HMICFRS

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

Promoting improvements in policing and fire & rescue services to make everyone safer

HMICFRS Value for Money Profile 2017

Thames Valley Police

compared with all forces in England & Wales

The forces in the most similar group can be identified in the charts in this section by using the key below

a	Thames Valley
b	Sussex
c	Hampshire
d	Cambridgeshire
e	Hertfordshire
f	Essex
g	Avon & Somerset
h	Leicestershire

Contents

Introduction

These value for money profiles bring together information which HMICFRS uses to inspect each force in England and Wales. This information covers police spending across all types of activity - both national and local - and includes a range of indicators of police performance, including crime rates.

Forces have much in common. They often provide a response to similar types of crimes and incidents. This means they carry out many similar functions. Similarities make it easier to compare forces, and the profiles are specifically designed for this purpose – to highlight where there are important differences in costs or performance.

However, no two forces are exactly alike, so the task is to make the comparisons as fair as possible, given the constraints of using national data. We must also distinguish between costs which are within a force's control and those which are not. For example, national pay rates for police officers or the demographics of the force area are both outside the force's control.

To focus attention on areas which are both comparable and over which managers have some direct control, we consider several factors in the way information is presented. These are described below:

Most similar groups
While each force area has different types of population, some force areas have populations with similar demographics and are therefore more likely to have similar problems. The Home Office has "clustered" these forces into most similar groups or MSGs. Consequently, the profiles show comparisons between forces in the same MSG where this is relevant. It is important to bear in mind that these MSGs are based on social and urban demographic profiles which are associated with crime levels.

Collaboration
More forces – particularly neighbouring forces - are collaborating to provide common functions across their areas. The financial arrangements for these collaborations vary and are not dissimilar to those associated with forces with regional responsibilities. Forces involved in collaborations are the hardest to compare and interpretation of this information requires caution.

In general, the net expenditure figures provided as part of the collaboration work between forces is more accurate, as the data collection form asks forces to record their income against relevant expenditure. By contrast, workforce numbers can give a false impression - in particular where the function is being provided entirely by a lead force – since the lead force might show all the staff involved in the collaboration within their totals, even though they are providing services to other forces.

National and regional policing functions
Many forces have national responsibilities for which they receive separate Home Office funding, for example on counter-terrorism. In addition, some forces are responsible for regional functions with varied sources of funding. These additional responsibilities can make a substantial difference to the way a force is presented in the profiles. We have attempted to take account of these factors in two ways.

First, in each force the cost and funding of national policing functions are shown separately from local policing expenditure. Second, we attempt to show the net cost to the force of regional functions. This can be harder to achieve because funding can be a mixture of income sources. If all the relevant income is not correctly attributed to the lead force of the regional unit, the net cost to the lead force will be reported as more expensive than is the case. In a large force, this may not stand out as significant but for smaller forces with responsibilities beyond their force area this can make a major difference. HMICFRS and Chartered Institute of Public Finance and Accountancy aim to improve how this information is collected and presented in next year's profiles.

The detailed information included in the profiles means that hundreds of differences are highlighted for each force. Most differences will not raise concerns and may be due to inconsistencies in the data (see data quality section below), but some will be significant. Aside from highlighting on the bar charts your force and the relevant most similar forces, we use three methods to help the user identify the most important areas for attention:

- the use of chevrons (<<) to highlight outliers in the comparisons (see below for the criteria we apply),
- by showing the impact of differences, such as the additional cost of expenditure being higher than the average force, the additional number of offences as a result of higher than average crime rates.
- by providing a list of all the outliers identified in the profiles – on the last page.

The profiles have done their job if they enable managers, inspectors, PCCs, Deputy Mayors and others interested parties to ask the right questions in the right areas indicated by the analysis. The profiles do not provide the answers to these questions and jumping to conclusions should be avoided. Further investigation or inspection is needed to arrive at the right conclusions and make the right decisions. High costs are not necessarily a sign of poor value for money and the cheapest is not always the best.

Data quality

Data quality is an important limitation to the correct interpretation of the data. HMICFRS applies a systematic and well developed approach to validating the data working with the Home Office, CIPFA and forces. However, data quality needs to be balanced by practical limitations, in particular the need to publish and the other priorities placed on analytical staff in forces. Furthermore, differences in recording systems mean that some forces must shoehorn their data into national categories. Inevitably some forces take more care in carrying out this tricky task than others.

In this section we draw your attention to two important data quality issues.

