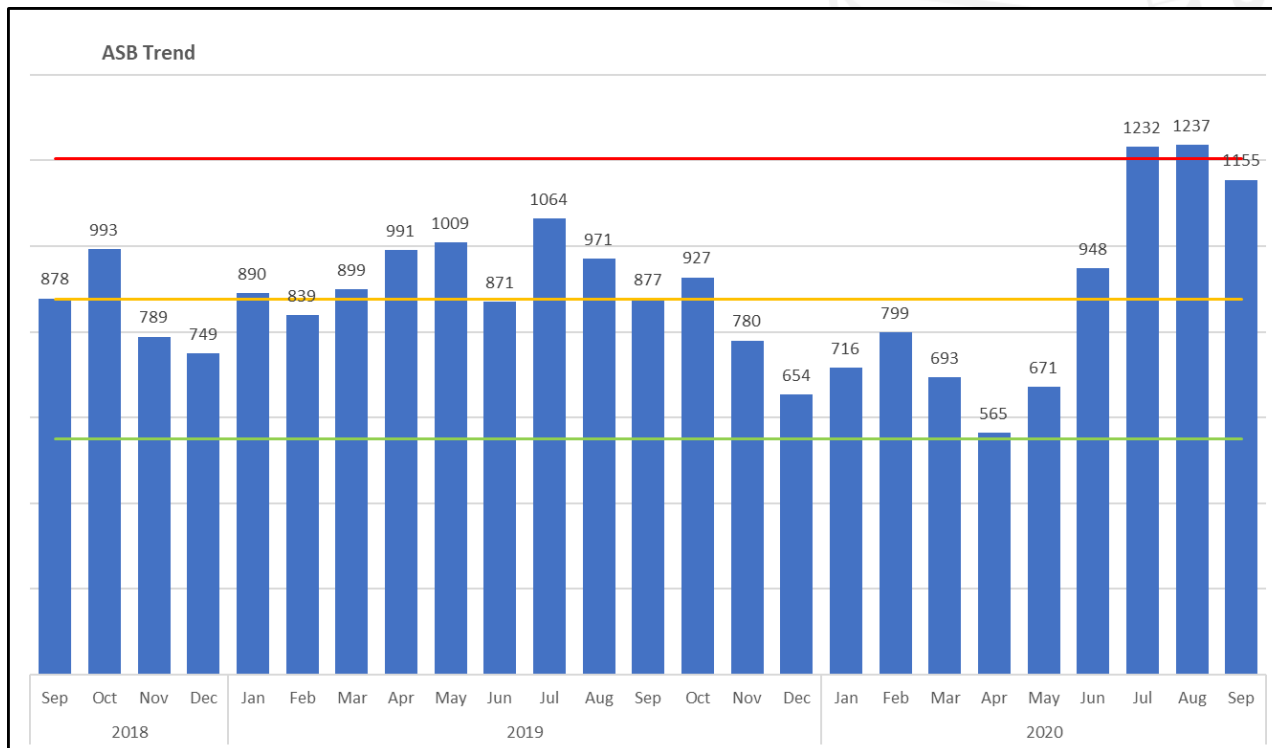


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# ASB (Non-Covid)

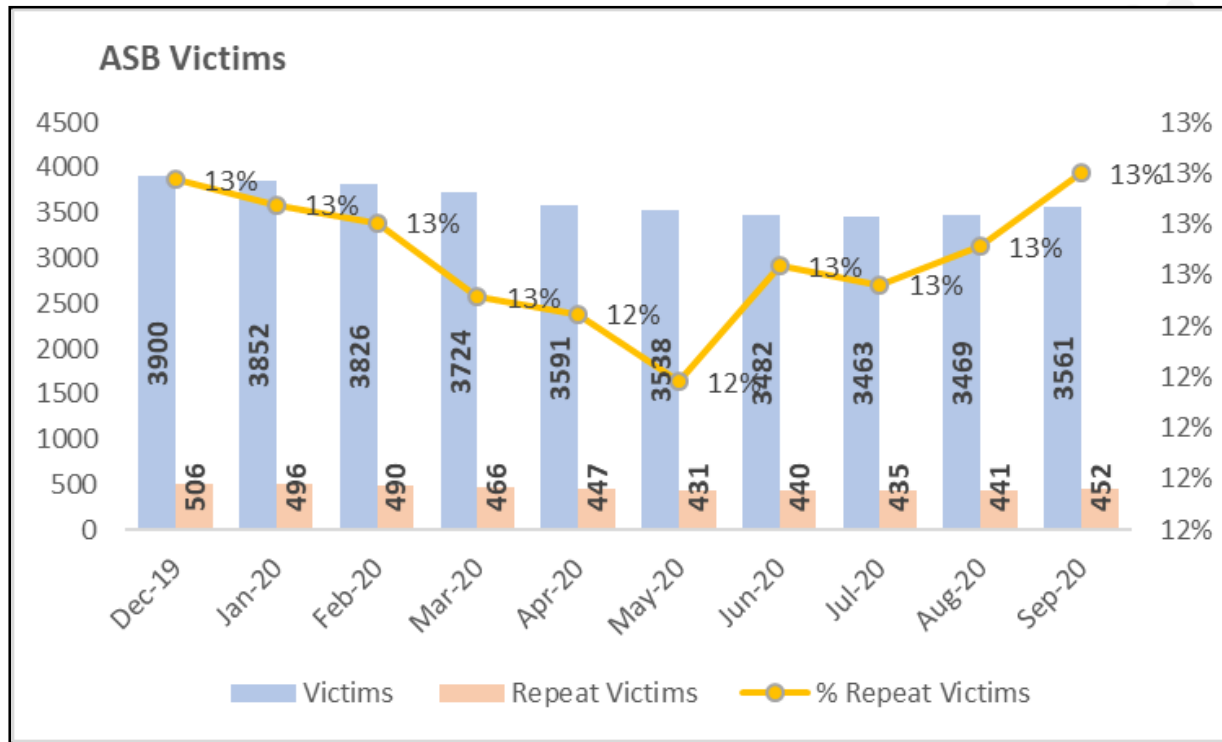
- Non Covid related ASB has risen sharply over the last few months compared with the previous months.
- This is highly likely to be associated with the easing of Covid 19 restrictions coupled with the commencement of the school summer holidays, which historically have always been associated with increased incident numbers. Recent work undertaken by the A&R department indicate that a significant proportion of Non-Covid ASB incidents should actually be flagged as Covid related.



Monitoring



# ASB Victims and Offenders



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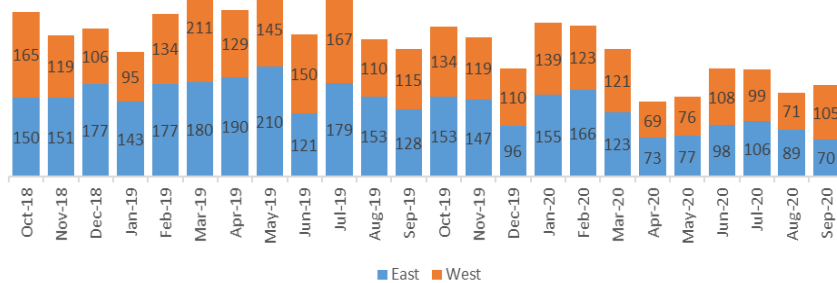
The table opposite gives details on the number of ASB victims by rolling 12 months. The general trend for victims and repeat victims is a downward one, however August and September have seen slight increases



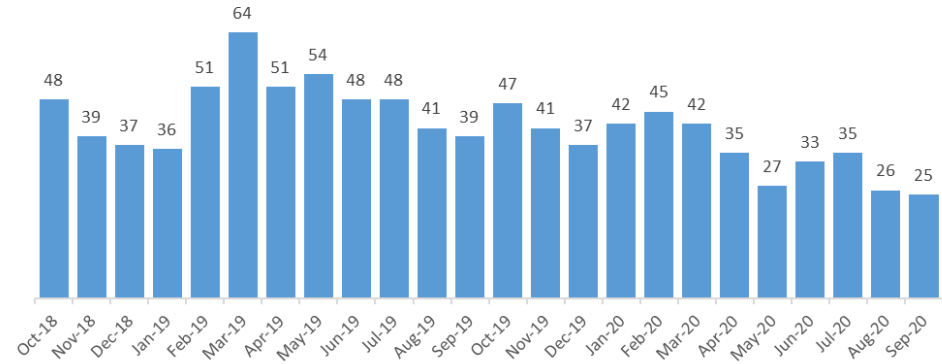


# Missing Persons

Missing Children Occurrences



Repeat Missing Children

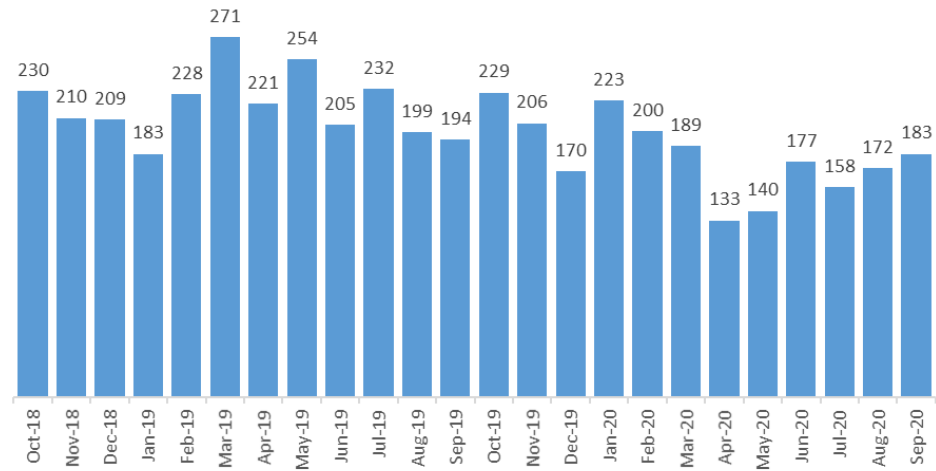


The amount of missing persons has been steadily falling since Covid 19 restrictions began end of March. The number of missing children and missing child occurrences has also fallen. This may be due to a change in reporting practices at care homes and also to schools not being in session.



