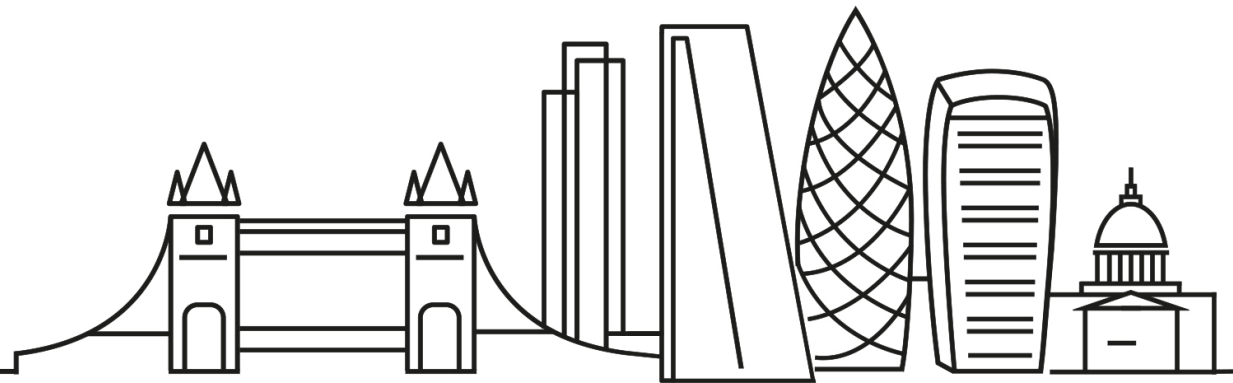


# Policing Plan Performance Report

Quarter 1 2024/25



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A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

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# 1.1

## Keep those who live, work and visit the city safe and feeling safe

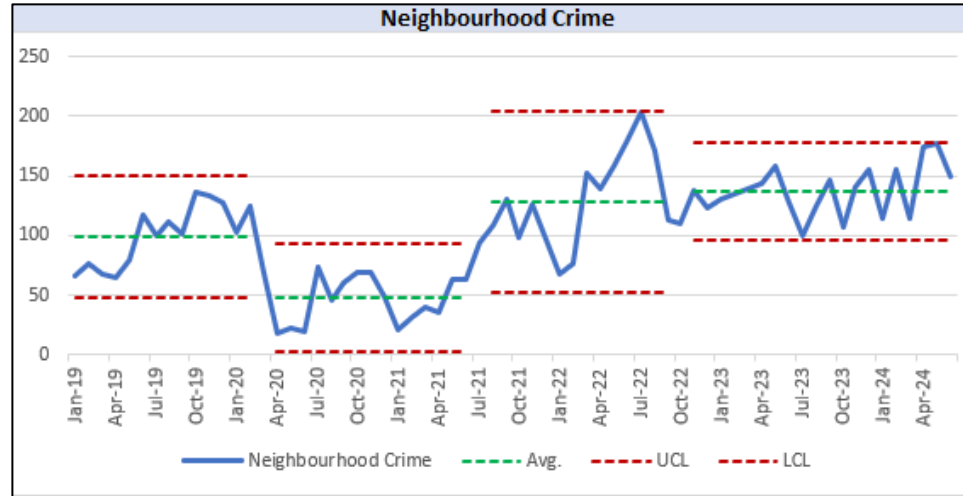
### Reduce Neighbourhood Crime

Neighbourhood crime has increased by 30% this quarter (+116) in comparison to last quarter (Q4 23/24) and 17% compared to Q1 23/24. Analysing data for the most recent 12-month period (Jul 23 – June 24) and comparing it to the preceding 12 months (Jul 22 – June 23), there has been a 2% decrease in neighbourhood crime linked to the lower levels in Q2 and Q3 2023/24.

Neighbourhood crime continues to be driven by 'theft from the person' offences which make up 85% of neighbourhood crime. This crime category has reported a 35% increase this quarter (+111) compared to last quarter (Q4 23/24) and a 20% increase (+80) from Q1 in 2023/24. The main modus operandi for 'theft from the person' crimes are phone snatches and distraction thefts. A significant increase in phone snatches this quarter appears to be the driver of this increase. Phone snatches showed a 42% (+83) increase this quarter compared with Q4 2023/24 and an 18% increase (+43) from Q1 23/24. This is largely due to the peak in this Crime type in April 2024 where an overall significant increase in crime was seen.

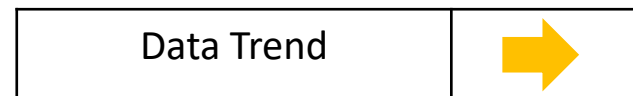
100% of neighbourhood crimes reported in this quarter were screened in for investigation.

CoLP continue to provide a good service level in response to theft incidents more broadly attending 100% of theft incidents reported via our control room with 97% of all immediate incidents within the 15min timeframe (on average 6min) and 99% of all Significant graded incidents within the 60min timeframe (on average 19min).



*Neighbourhood crime is defined using the national definition and includes the following crime types; burglary residential, robbery personal, vehicle crime and theft from the person.*

Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
429	371	403	384	500



#### Response

During Q1, April and May reported a spike in overall neighbourhood crime. This is therefore reflected in the Q1 figures for neighbourhood crime. This position has subsequently been returned to force averages.

There has been a significant response in terms of Intelligence led policing which has continued to tackle neighbourhood crime effectively and identify offenders. There have been multiple successes for Q1, which have led to the arrest of prolific offenders, alongside an increase in engagement and awareness. This has led to a rise in reporting, thus increasing crime levels.

An acquisitive crime board ensures officers are tasked to hotspot locations and are an intelligence led team. This is a cross-portfolio collaboration with CID and all neighbourhood teams. They are dedicated to problem solving, with a focus on neighbourhood crime, and more specifically acquisitive crime.

There is a particular focus on 'theft from the person' offences, specifically phone snatches and bag theft offences. Significant preventative work has been ongoing, with engagement webinars highlighting crime types, crime prevention advice, and safety. The licensing team is conducting prevention work in collaboration with the Corporation particularly involving safety from theft.