Crime data integrity

In 2014 HMICFRS completed an inspection into the way police forces in England and Wales record crime data. This report identified serious concerns about the crime recording process and HMICFRS has since undertaken a programme of inspecting crime data recording across police forces in England and Wales. In response to the findings of both the 2014 report and our follow up inspections, many forces have or are in the process of improving their crime recording practices.

These improvements have clearly affected the recorded crime trends shown in the profiles. The effect is likely to vary by force and type of crime.

Quality of incident data

The quality of incident data provided by some forces has been of concern for some years because of implausibly large year on year fluctuations. Forces which provide such data are asked to check and re-submit their data to the Home Office.

More recently we have been able to compare this incident data with operational command and control data provided by forces involved in HMICFRS's big data project. This has revealed that some forces have not complied with the national definitions which require the exclusion of non-incident calls, such as 'admin' calls from their incident count; while others have included 'scheduled' calls within the 'priority' calls category.

We hope to address this issue next year, in the meantime, treat obvious outlier data from some forces with caution. However, some incident data is less affected by these problems: emergency incident data is more consistent than the priority incident data, which should be treated with extreme caution.

Changes we have made to some pages

To improve comparability we have made two minor changes to the analysis and presentation in this year's profile. Page 16 in last year's profile presented total funding trends and compared each force's funding trends with their MSG's funding trends. Page 41 in last year's profiles compared total staffing levels by type of staff. Both produce a flawed comparison because they do not take into account the mix of national and local funding or staffing. To avoid the wrong conclusions being drawn, we have removed information showing MSG funding trends. Workforce numbers recorded against national functions are removed from the totals, so that only local policing workforce numbers are compared.

As Police and Crime Commissioners do not fall under the inspection remit of the HMICFRS, we have also removed the page comparing NRE spend on PCC/local policing bodies.

Where does this information come from?

Data is from the police submitted to the Chartered Institute of Public Finance and Accountancy (CIPFA) through the Police Objective Analysis (POA) or to the Home Office through the Annual Data Requirement (ADR).
Please note, that the data used within the profiles are sourced from data available at the time of publication and may have subsequently been amended and updated.

Have there been any changes in definitions?

There have not been any major changes to the POA definitions and categories. However, two new sub-categories have been added to the Public Protection category, "Joint Teams" for forces who operate joint child and adult protection teams, and "Public Protection Command Team and Support Overheads" has been added to bring in line with other categories.

Under the category of Operational Support, the sub-categories "Events" and "Civil Contingencies" have been merged.
For the second year, the profiles include data covering outcomes associated with recorded crime. The profiles present the data on principal outcomes for each crime category.

Feedback

Many forces worked with us throughout the development of the VfM profiles, and we are grateful to those that provided us with feedback and comments. HMICFRS is always keen to hear from users on how the profiles can be improved. If you have any suggestions, or any analysis which you think might be useful to include, please contact lawrenceroy.morris33@hmic.gsi.gov.uk or HMICProfiles@hmic.gsi.gov.uk

How do I use the profiles?

Most of the data are presented as bar charts so you can see how your force compares with others. Your force is highlighted in black with forces in your 'most similar group' (MSG) shown in teal. MSG forces share similar demographics. More details about MSG forces can be found on page 7. Finally, a horizontal line runs across each bar chart representing the average value across all forces in England and Wales (excluding the Metropolitan Police Service and City of London Police) unless stated otherwise.

The profiles are presented as 'logic trees' with the data broken down progressively from left to right. By following the branches of the logic tree, you can identify the reason(s) for differences between your force and others. To illustrate, in the example given on page 6 a force could be spending more on police officers because there are more of them (officers per head of population), or because they are more expensive (cost per officer), or because it is spending more on overtime. Most pages also include tables which lay out the main data presented in the charts as well as some additional comparisons. Typically, from left to right they show:
- a short description of the relevant volumes (e.g. staff numbers/total costs/numbers of crimes)
- a ratio for comparison (e.g. staff per head of population)
- the average costs per volumes
- the 'difference' which shows the absolute cost of the difference between a force and an "expected value". Expected values are what would be expected of the force should they be reflective of either the national or MSG average. The difference will then show:
  - for costs shows how much more, or less, it is costing your force than the average;
  - for crimes/outcomes shows how many more, or fewer, crimes/outcomes your force is recording as a result of the difference from the average; and
  - for workforce shows how much larger, or smaller, your force's workforce is as a result of the difference from the average.

- chevrons (<<) against the data highlight whether your force is an outlier for this item (whether the force is in the top or bottom 10 percent of forces and the effect of the difference is greater than £1 per head of population).