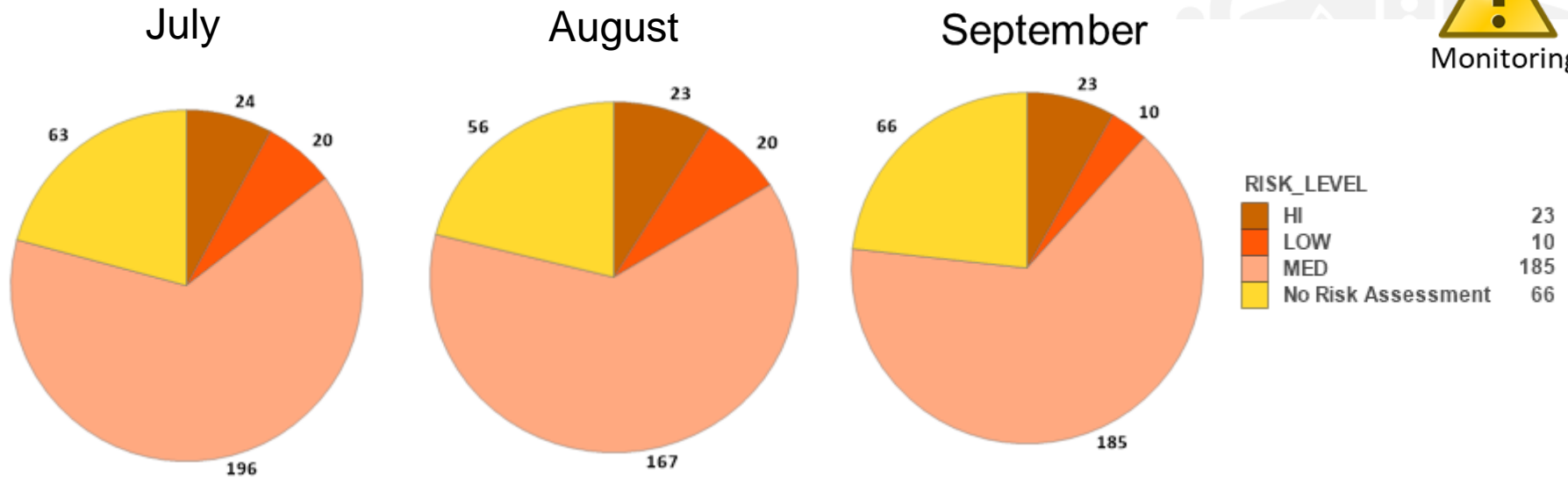
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Missing persons





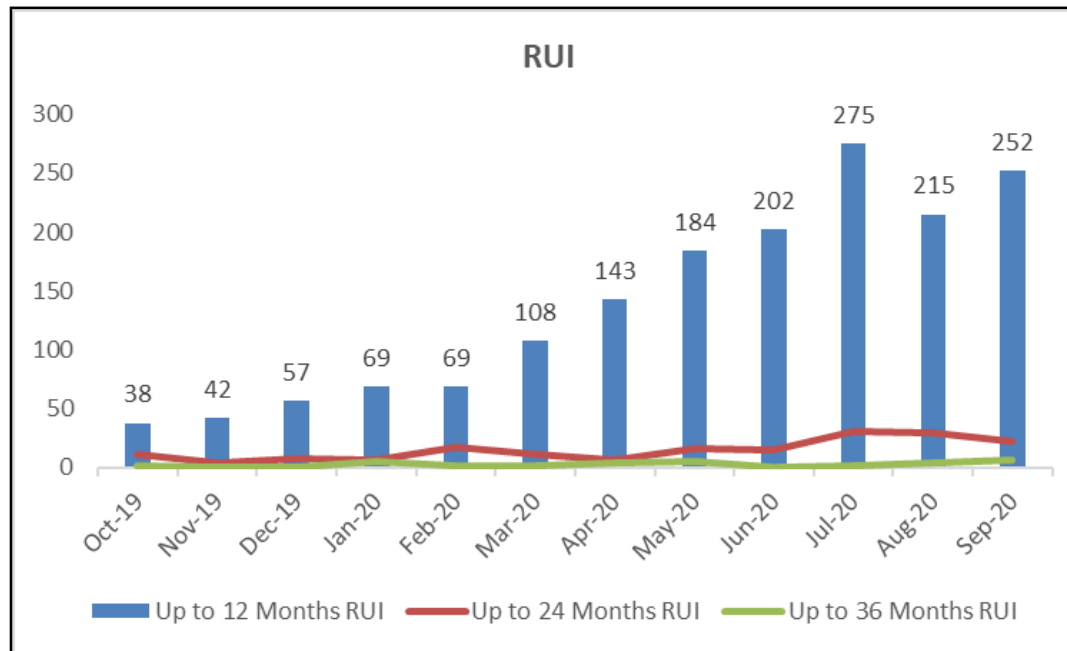
# Missing Persons – by risk category



- The amount of High risk MISPERS has been above 20 for the last three months
- Medium Risk MISPERS increased in September
- MISPERS with no risk assessment increased in September



# RUI



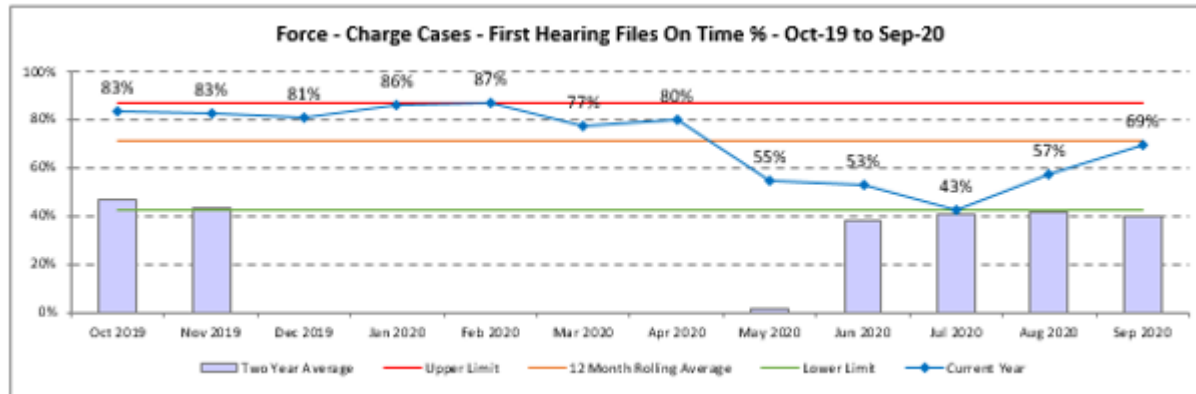
RUI	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Up to 12 Months RUI	24	43	47	62	74	71	121	171	207	220	283	229
Up to 24 Months RUI	7	11	4	8	8	18	12	7	17	16	31	32
Up to 36 Months RUI	0	2	0	0	5	2	2	4	5	1	4	4

- There are currently 1,866 RUI
- 1,654 are from the last 12 months
- 180 are from 12 months to 24 months
- 32 are from 24 months to 36 months

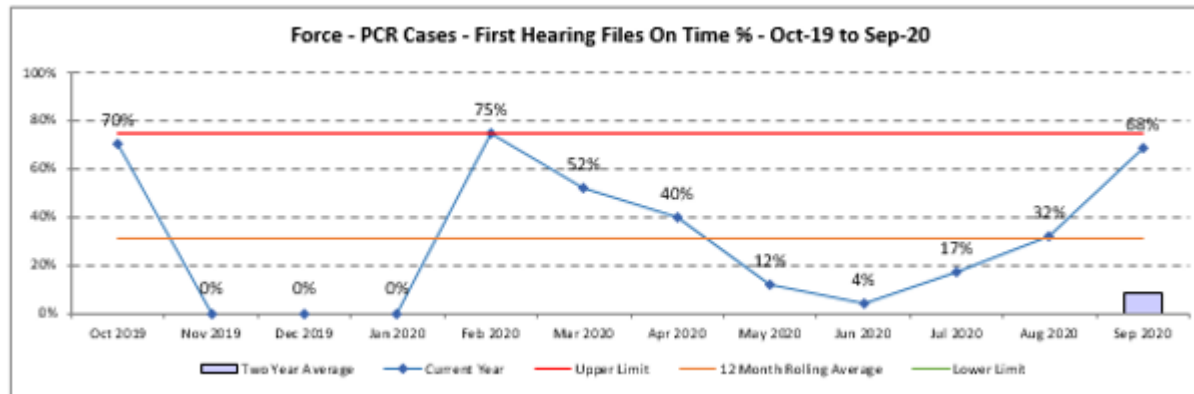
Staff who were restricted with duties due to Covid have reviewed the majority of RUI cases



# File timeliness



The graph opposite shows the improvement in charge cases FHF timeliness over the last few months. The downturn between April and August FHF can be attributed to COVID restrictions. It is therefore reassuring to see levels returning to average values.