An operation by our Proactive Crime Team focusing on theft from the person by organised criminal gangs stealing laptops/phones from patrons in licensed premises has resulted in 35 suspects arrested for 100+ offences since April 2024.

Coordinated disruption of phone theft activity by offenders on electric bikes, scooters, motorbikes, mopeds and cycles has resulted in a reduction from an April high of 110 recorded offences to 95 in May to 75 in June and 51 in July (a reduction of 54%). 24 shoplifters have also been arrested for over 40 offences.

# 1.2

## Keep those who live, work and visit the city safe and feeling safe

### Reduce Violent Crime

Violent crime has increased this quarter by 16% (+212) compared to last quarter (Q4 23/24) and 23% compared to Q1 23/24. The biggest drivers for this increase are violence without injury and violence with injury. Analysing data for the rolling 12-month period (Jul 2023 – Jun 2024) and comparing it to the preceding 12 months (Jul 22 – Jun 23) there has been a 16% increase in violent crime. This is in line with the increase in overall crime across the same period of 16% showing that the proportion of violent crime as a part of all crime is remaining consistent.

Violence without injury has seen the greatest increase in volume across this quarter 15% increase (+104) with the following 3 crime types increasing at a greater rate than the overall crime increase across the period.

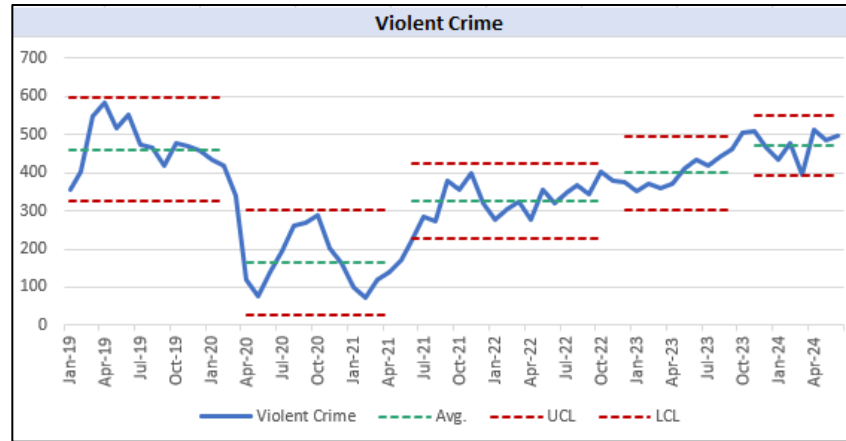
- Rape 35% increase (+12)
- Other sexual offences 21% increase (+24)
- Violence with injury 19% increase (+61)

Violent crime offences continue to be linked to the night-time economy (70% for this quarter).

For those violence with injury offences the predominant offence this quarter continues to be the lower harm offence of Assault occasioning ABH (63% of violence with injury offence ~ 65 crimes)

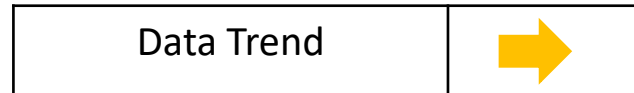
Locations classed as licensed premises, which also includes supermarkets continue to account for the same proportion of violent crime (23%) however this may be higher due to underreporting.

CoLP continues to provide a good service levels to reports of violence attending 100% of incidents reported via our control room, with 97% of all immediate incidents attended within the 15min timeframe (on average 9 min) and 96% of all Significant graded incidents within the 60min timeframe (on average 22min).



*Violent crime includes the following crime types; homicide, violence with injury, violence without injury, other sexual offences, rape and stalking and harassment.*

Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
1216	1318	1480	1303	1490



#### Response

Operation Soteria is a programme with collaboration from 19 forces to understand and tackle the challenges seen in rape and serious sexual offence investigations. The national operating model is now being implemented in the City.

This will focus on continuing to deliver improvements for the victims of rape and serious sexual offences, alongside continuing to map demand effectively and build capability to ensure we continue to keep women, girls and all who live, visit and work in the City safe and feeling safe. This will include a continuous focus on delivering specialist trained officers in rape and sexual offences.

Op Unify is a hotspot, intelligence led operation with hi-visibility patrols with Bishopsgate currently reporting as the priority location.

Retail crime and violence linked to retail crime are increasing. This is partly due to engagement with licensed premises and an increase in reporting and intelligence. A multi-agency approach to policing the night-time economy continues with a focus on hotspot policing. An alert scheme is active for retail premises Cheapside for shoplifting as there is also the link to violent crime when shoplifters assault staff/officers. The Tactical Tasking & Coordination Group has commissioned work to provide a more in-depth analysis of shoplifting and violence for both daytime and night-time hours.

The new Serious Violence Duty ensures councils and local services work together to share information and target interventions to prevent and reduce serious violence. This work is being led through the Safer City Partnership and the Safer Business Network.

# 1.3

## Keep those who live, work and visit the city safe and feeling safe

### Reduce Violence Against Women and Girls (VAWG)

Violence against women and girls has increased by 28% (+27) this quarter compared to last quarter (Q4 23/24) and by 2% compared to Q1 23/24. Analysing data for the most recent 12-month period (Jul 23 – June 24) and comparing it to the preceding 12 months (Jul 22 – June 23), there has been an 11% increase in this crime overall (+58). This is less than the increase in overall crime seen during the same period of 16%, and less than the increase in violent crime for the period of 16%.