An illustrative example is shown on the following page
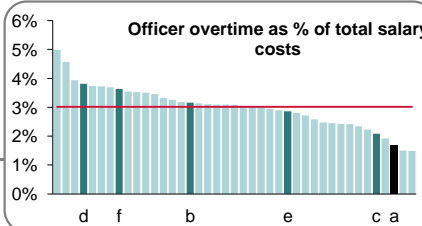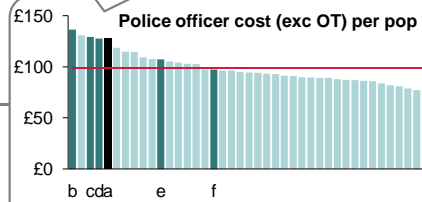
Guidance page - How to read the profiles

How much do officers in the force cost compared with others? How much overtime do they receive?

1. The profiles use 'logic trees' to break each policing function down (from left to right) into component parts. For each breakdown, you can see how the force (labelled 'a') compares to other forces in its most similar group of forces (labelled 'b - f'), as well as all forces in England and Wales.
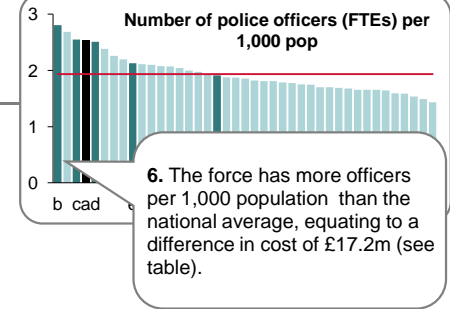
Officer cost per head of population

2. The force (a) has some of the highest officer costs per head of population nationally...

3. ...equating to a difference of £15.5m when compared to the national (all) average.

4. This chart shows a breakdown of the previous branch of the logic tree, the bottom charts revealing that overtime has little bearing on high officer costs.
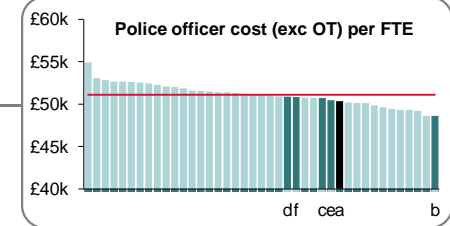
Police officer cost (exc OT) per pop

Officer overtime as % of total salary costs

5. The force spends little (as a proportion) on overtime.

Number of police officers (FTEs) per 1,000 pop

6. The force has more officers per 1,000 population than the national average, equating to a difference in cost of £17.2m (see table).

Police officer cost (exc OT) per FTE

7. The cost of individual officers in the force is relatively low.

Officer costs	£/head	Averages All	MSG	Diff* £m All	MSG
All pay exc. overtime	127.7	99.0	121.0	16.0	3.7
Overtime	2.2	3.0	3.4	-0.4	-0.7
Total	129.8	102.0	124.4	15.5	3.0

Officer overtime as a % of total salary costs	% sal	Averages All	MSG	Diff* £m All	MSG	
Total	1.7%	3.0%	2.9%	-0.9	-0.8	<<

Number of officers and cost per officer		Averages All	MSG	Diff* £m All	MSG	
FTE per 1,000 population	2.54	1.93	2.40	17.2	3.8	<<
Cost per FTE (£000s)	50.3	51.3	50.4	-1.4	-0.1	

N.B Outliers are highlighted with blue chevrons, and represent the values that are in the highest and lowest 10% of values across all force and, where appropriate, have a value of more than £1 per head.

* Absolute cost of the difference in spend to the average per head of all/MSG forces.

Explanatory notes and caveats

What is the purpose of the most similar group (MSG) comparison?

The MSG was designed to offer a fairer comparison of levels of crime between forces as they group forces with similar demographics. While MSG comparisons do not take account of the fact that some areas have higher costs than others; they are used here to compare costs since forces in a high crime MSG (such as large urban forces) are likely to have greater resources such as more officers, staff and PCSOs. While most forces share similar demographics with the rest of their group, there are a few that are less closely aligned (the Metropolitan Police Service, Dyfed-Powys Police, Surrey Police and City of London Police). Apart from City of London Police, the remaining forces are still included with a most similar group, but their appearance as an outlier means they should be treated with caution. MSGs were last updated for the 2013 VfM profiles using data from the 2011 Census; this grouping remains the most recent update.

What checks have been applied to the data?

The data presented in the profiles are subject to a systematic checking process:
- The Chartered Institute of Public Finance and Accountancy (CIPFA) applies arithmetic and reconciliation checks to the financial data from forces.
- Each force is asked to check its statistical outliers (where its costs are significantly different from average and/or from its return for the previous year).
- Each force receives a draft profile to check the figures before publication.