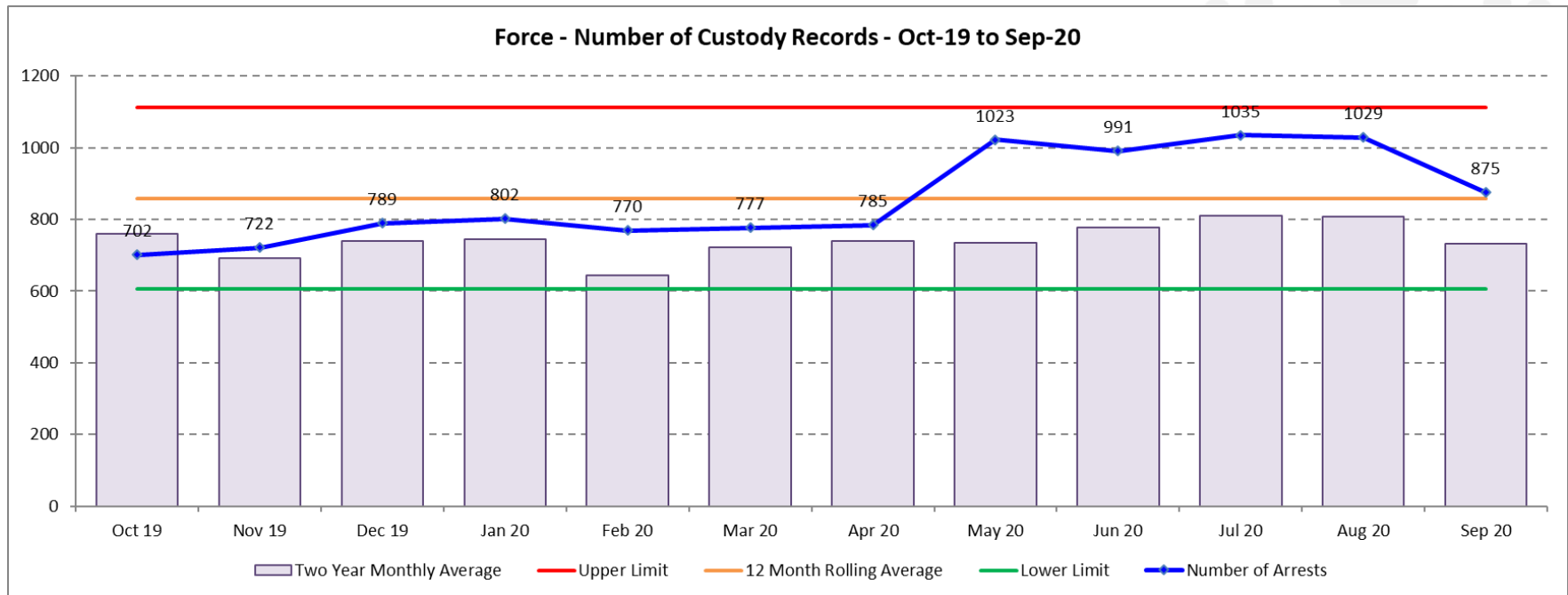
The graph opposite shows the improvement in PCR timeliness over the last few months. As with Charge cases, the downturn between April and August FHF can be attributed to COVID restrictions..



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# Arrests



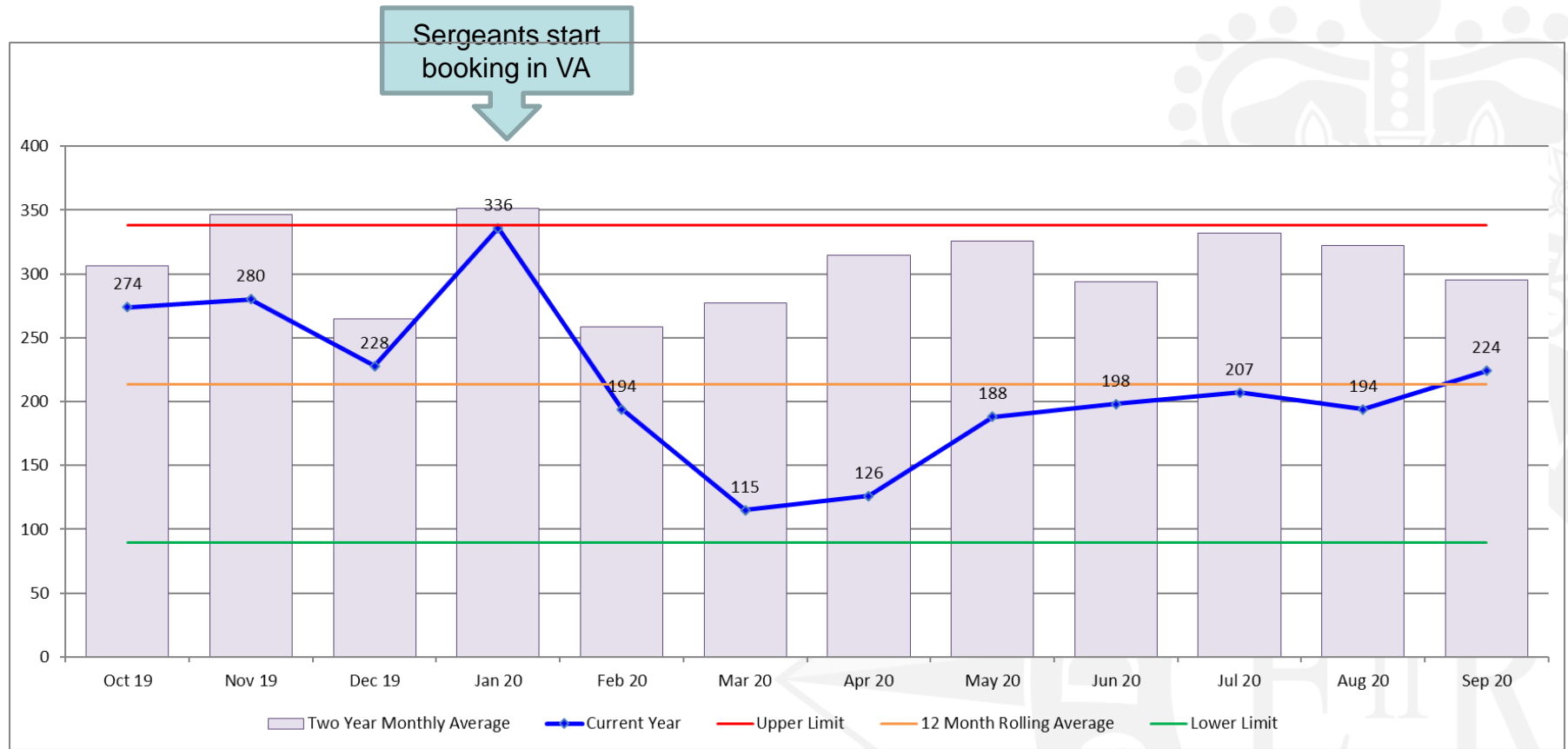
- Arrests in September returned to average levels after four months of increased activity



Improving



# Voluntary Attendees



- Numbers of Voluntary Attendees reduced significantly between January and March 2020
- The number of Voluntary Attendees rose above average levels for the first time in 8 months.