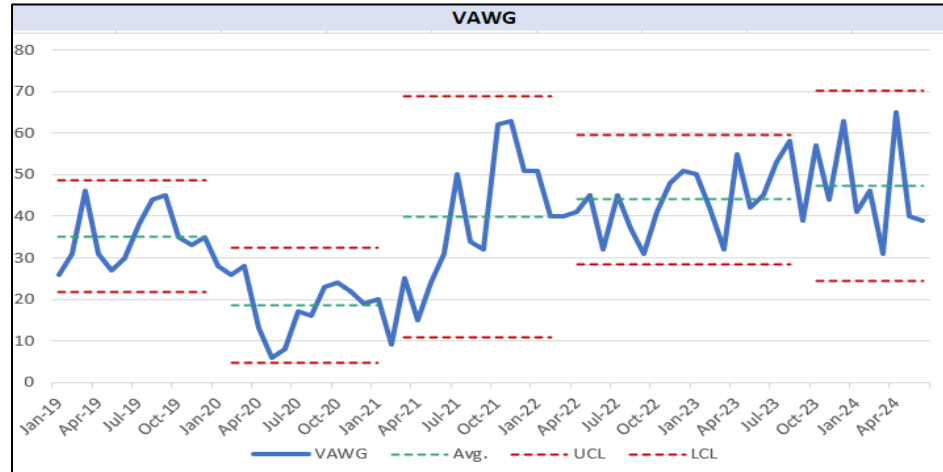
Sexual offences (including Rape) are as of this quarter the most prevalent crime type making up 28% of these offences (40 incidents), replacing Public Order offences (threatening words/behaviour) which now make up 26% of these offences (37 incidents). The increase seen this quarter compared to last is largely due to an increase in sexual offences (+19 incidents) and violence without injury offences (+5).

This is a change in offending in this area where in Q1 2023/24 the make up of crime types was 32% public disorder offences and 25% sexual offences (including Rape).

There have been some changes to harm associated with sexual offences. Rape volumes have increased this quarter and in the past 12 months however 65% (26 incidents) of the sexual offences this quarter relate to lower harm sexual assault offences.

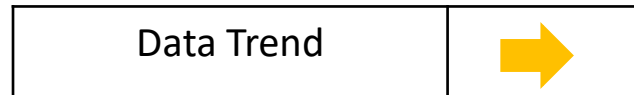
5% of offences had a victim age of U18 - this low level of child victimisation is consistent with previous proportions.

Violence against women and girls continues to make up a small proportion (5%) of all crime in this quarter and 36% of violence offences this quarter.



*Violence against women and girls consists of any crime that involves a female victim.*

Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
142	150	164	118	145



#### Response

Targeted operations are ongoing to tackle Violence Against Women and Girls offences, and these involve multi-agency working with partners, as well as on-going media campaigns that focus on the most prevalent issues impacting this crime type, with a particular focus on rape and serious sexual offences.

The May Operation Reframe focussed on the “Don't cross the line campaign” – educating public and premises about the offences of sexual touching (grabbing, groping etc). 44 multi agency licensed premises visits were undertaken to raise awareness of the campaign and drink spiking. For the first time, licensing carried out drink spiking 'mystery shopper' testing in 4 venues with disappointing results. There was a strong focus on drink spiking at the licensing forum in June and messaging sent out to premises. The June Op Reframe focussed on drink spiking with 34 premises visited and 3 tested (all passed).

Operation Makesafe has been established to test and improve the hospitality industry's response to child sexual exploitation. Our serious and organised crime team is targeting modern slavery and human trafficking of European women for sexual exploitation.

This quarter, confidence in reporting is increasing which is positive. There was an increase of 15% for VAWG in 2023 in comparison from 2022 – this is lower than the national figures of 37%. This may be indicative of all the preventative work that goes on around Op Reframe, Op Makesafe, spiking intensifications and overall focus on VAWG within the NTE.

The rise in occurrences may be due to increased confidence and effective partnership working and allows us to more effectively assess threat, harm and risk which helps to safeguard victims and potential victims. The forecast for 2024 has predicted a decrease in VAWG by 2%, this will remain consistent in 2025.

# 1.4

## Keep those who live, work and visit the city safe and feeling safe City of London Police positive outcome rate remains above the national average

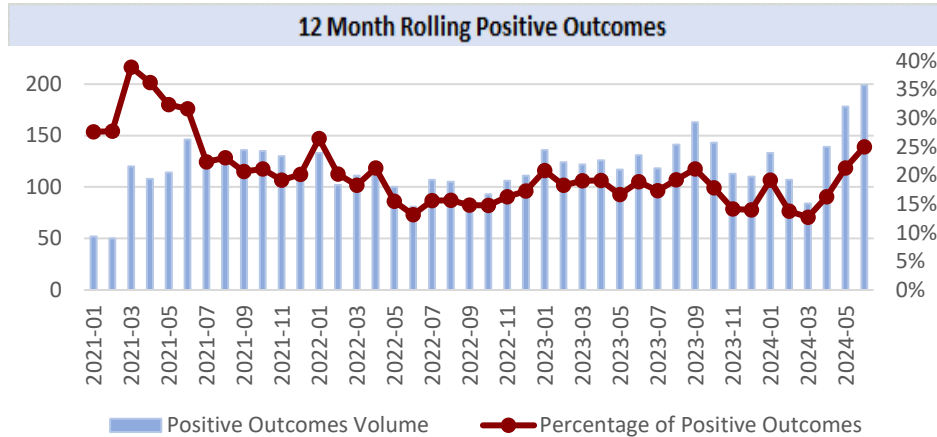
City of London Police consistently exceeds the national average, which is positive. The national positive outcome rate for published data to March 2024 demonstrates an 11.8% outcome rate, this is unchanged from previous rates.

The positive outcome rate for CoLP for this quarter is 21% (516) which is an increase on the last quarter 15%.

Analysing data for the most recent 12-month period (Jul 23 – June 24) and comparing it to the preceding 12 months (Jul 22 – June 23), there has been a minor increase from a 17% positive outcome rate to an 18% positive outcome rate.

The positive outcome rate is calculated based on the amount of crime recorded per month, divided by the number of positive outcomes recorded in that month. Therefore, the rate can be impacted by the rise and fall in crime volumes

Predictions indicated that performance would be maintained but City have increased their positive outcome rate over the last 12 months, which is a good indicator of the positive work ongoing even with increases in crime.