Each year forces identify anomalies or inconsistencies which HMICFRS attempts to resolve. Forces are able to resubmit data to correct any errors.

Which workforce figures are used?

The profiles include staff numbers drawn from two data sets: the Home Office annual data return (ADR), which is a snapshot at 31 March each year of full-time equivalent staff in post and the Police Objective Analysis (POA) which counts the average, budgeted, full-time equivalent staff for the financial year. Given the differences between the two, these figures in some cases will not align completely. In general, the profiles use POA budgeted staff numbers to make detailed financial comparisons between forces. However, POA is a relatively recent invention and, prior to 2011/12, it was not validated by HMICFRS. Consequently, it cannot provide a series long enough to show changing trends over time. In contrast, ADR has been validated over several years so is used to present trends on police officers, PCSO and police staff numbers. It is also used where equivalent data are not available from POA.

Which population figures are used?

The profiles use mid-2016 population estimates, which are the latest available from the ONS. Please note that the ONS police recorded crime data publication,12 months to 31 March 2017 (published in July 2017) used mid-2015 population estimates so numbers will not match exactly.

Which crime figures are used?

The VfM profiles include the crime statistics published by the ONS in for the data for the 12 months to 31 March 2017. The Home Office introduced a new framework to measure outcomes associated with crimes in 2013. Data covering outcomes associated with crimes recorded in the 12 months to 31 March 2017 for all forces are published by the Home Office and updated on 19 October 2017.

How are averages calculated?

Unless stated otherwise, the simple average of all forces and MSG forces are used. Except for their own profiles, City of London Police and the Metropolitan Police Service are omitted from the averages and the charts because they are outliers in most categories.

What rule is used to highlight outliers?

The difference is highlighted if the indicator puts the force in the top or bottom 10 percent of forces and the effect of the difference is greater than £1 per head of population.

Where can I find further contextual information to help me understand the data?

Further contextual information can be provided by HMICFRS, for example the definitions used by CIPFA in constructing the POA dataset.

Section one – Costs, workforce and demand/performance

This section looks at how a force deploys its workforce and the associated costs, for the headline categories of activities within the Police Objective Analysis (POA). POA subcategory information on costs is also presented.

POA estimates are used for all cost and workforce data unless stated otherwise. These data are force estimates for 2017/18 collated by CIPFA. Any updates to the data made after this time will not be reflected in the profile. Home Office Annual Data Requirement (ADR) data are used where relevant and POA data are not available. Examples include officers by rank, sickness rates, recuperative and restricted/adjusted duty rates, officers' length of service and leavers/joiners.

With the exception of special constables, workforce data comprises full-time equivalent (FTE) figures. In POA estimates these are calculated as the number of staff budgeted for each staff type. Police workforce figures published by the Home Office are based on those in-post as of 31 March each year. The two sets of figures are not, therefore, directly comparable.

Key to the data and calculations

- Net revenue expenditure: The profiles use a different calculation for net revenue expenditure to the Chartered Institute of Public Finance and Accountancy (CIPFA); it is calculated as total expenditure (GRE) minus earned income to show the total cost of policing to the taxpayer.
- Earned income: Where earned income is referred to, this covers partnership income, sales fees charges and rents, special police services, reimbursed income and interest.
- Averages: All averages in this section (unless otherwise stated) are simple, unweighted England and Wales averages, including the force in question. As the Metropolitan Police Service and City of London Police data distort the chart scales, they have been excluded from all charts and averages except for those in their own profiles.
- Difference to most similar group (MSG) / All force: Differences are presented as absolute cost of difference. They are calculated using the most appropriate method for the data presented and explained in footnotes. An example calculation is as follows: (Force cost per head minus MSG cost per head) multiplied by force population = absolute cost of difference from the MSG.

- Police officer spend as % of gross expenditure: The profiles show the proportion of spend on officers (including overtime) by function. Calculation is as follows: (Police officer salary + Police officer overtime) / Gross Revenue Expenditure (GRE) = police officer spend as % of GRE.
- National policing: To more accurately compare forces, national policing functions (such as counter terrorism/special branch) are not included in totals of spend and workforce (unless stated otherwise).
- Operational frontline, frontline support and business support: POA data is mapped onto these categories. Since counter-terrorism/special branch is a national policing function, we do not include this as a frontline role (for the reason given above). Due to this, and the previously described differences between the ADR and POA workforce data, the totals and proportions may not match those published elsewhere. The list of POA categories and their classifications are given in annex 3 and 4.