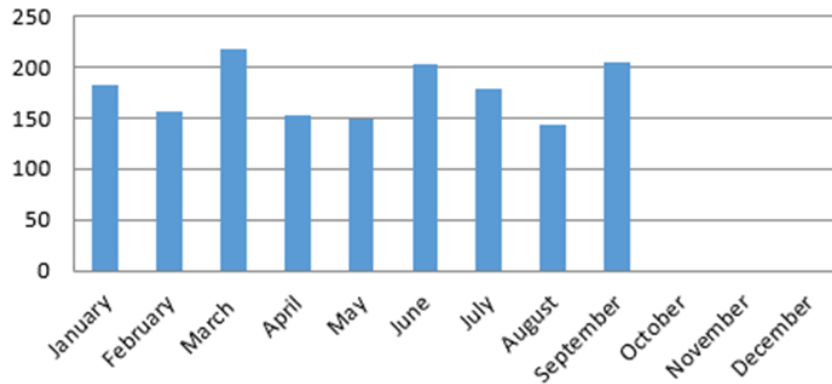


Improving

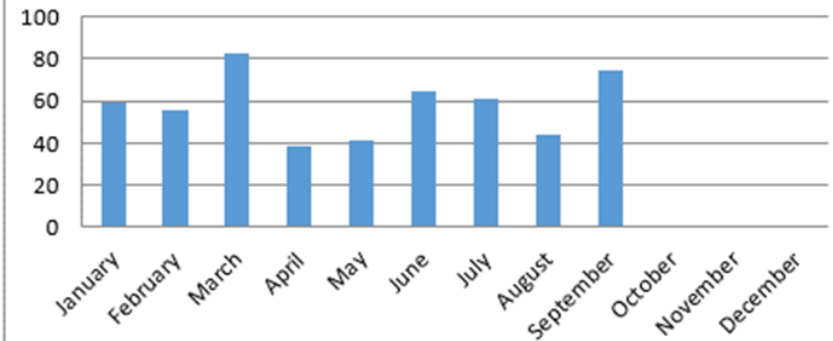


# Strategy Discussions

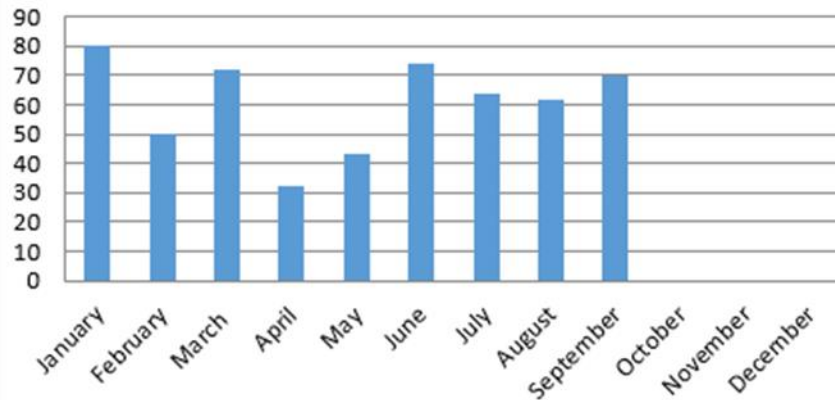
**Child Protection Strategy Discussions:**



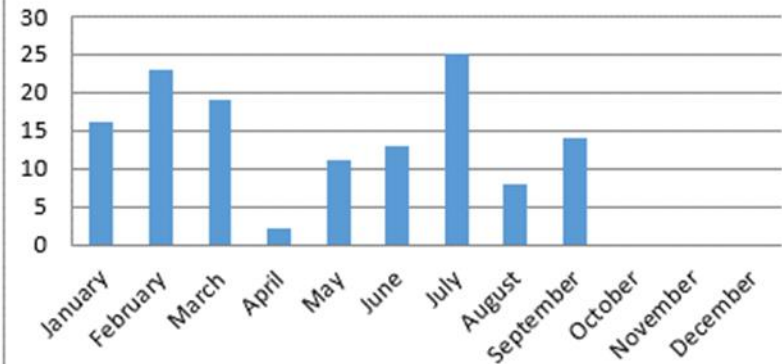
**Child Protection Strategy Discussions: Joint Investigation**



**POVA Strategy Discussions**



**Adult Protection Strategy Discussions: Joint Investigation**





## 2. Organisational Assessment

1. Representative workforce – ethnicity
2. Representative workforce - gender
3. Gender pay gap
4. Restricted duties
5. Long term sickness
6. General sickness – officers
7. General sickness - staff







# Police Officer and Staff ethnicity

Rank	Feb-19	May-19	Sep-19
Chief Officers	0	0	0
Chief Superintendents	0	0	0
Superintendents	0	0	0
Chief Inspectors	0	0	0
Inspectors	0	0	0
Sergeants	0.55	0.55	0.59
Constables	2.72	2.75	2.85
All Officers	2.17	2.17	2.33

The table opposite shows the BAME representation by Rank in GWP. The highest proportion of BAME representation can be observed in Constables. There is no BAME representation at Inspector level or above



<i>Minority Ethnic %</i>	Minority Ethnic			White			Not Stated		
Category	Headcount	% Category Total	FTE	Headcount	% Category Total	FTE	Headcount	% Category Total	FTE
CSO	6	4.4%	6.00	129	94.9%	124.32	1	0.7%	1.00
Police & Crime Commissioner	0	0.0%	0.00	18	78.3%	16.97	5	21.7%	0.00
Police Officer	31	2.3%	31.00	1302	95.6%	1277.52	29	2.1%	23.82
Police Staff	11	1.5%	11.00	722	95.4%	664.20	24	3.2%	4.14
Special Constable	5	9.4%	0.00	48	90.6%	0.00	0	0.0%	0.00

BAME representation for Police Officer is currently 2.3%, which is below the BAME proportion of residents in Gwent which at the last Census was 3.9%

BAME representation for Staff is 1.5%.

Increased BAME representation can be observed in PCSO (4.4%) and Special Constables (9.4%)



# Police Officer and Staff by Gender

Rank	Female	Male
Chief Officers	50.0%	50.0%
Chief Superintendents	16.7%	83.3%
Superintendents	30.0%	70.0%
Chief Inspectors	20.7%	79.3%
Inspectors	31.5%	68.5%
Sergeants	25.4%	74.6%
Constables	38.1%	61.9%
All Officers	35.7%	64.3%

The table opposite shows the gender representation by Rank in GWP. The highest proportion of female representation can be observed in Chief Officers.



Monitoring

<i>Gender %</i>	Female			Male		
Category	Headcount	% Category Total	FTE	Headcount	% Category Total	FTE
CSO	73	53.7%	69.60	63	46.32	61.72
Police & Crime Commissioner	17	68.0%	13.97	8	32.00	4.00
Police Officer	495	35.0%	473.85	921	65.04	876.49
Police Staff	548	66.9%	463.31	271	33.09	235.97
Special Constable	15	24.6%	0.00	46	75.41	0.00

Gender representation in the workforce varies on type of role. For officers, females make up 35% of the workforce. For staff, females make up 67% of the workforce.



# Gender Pay Gap

## Median

Officers	Actual	Adjusted to FTE	
Male	£ 41,130.00	£ 41,130.00	2 Reduced hours
Female	£ 34,487.51	£ 41,130.00	64 Reduced hours

Staff	Actual	Adjusted to FTE	
Male	£ 25,380.00	£ 25,380.00	27 Reduced hours
Female	£ 23,946.00	£ 25,380.00	106 Reduced hours

## Mean

Officers	Actual	Adjusted to FTE
Male	£38,832.26	£ 38,851.75
Female	£35,413.28	£ 36,338.79

Staff	Actual	Adjusted to FTE
Male	£27,294.48	£ 28,362.83
Female	£24,436.04	£ 26,079.78

The tables above show the median values of pay between genders for officers and staff. As can be seen there appears to be a gender pay gap in both categories, however this does not take into account persons working reduced hours. There are 2 male officers working reduced hours, whereas there are 64 female officers working reduced hours. There are 27 male staff working reduced hours and 106 female staff working reduced hours. When this is factored into account, there is no gender pay gap in either category at the median value.

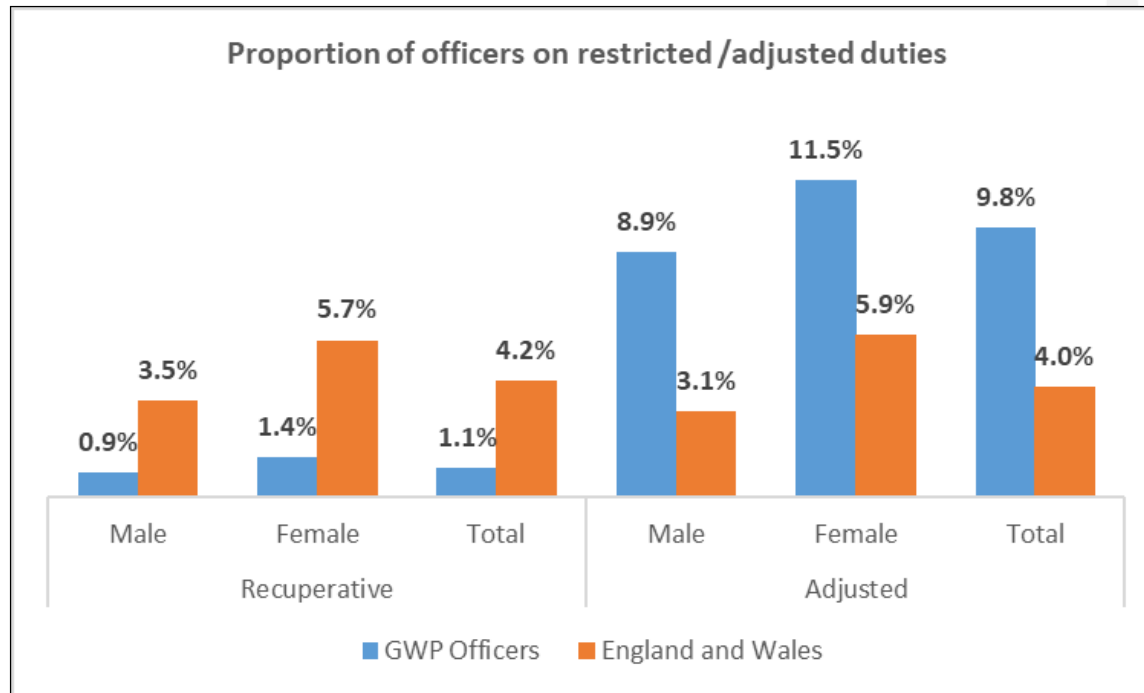
At mean values there is a pay gap of £2,500 for officers and £2,300 for staff. For officers, at ages of under 40 the pay gap reduces to just over £1,100 and at ages of under 30 it falls even further to £500. The ONS has also found the gender pay gap for full-time employees between the ages of 18 and 39 years was close to zero, but began to widen for people over the age of 40. When both full and part-time employees are included in the calculation, the gender pay gap widens after the age of 30.