*Positive Outcomes are based on Home Office Counting Rule outcome codes 1-4 and 6-8 which include outcomes such as charged/ summons, out of court disposals, and taken into consideration.*

	Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
<b>Percentage</b>	18%	19.3%	15.3%	15.2%	20.8%
<b>Volume</b>	374	422	366	324	516

Data Trend

### Response

Over 90% of all crime reported through any means is screened in for investigation. This is significantly above national averages. In Q1 there was a significant spike in reporting in April and May and this has contributed to a small delay in outcomes for these crime being applied. It is likely we will see these reflected within in Q2 figures.

There has been continued investment in our core criminal investigation and public protection teams, to continue to improve our investigative response and providing the very best service to victims of crime. This level of investment has been matched within our Volume Crime Unit.

The revised crime allocation policy ensures that all victim-based crime is managed within these core teams allowing response and neighbourhood teams to focus on delivering a first-class response to reported crime. City of London Police analyses all outcomes applied to crimes, not just positive outcomes.

We are rolling out a pilot auto redaction technology to improve investigator productivity which has saved 118 hours of operational officer time in the first 6 weeks.

There has been a significant focus on reporting compliance with the victim code with additional monitoring taking place. There has been investment in training for all supervisors on a new template introduced to improve performance, and this has resulted in a positive increase in compliance.

# 1.5

## Keep those who live, work and visit the city safe and feeling safe

### Reduce Anti-social Behaviour (ASB) incidents

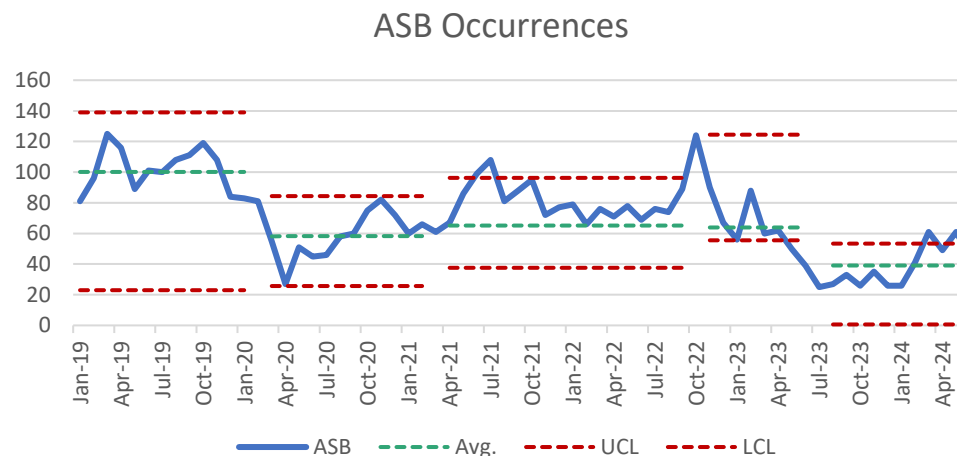
Anti-social behaviour (ASB) incidents continue to be low in volume; however, a 21% (+27) increase is reported this quarter compared to last quarter (Q4 23/24) and a 6% increase (+4) is reported compared to Q1 23/24.

The two biggest contributors to ASB over the past 12 month period are inconsiderate behaviour at 48% (which would include persons refusing to leave premises/public transport, skateboarding and shouting in public) and begging/vagrancy at 30%. Drunken behaviour is the third highest contributor at 9%.

The incident types have been consistent for some time with no noticeable emerging incident types.

CoLP continues to provide good service levels to reports of anti-social behaviour attending 100% of incidents reported via our control room, with 95% of all immediate incidents attended within the 15min timeframe) and 98% of all Significant graded incidents within the 60min timeframe.

95% of incidents reported as ASB through the control room resulted in an occurrence being created for review by the Partnership and Prevention Hub which assesses repeat victims, locations and suspects to ensure appropriate responses are put in place to deal with the ASB.



*ASB incidents are recorded as specific occurrence type on Niche.*

Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
151	85	87	128	155

Data Trend

**Response**  
 We continue to engage with residential and business communities to ensure the low volumes of ASB are not due to underreporting. This is supported by the ongoing delivery groups and partnership working with the Corporation and other agencies. Additional data from partners will help shape the policing response.

Community engagement has continued through Ward Panel Meetings and local premises targeting issues affecting people at a ward level.

Dedicated operations have been used to reduce offending within the square mile and deter offenders who use cycles, e-scooters and e-bikes to commit road traffic offences and cause anti-social behaviour within the City.

Intelligence led policing allows us to focus on ensuring our resources are aligned to any ASB hotspots or issues identified through analysis. An operation to reduce ASB committed by youths in Fetter Lane (mid-April resulted in 7 arrests for criminal damage / theft). There is ongoing ASB reduction work at Barbican relating to youths and DWO's are engaging with residents, parents, Parkguard. There is ongoing partnership work to reduce ASB at Peninsular House tented encampment. There is ongoing work with CoL to establish a strategy for a longer term solution.

Criminal behaviour orders have been issued for prolific begging offences.

# 2.1 Protect the UK from the threat of cyber and economic crime

## Increase the number of positive outcomes recorded in relation to fraud nationally

### Data Trend



#### Reasons

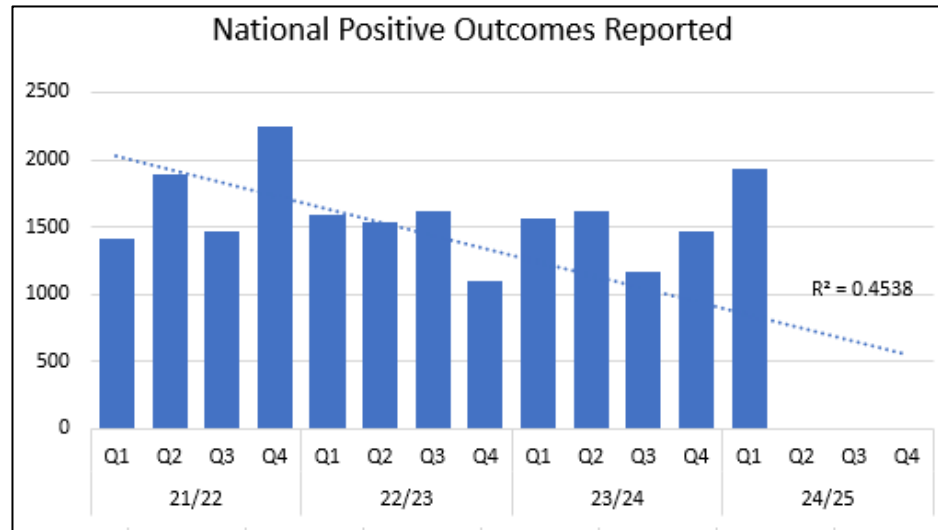
In Q1 2024/25 the national yield of judicial outcomes increased to 1,936, up 24% (+374) on the previous year's Q1 (1,562).

This is primarily due to housekeeping within CoLP, with two operations returning large current judicial volumes of 105 and 106 within the quarter.

The national target of 6,000 judicial outcomes continues to be in place in 2024-25.

The Quarter 1 yield of 1,936, is an excellent start with 32% of the 6,000 target already achieved.

Total outcomes reported in a period can relate to disseminations from any time. The volume of outcomes fluctuates throughout the year as cases with varying numbers of crimes attached are completed. For example, one investigation into a boiler room might have hundreds of outcomes attached to it and closing the case will give many outcomes, potentially bringing closure to multiple victims.



Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
1,562	1,613	1,162	1,474	1,936

#### Response

The National Fraud Intelligence Bureau has recently implemented a new process for serious and organised crime operation monitoring.

City of London Police continue the evaluation of a solvability pilot that has been active now for the majority of 2023-24 and into 2024-25.

We are also working with forces to ensure that they are aware of all their aged disseminations, particularly across the periods of 2019-20 to 2021-22 and we anticipate this to have a positive response on outcomes.

Force engagement visits continue (follow up force fraud assessment engagements) with a particular focus on the National Policing Strategy for Fraud, Economic and Cyber Crime 2023 – 2028, and a provisional plan has now been set to visit the 10 ROCUs between October 24 and January 25.



# Protect the UK from the threat of cyber and economic crime

## 2.2 Law enforcement capabilities to tackle economic and cybercrime developed through training & accreditation

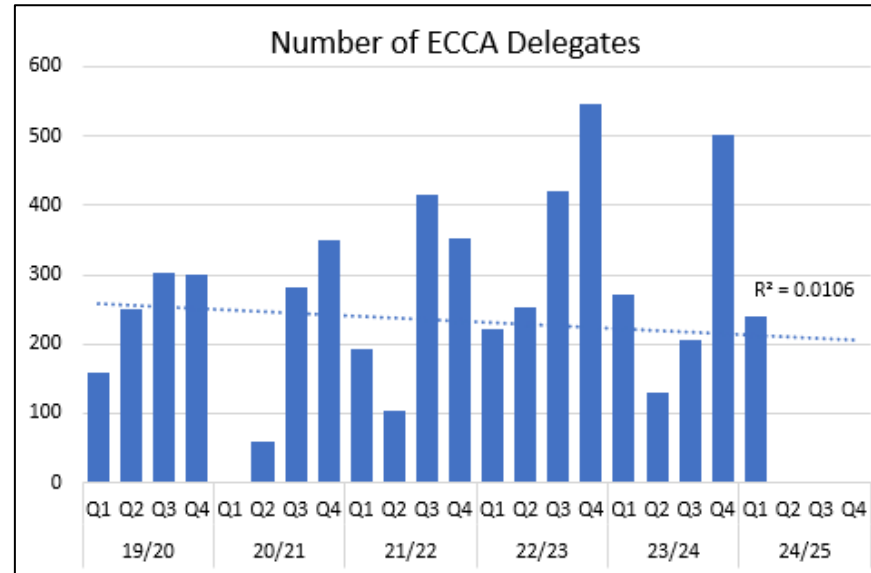
### Data trend



The Academy delivered 19 training courses in Q1, a decrease of 53% from Q4 (-21), and of 14% (-3) from Q1 23/24. Activity for the quarter peaked in April with 11 courses and 144 delegates, this is the highest number of courses delivered in the first month of the financial year in four years.

Delegate numbers fell from 503 in Q4 to 239 in Q1, representing a decrease of 53% (-264). This is linked to a seasonal increase in the last quarter of each financial year. Delegate numbers were slightly higher in 23/24 at 272 for the first quarter, a difference of 12% (-33). This quarter, most delegates were from UK policing with 22 forces represented in April, and the remainder were from the Mauritius police force. There has been a reduction in Home Office funding for delivery of fraud training courses to police forces.

Satisfaction for the quarter averaged at 89%, below the 23/24 benchmark despite a good score of 94% in April. Fluctuations often happen in months with low delegate numbers. The percentage of delegates completing feedback was good at 73%.



Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
272	129	207	503	239

### Response

The drop in Home Office funding for forces to pay for fraud training has resulted in less courses being booked. Forces have sought cheaper alternatives. These are poor quality and not College of Policing accredited. The Academy has a robust communication plan in place to actively engage with all stakeholders to promote courses, emphasising value for money, quality and accreditation, including direct communications to strategic leads in law enforcement highlighting the risks of using unaccredited courses. The Academy also launched the re-developed Specialist Fraud investigator's course, now called the Economic Crime Specialist Investigators Programme (ECSIP). Initial feedback over the first couple of months has been very positive. Other courses delivered included a timely Election Fraud course, Money Laundering, Open Fraud Investigation Foundation Course and Open Money Laundering Course. Recipients of the training included 22 forces and organisations including Guernsey, TARIAN, NERSOU, West Midlands Police and NWROCU. An emphasis of the need for accredited, quality training should see an uplift and return to Academy courses.