Monitoring



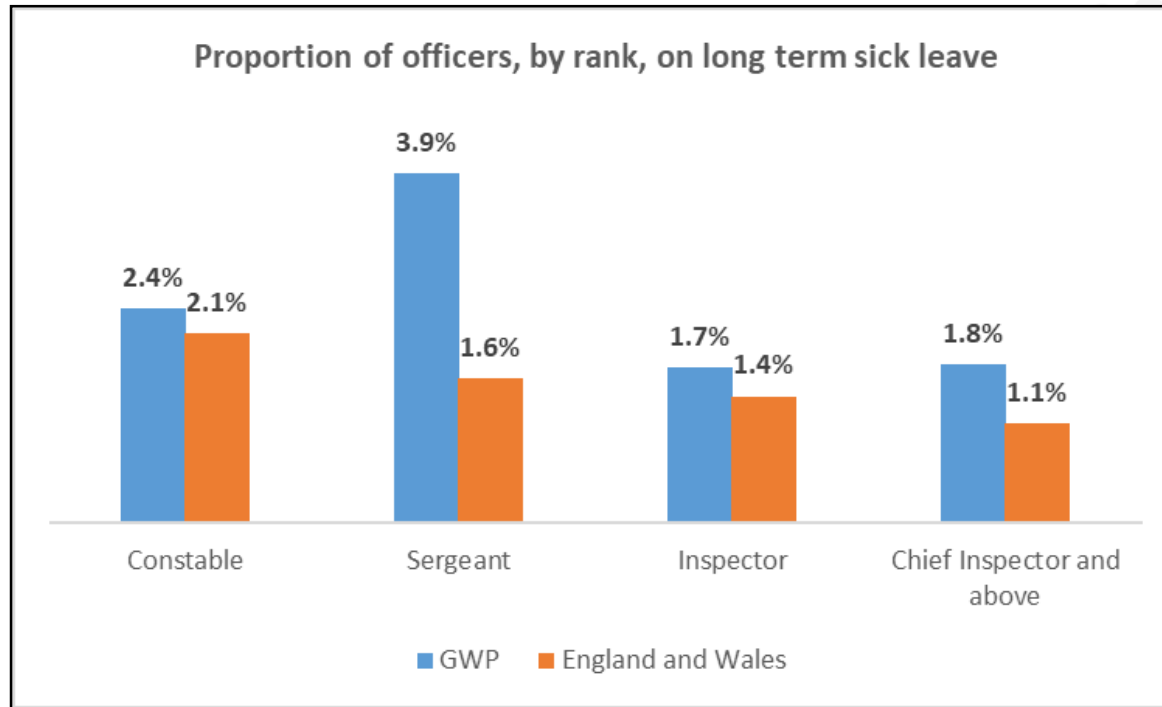
# Restricted duties



The figure above shows the difference between GWP and the national average for Recuperative and Adjusted duties. As can be seen, the number of GWP officers on Recuperative duties is considerably under the national average. However, the number of GWP officers on Adjusted duties is significantly above the national average .



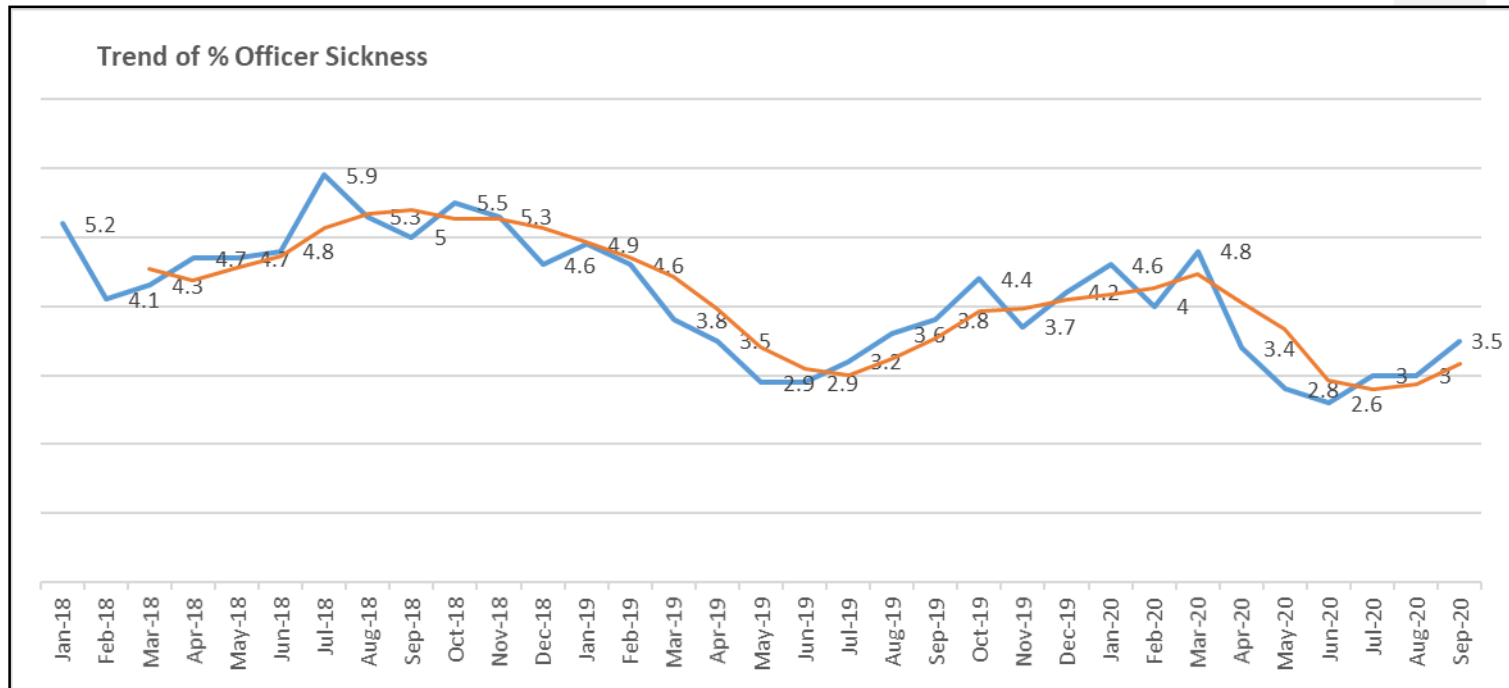
# Long term sick



The figure above shows the relative difference nationally and in GWP by rank of officers on long term sick. All ranks are above the national average, however the most significant difference is that in the rank of Sergeant. The national average for long term Sergeant absence is 1.6%, whereas GWP Sergeant absence is 3.9%.



# Sickness - Officer



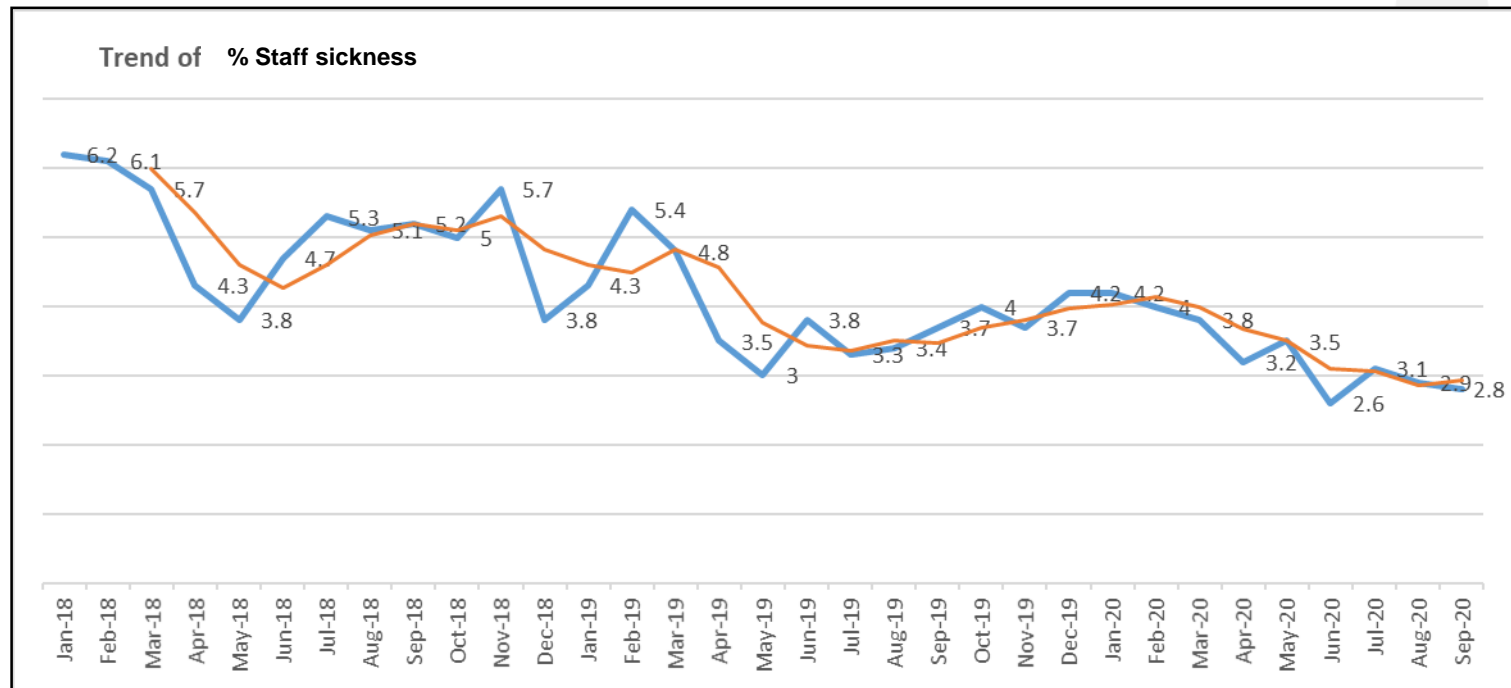
The figure above shows the % officer sickness every month since the start of 2018. The blue line is discrete monthly values whereas the orange line is a quarterly moving average. The graph shows a cyclical pattern but with an overall downward trend.



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# Sickness - Staff



The figure above shows the % staff sickness every month since the start of 2018. The blue line is discrete monthly values whereas the orange line is a quarterly moving average. The graph shows a general downward trend with staff absence consistently being half of what it was at the beginning of 2018.

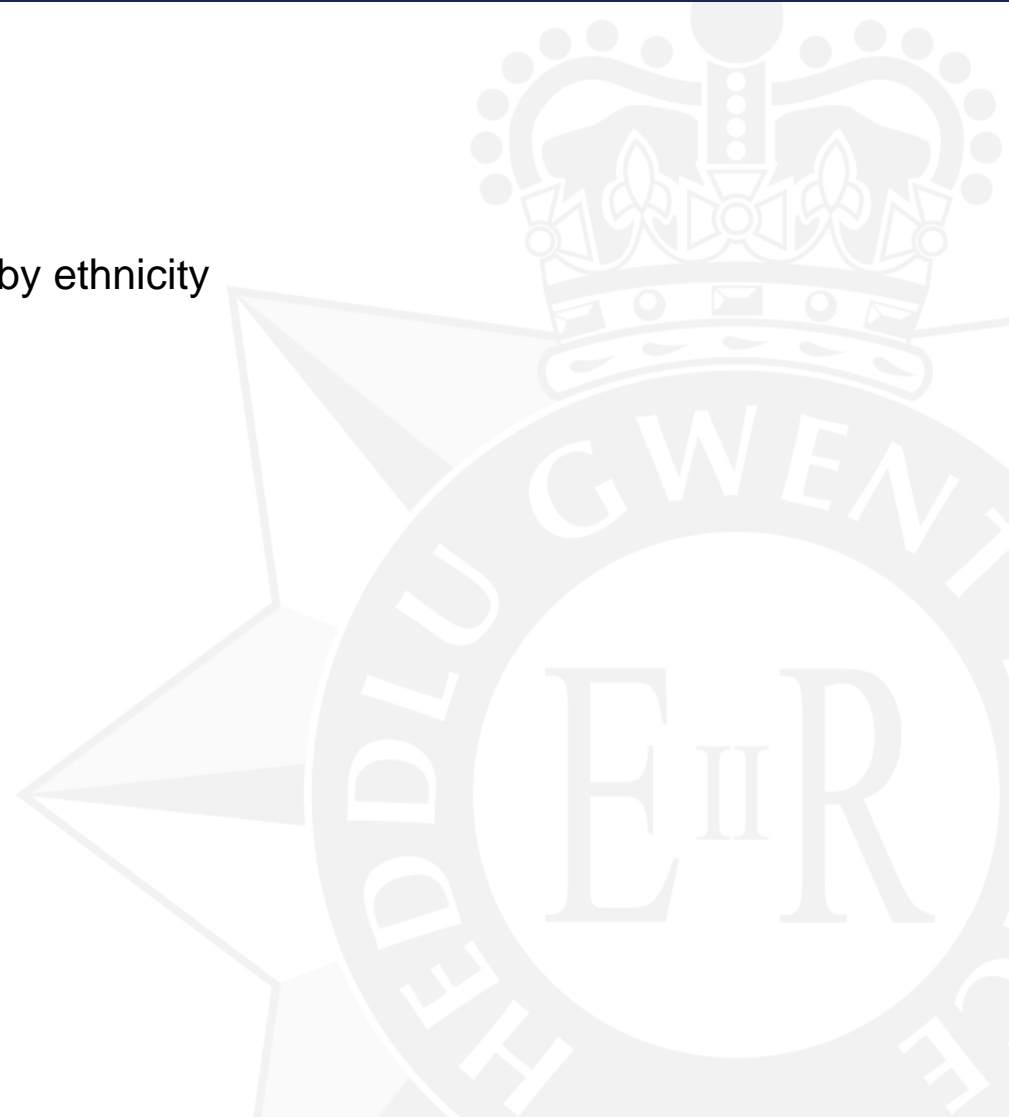


Improving



### 3. Service user assessment

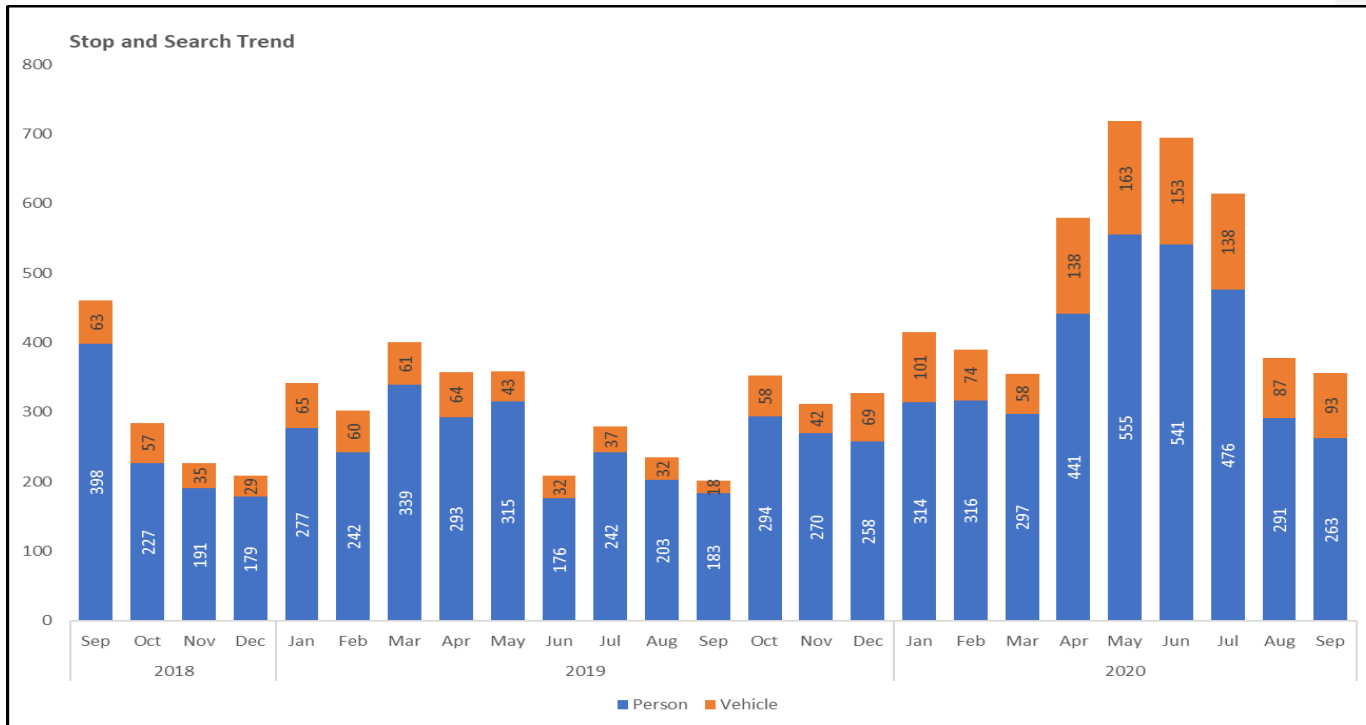
1. Stop and Search numbers
2. Stop and Search find and arrest rates
3. Stop and Search by ethnicity
4. Stop and Search find and arrest rates by ethnicity
5. Victim satisfaction
6. PPN submissions
7. FCS 101
8. FCS 999