# Putting the victim at the heart of everything we do

## 3.1 To maintain the percentage of survey respondents who are satisfied with the Action Fraud reporting service

### Data Trend

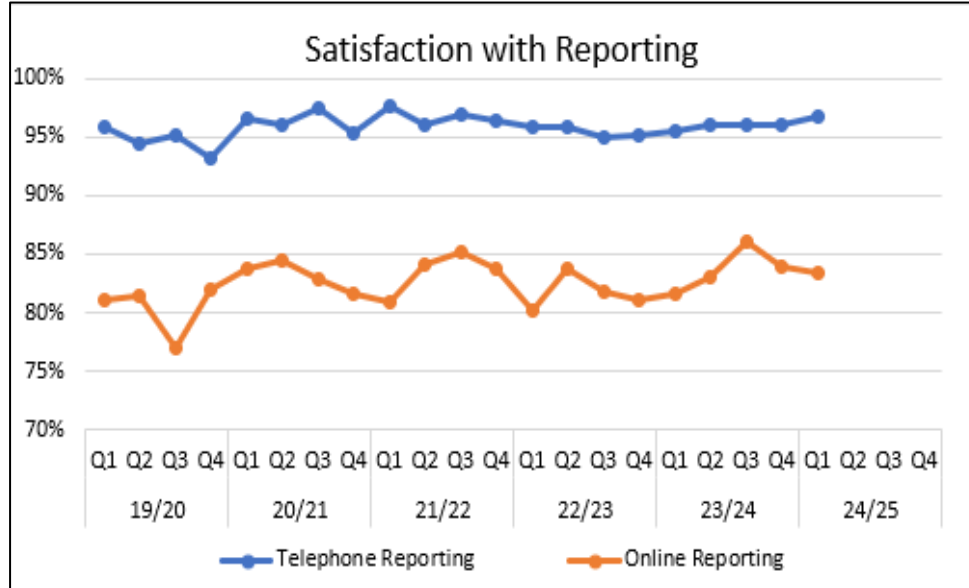


#### Reasons

**Action Fraud (AF) Contact Centre** - Satisfaction with the service provided has remained stable, consistent with the previous quarter at 97%, and above the 95% target over the long term, with June recording an all-time high of 99.1%. The focus of the Contact Centre is on reducing call handling times to allow Advisors to answer more calls, and to maintain FTE Delivery across each shift - ensuring that staffing levels remain consistently healthy and stable.

**Online reporting** - AF are unable to alter the current online reporting platform as the current supplier is nearing the end of their contract. As a result, online reporting satisfaction remains stable at 83%, falling slightly below the 85% target.

\* Respondent volumes are extremely low, impacting the representativeness of the data as a percentage of service users. Of the 111,929 survey links delivered in Q1 just 1.1% chose to provide satisfaction feedback.



Satisfaction by reporting channel	Q1 23/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
Online satisfaction	82%	83%	86%	83%	83%
Telephone Satisfaction	96%	96%	96%	97%	97%

#### Response

AF provides services designed to offer greater accessibility into the service, these include the Language Line (for users whose first language is not English), and SignVideo, enabling Deaf users who communicate using British Sign Language to contact Action Fraud from the SignVideo app on their mobile device.

AF have implemented service improvements including Score card changes, and an Advisor XP Contact Centre tool, (chat bot style tool offering advisers real time support). These are designed to improve reporting quality, ensure victims are provided with correct advice and referrals, and improve the volume and quality of calls, which has led to an overall increase in voice channel satisfaction.

A new fraud and cybercrime reporting tool will launch in 2025. Designed to significantly improve online reporting mechanisms, it is envisaged that this will improve the victim journey and bring online satisfaction in line with telephone satisfaction.



# 3.2

## Putting the victim at the heart of everything we do City of London Police victim satisfaction levels are improved

In May 2024 a new Victim Satisfaction Survey was launched which captures satisfaction 24hrs after reporting and then at the point of a crimes closure.

Due to the launch date the data in the graphs opposite represents the time period of 29/05/2024 – 01/09/2024. ‘Satisfied’ is measured as a score of 5, 4 or 3. It is noted that more responses are needed to consider this a statistically significant sample.

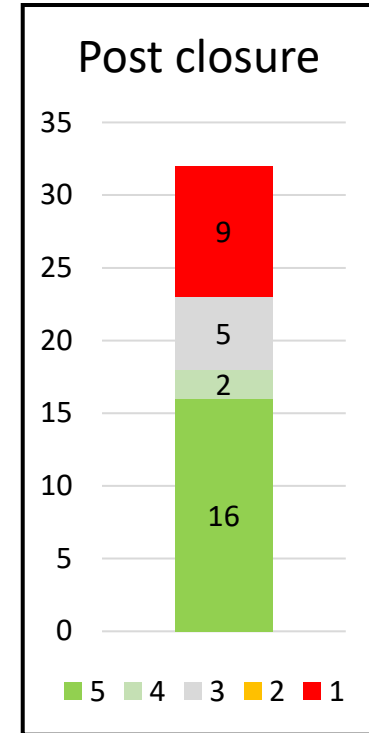
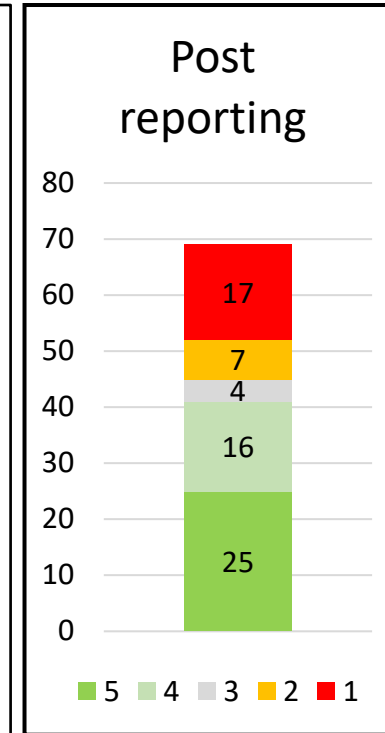
There is extensive analysis still to be conducted on the results, and ongoing work with the software suppliers will produce information on satisfaction correlated with ethnicity, age, gender, crime type etc.

CoLP has introduced a process for flagging scores of 1 and 2 (dissatisfied) to investigators to undertake service recovery. This process is tracked to monitor improvements. Scores of 5 are recorded for good practice and recognition.