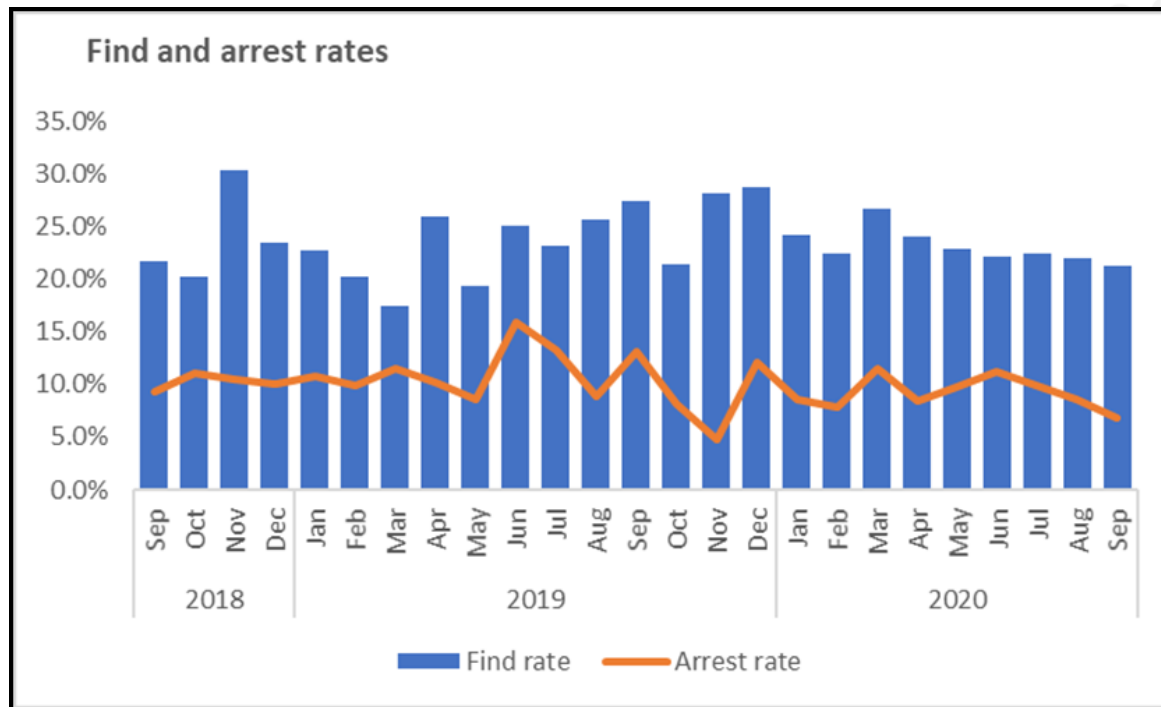
# Stop and Search



Quarter 2 has seen a significant decrease on Quarter 1 Stop and Search activity. During Quarter 1, 1,537 persons were stopped, in Quarter 2, 1030 persons were stopped, a decrease of 33%. In Quarter 1, 353 prohibited items were taken off the streets of Gwent. In Quarter 2, 227 prohibited items were found, a decrease of 36%. A new coercive powers board has been set up with enhanced governance to regularly meet and scrutinise this priority area.



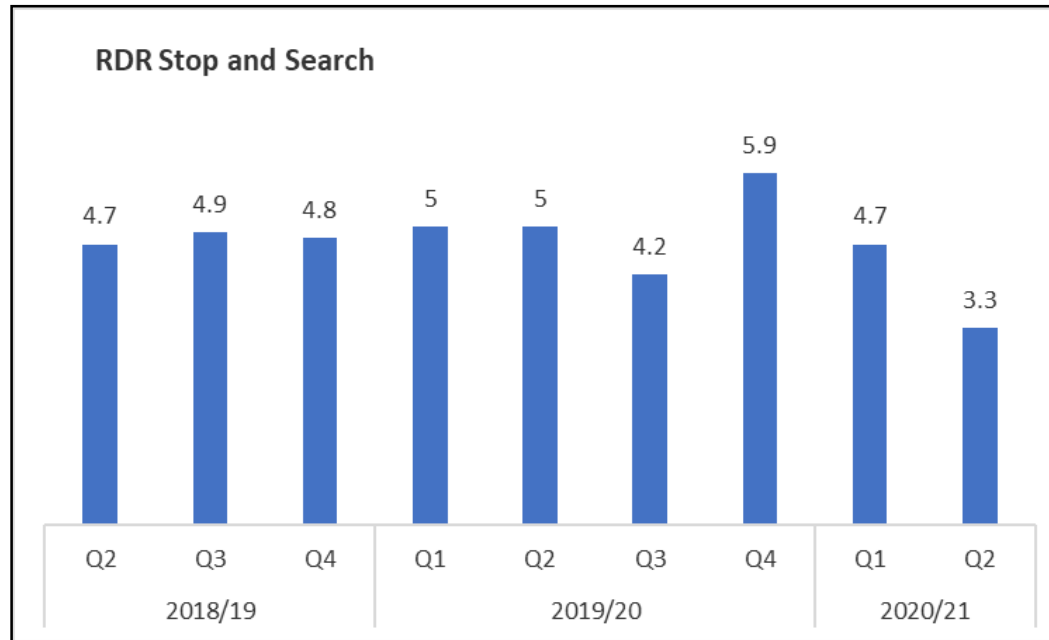
# Stop and Search find and arrest rates



The find rate for Quarter 2 was 22%, which is broadly equivalent to the previous quarter (23%). In Quarter 2, 90 persons were arrested for an arrest rate of 8.7%. This is lower than the arrests and arrest rate of Quarter 1, where 152 persons were arrested at a rate of 9.9%.



# Stop and Search - Ethnicity



The Race Disproportionality Rate (RDR) describes the disproportional representation and disparate treatment across racial/ethnic groups for Stop and Search activity. A higher RDR will indicate increased levels of disproportionality. The RDR for Quarter 2 (3.3) has fallen for the second quarter in a row and represents the lowest it has been over the last two years. Any activity that creates a disproportionate and unfavourable effect on any ethnic minority (or any other ground protected by the Equality Act 2010) must have a legitimate justification to be lawful. A new coercive powers board has been set up to examine disproportionality on a quarterly basis to improve transparency and protect GWP from allegations of race discrimination.



# Stop and Search find rate by ethnicity

White subject find and arrest rates



BAME subject find and arrest rates



BAME find rates during Quarter 2 were 22%. Two BAME arrests were made during Quarter 2 from a total of 96 BAME stops for an arrest rate of 3%.

White find rates during Quarter 2 were also 22%. There were 76 White arrests rates during Quarter 2 from a total of 771 White stops for an arrest rate of 9.9%.

While there appears to be significant disproportionality between arrest rates of BAME and non-BAME persons, it is not straightforward to ascertain any bias has occurred without careful scrutiny of each Stop and subsequent arrest record.



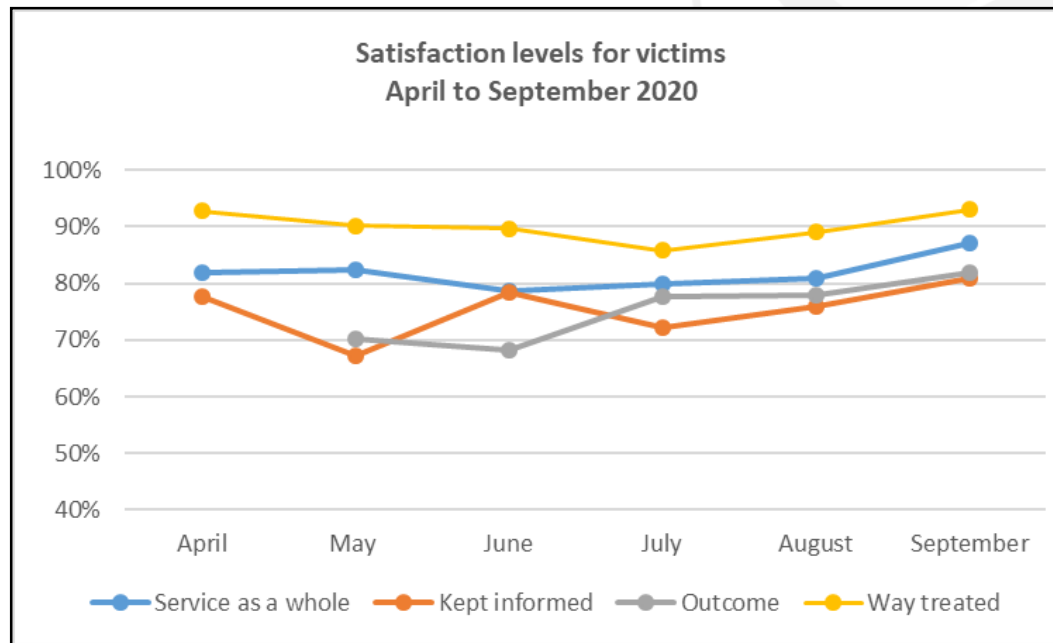
Monitoring



# Victim satisfaction

- Victim satisfaction with the police is another measure of service delivery
- The victim survey has been redesigned and took on new emphasis since the start of this financial year.
- September saw an improvement in all measures
- Numbers surveyed are shown below:

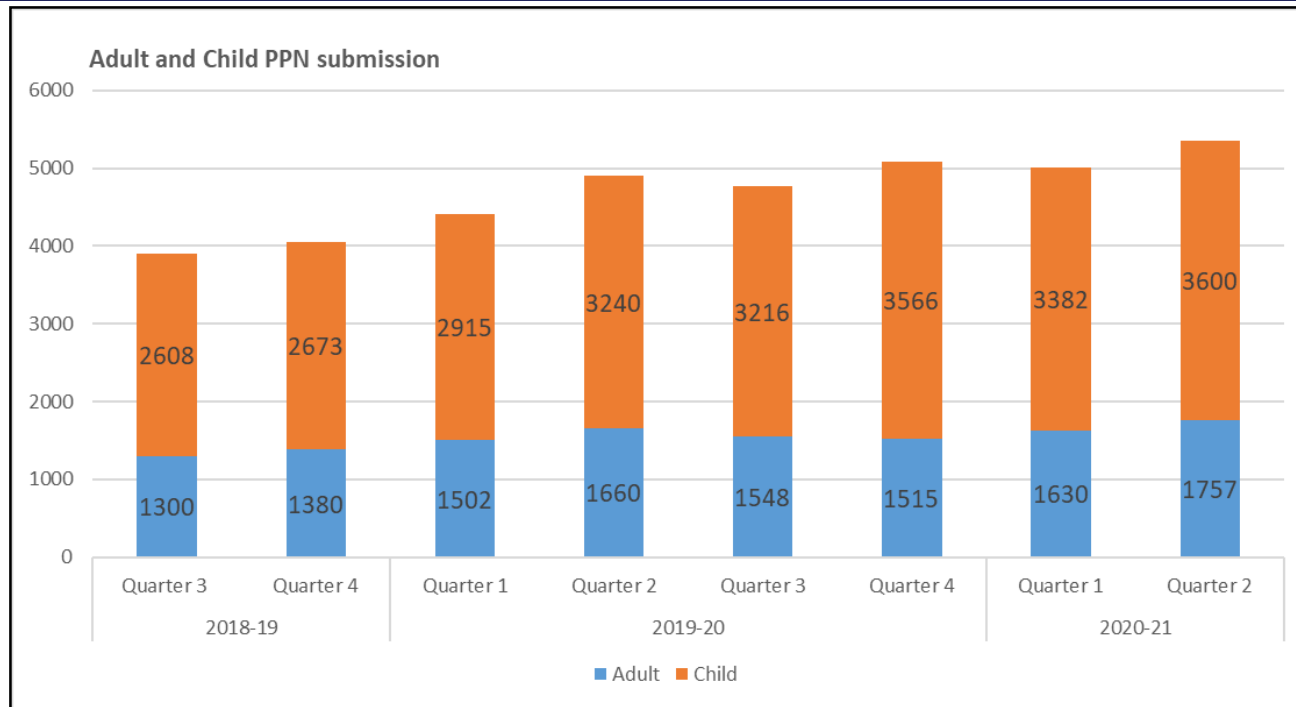
Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
156	256	328	275	245	271



Improving



# Adult and Child PPN



The number of Adult and Child PPNs has consistently shown an upward trend every quarter since 2018/19. Compared with the equivalent period last year, Adult PPNs have increased by 5.8% (n=97) and Child PPN's have increased by 11.1% (n= 360)



Improving



# Force Control Suite - 999

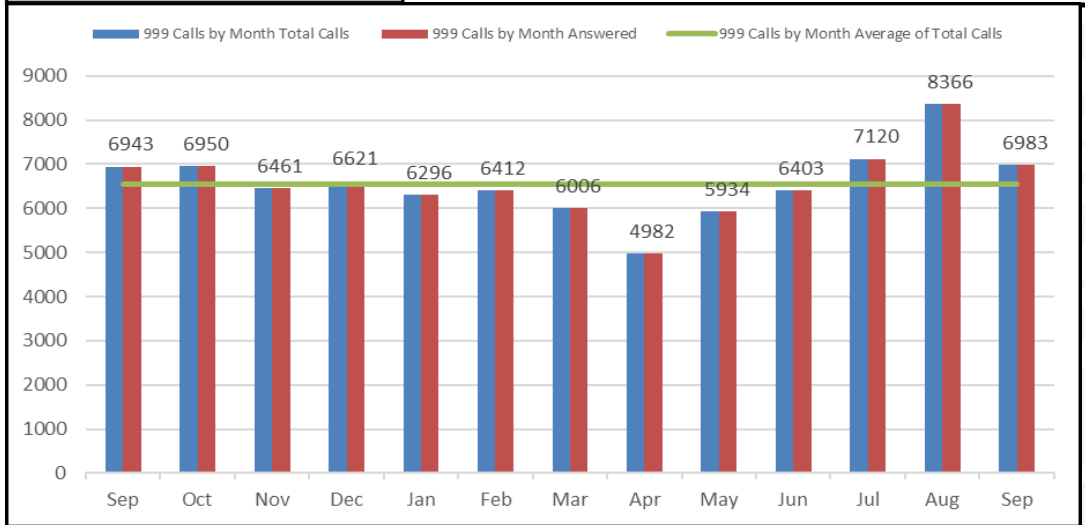
- In Quarter 2, there were 22,469 999 calls; which equates to 244 calls per day and 10.2 calls per hour
- 999 demand was higher than the equivalent period last year, however the increase is attributed to the OSCC system recording one call multiple times as it goes around the system answered.

- On average 84% - 89% of calls were answered within 10 seconds in Quarter 2, a slight deterioration from last Quarter and reflects holiday periods and increased staff absence

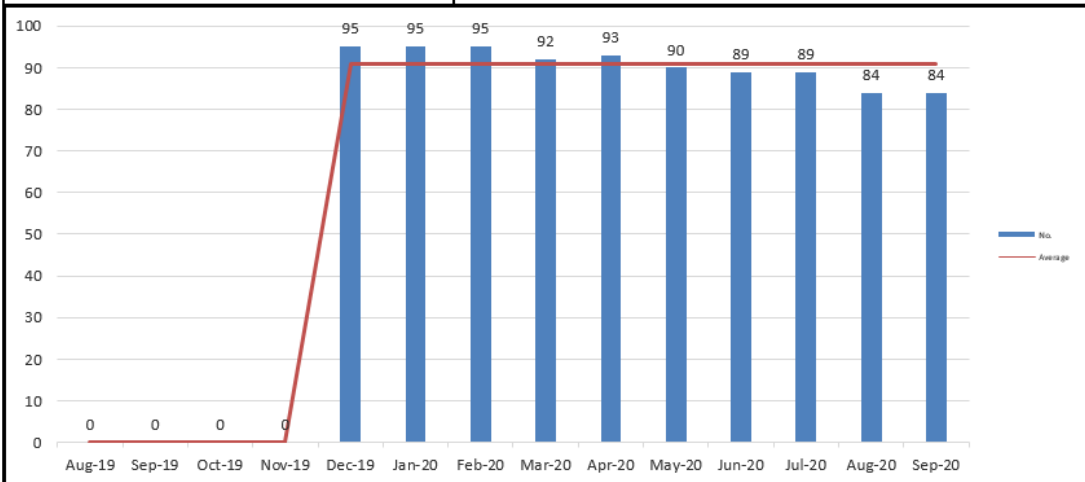


Monitoring

999 Total Calls/Answered by Month



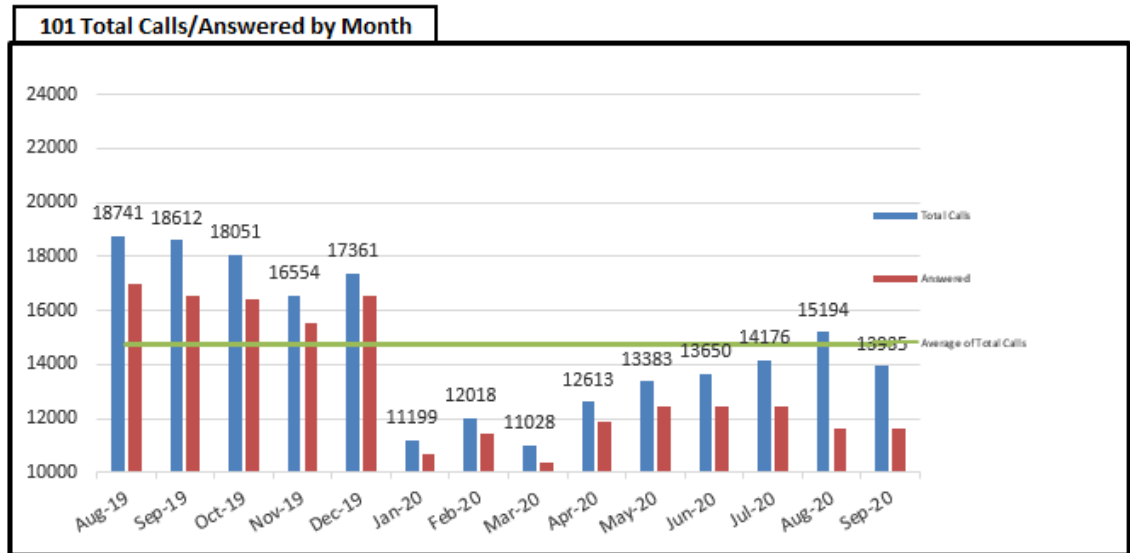
% of 999 Calls Answered Within 10 Seconds





# Force Control Suite - 101

- In Quarter 2, there were 43,305 101 calls; which equates to 470 calls per day and 19.6 calls per hour
- 101 demand has risen by 9% when compared to Quarter 1.
- 79% of calls were answered
- September recorded better performance in average answer time when compared to August



Month	Average Speed of Answer
June	00:01:26
July	00:02:00
August	00:04:15
September	00:03:40