To improve victim experience, considerable work is being undertaken in the Volume Crime Unit (VCU) which is the source of most of the feedback. This seeks to streamline processes including a review of the screening in policy which currently sees 90+% of crime allocated to an investigator, the CCTV capture process, and VCU capacity and demand. A portion of our dissatisfied feedback refers to transferred crimes, which results in delays responding to victims. This is a national challenge and is being reviewed to identify solutions.

As more responses are captured, common themes surrounding both satisfaction and dissatisfaction will be fed into the Victim Services Board to drive learning and positive changes.

This is still a developing tool and there are plans to increase its use. The last victim satisfaction survey was completed in December 2023 and the outputs of that were monitored in a different way it is therefore difficult to draw meaningful comparisons between the two results sets.



# 3.3

## Putting the victim at the heart of everything we do

### Hate Crime

There has been a 26% (+17) increase in Hate crime this Quarter compared to last quarter (Q4 23/24) and a 59% (+30) increase compared to Q1 23/24. Analysing data for the most recent 12-month period (Jul 23 – June 24) and comparing it to the preceding 12 months (Jul 22 – June 23) there has been an increase of 44% (+95).

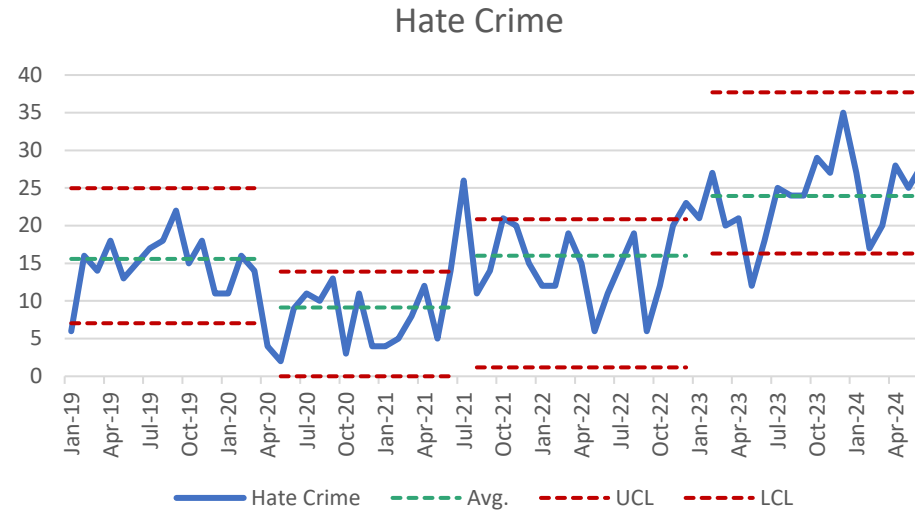
Racial hate crimes continue to be the most common motivator in the City this quarter (73% ~ 59 incidents), followed by sexual orientation (12% ~ 10 incidents). This is in line with the previous 12 months worth of data.

Specifically looking at hate crimes linked to the Palestine / Israel conflict (Op Mayfield related incidents) There has been a 27% decrease this quarter (-3 incidents). For the previous 12 months, there have been 48 hate crimes under this operation. As this was set up in response to the events in October 2023 it is not possible to compare this to historic data.

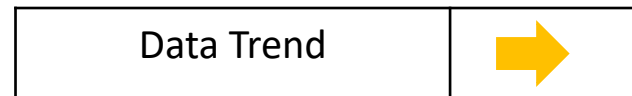
The main crime types relating to hate crime continue to be the below, with physical harm linked to hate crimes remaining rare;  
 Public Disorder – 75% ~ (61 incidents)  
 Violence without Injury - 11% ~ (9 incidents)  
 Violence with Injury – 2% ~ (2 incidents)

There continues to be significant link between Hate Crime and the NTE hours with 78% of offences this quarter committed between 1600 and 0600. This is an increase on the previous 12 months where on average 52% of Hate Crime was linked to NTE hours.

14% (12) of hate crimes in Q1 were against our own people while undertaking their duties.



Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25
51	73	91	64	81



#### Response

We monitor hate crime daily at the Daily Operations meeting. There is a dedicated officer that monitors all hate crimes, both in terms of recording and investigation. There have been ongoing operations at ward officer level to work with communities to increase feelings of safety in the City when it comes to hate crime.

For Q1, there have been no occurrences related to protest activity. This will continue to be monitored under Op Navette.

An intelligence led operation into Palestinian Action group causing criminal damage to financial, legal and political sites resulted in 3 criminal damage arrests on a nationwide night of action by the group where 20 Barclays premises were targeted causing £2M+ of damage. We are the only force to make arrests.

In response to the increased serious threats to synagogues across the UK and tensions from the Israel/Palestine conflict, we have provided additional support and visibility including CTSA engagement, messaging and visits supported by dedicated Servator deployments at key religious services. Increased tensions and Islamic high Holy Days accorded similar reassurance patrols within the local residential estates.

A male was arrested at Museum of London for causing damage and displaying racially and homophobic posters.

# Our People

4.1

**City of London Police is a psychologically and emotionally healthy place to work**

4.2

**City of London Police workforce engagement levels have increased**

These two measures are supported by the staff survey carried out bi-annually. The Pulse survey results are next due in October.



# Our People

## 4.3

### City of London Police recruitment activity is improving how well its workforce reflects the communities it serves

Police Officer female profile slightly increased by 0.1% this quarter with 24.7% female of the total officer headcount (999) compared to 24.6% of the headcount in March 2024 (1001).

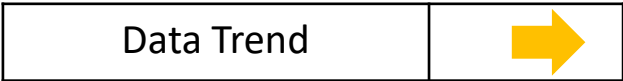
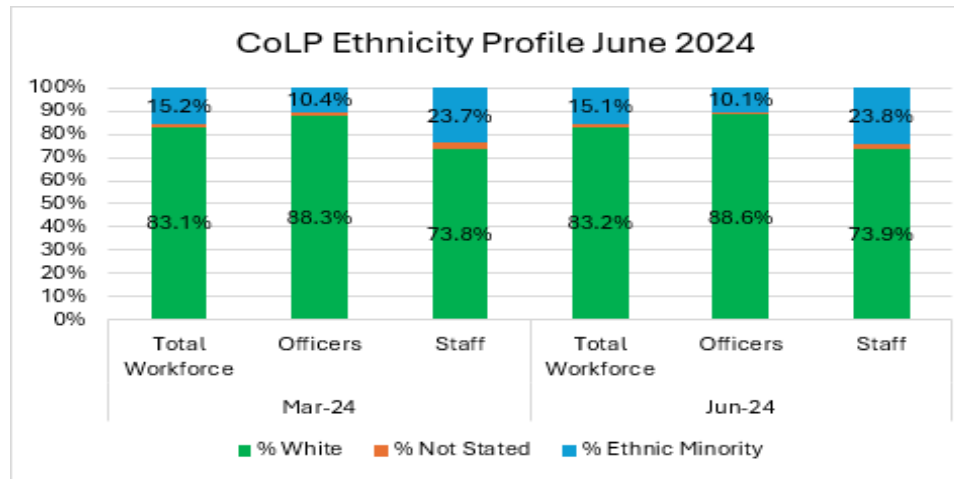
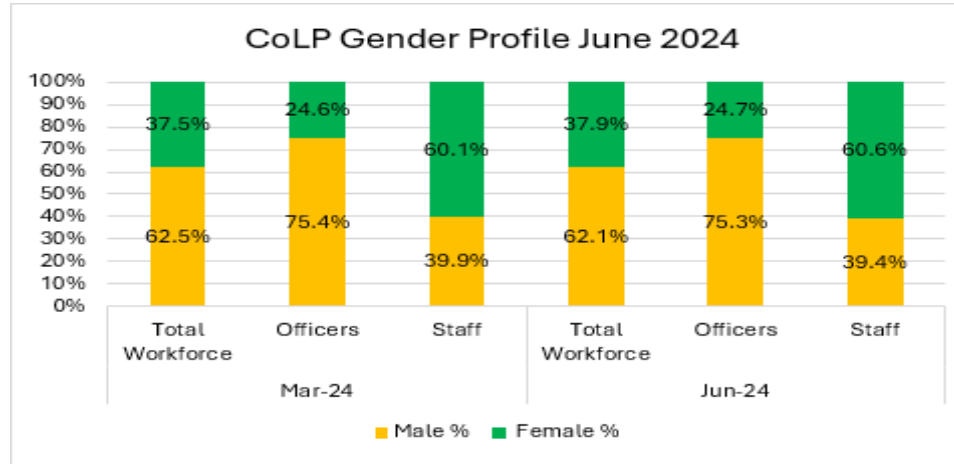
27% of all officer joiners (15 officers) this quarter were female. This continues to be low when compared nationally (average 36%).

Police Staff female profile has slightly increased by 0.5% since the last reporting period, the female profile at the end of June was 60.6% of the total Staff headcount (576 headcount).

There has been a slight decrease in the number of officers identifying as from an ethnic minority background this quarter from 10.4% in March 2024 to 10.1% this quarter. No officers joined from an ethnic minority background in the reporting period.

Of the total ethnic minority officers, 29% are female and 71% male. CoLP officer ethnic diversity is higher than the national average for forces in England and Wales but is low compared to the City of London population.

There has been a slight increase (+0.1%) in the number of police staff identifying as from an ethnic minority background this quarter compared to last quarter to 23.8%. Of the total ethnic minority police staff, 64% are female and 36% male.



#### Response

We continue to target diverse candidates through our student officer and staff recruitment. The next cohort of 10 student officers (joining September) is 30% female and 10% ethnic minority.

Some key skills gaps means a need to recruit transferees in some areas that limits ability to improve diversity. As we have achieved our officer headcount the ability to statistically impact overall officer diversity is further limited.

A recent survey in force, asked female staff to tell us if they would consider a career as an officer, and if there was anything preventing them from doing so. There were 44 responses, in which the majority said they had considered becoming an officer and would be most interested in a Detective pathway. However, the salary, work/life balance, shift patterns and impromptu extraction, age and fitness were key themes for barriers to them. To combat this, CoLP has looked at advertising officer roles as full time or part time, and continues to have a Detective entry pathway available each year.

The force launched its promotions pilot scheme to assist in the development of our officers at a variety of different ranks who participated in the promotions boards but fell just short of the pass mark. 9 Sergeants and 5 Inspectors were selected of whom, 36% are female and 14% are from an ethnic minority background.

# 5.1

## Resources

### Financial outturn is within 1% of forecast

Data Trend



The revenue outturn at Q1 2024/25 is forecast to be a breakeven position (£114.1m) with net pay savings, additional Home Office grant income and use of reserves offsetting cost pressure in year. It is expected that the final outturn, as of 31 March 2025 will be within 1% of this breakeven position.



# Appendix A







## Data Trends

The Success Measures are detailed in the below table.

Where Statistical Process Charts are used; Normal random variation is expected, where volumes fall above and below the average and within the expected confidence limits (at 2 standard deviations, 95%). This is what is known as noise. SPC charts help to 'drown' out the noise by showing exceptions (which require investigation as they are significant).

Significant exceptions are where the data points fall above or below the control limits, or where there is a run of 7 data points above the average or below the average. Another exception is where there is a month on month increase for 7 months. These are the big exceptions, but with more work you can also build in additional early warning indications to help highlight emerging issues.

Where there is no statistical data available a review of the qualitative data has been completed and the same trend analysis applied.

Success Measure Performance Assessment	
	A green upwards arrow suggests improvement in the direction of travel.
	A green arrow pointing right is used for consistent performance at 100%.
	A green arrow pointing down means a decreasing trend which is positive.
	Amber means there has been limited increases or decreases within tolerance level.
	A red upwards arrow suggests an increasing trend that is negative.
	A red downward arrow suggests a decrease in performance.