Please note that, throughout the profiles, rounding may cause apparent discrepancies between totals and the sums of the parts.

How to use this section

Users may wish to focus on those areas where the force is an outlier, i.e. where the force is different from the average. Outliers are highlighted with blue chevrons and indicate that the force falls within the highest or lowest 10 percent of forces and the effect of the difference is greater than £1 per head of population. Alternatively users may wish to examine where the force of interest is positioned relative to other forces they think are similarly performing or where they expect that force to be.

Users should consider exploring the reasons for any differences by looking at the force as a whole, using relevant local knowledge. Workforce levels should also be considered in the context of workforce modernisation, collaboration efforts and the outsourcing of services. Please note that in some cases, charts are not given for all breakdowns.

Throughout the profiles the chart scales vary and as a result the differences shown may not be as significant as they first appear.
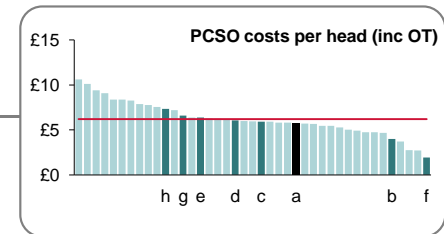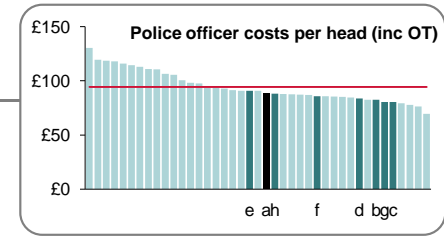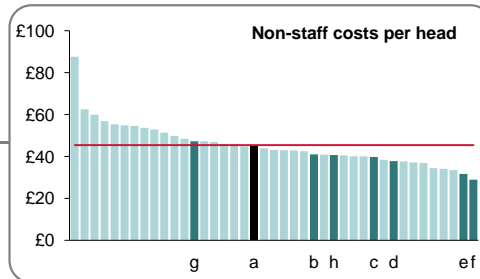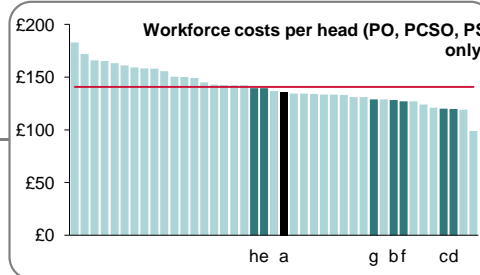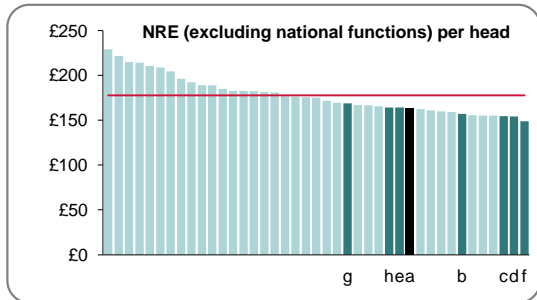
Income and expenditure - Overview

How much does the force spend compared with others on workforce and non staff costs? How much does it earn in income?

Cost per head of population
The profiles calculate net revenue expenditure (NRE) as total expenditure minus earned income to show the total cost of policing to the taxpayer. Note that this is different from NRE as reported in the raw POA data.

To improve comparability between forces, national policing functions (such as counter-terrorism/special branch) are excluded from the data analysis and charts.

NRE (excluding national functions) per head

Workforce costs per head (PO, PCSO, PS only)

Non-staff costs per head

Earned income per head

Police officer costs per head (inc OT)

Police staff costs per head (inc OT)

PCSO costs per head (inc OT)

Population	2,379k					
			Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Police officers	210.9	88.6	94.4	85.1	-13.8	8.4
Police staff	98.6	41.4	40.1	39.3	3.3	5.1
PCSOs	13.7	5.8	6.2	5.5	-1.0	0.7
Workforce	323.2	135.8	140.7	129.9	-11.5	14.2
Non-staff costs	106.5	44.8	45.3	39.0	-1.4	13.7
Earned income	-39.8	-16.7	-8.1	-9.4	-20.4	-17.4 <<
NRE exc nat.pol.	389.9	163.9	177.9	159.5	-33.2	10.5
National policing**	31.3	13.2	4.6	4.4	20.3	20.9 <<
NRE inc nat. pol.	421.3	177.1	182.5	163.9	-12.9	31.4

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

(force cost per head - MSG cost per head) * force population = absolute cost of difference

** Note that national policing has been included in the table only for reference so that the totals reconcile to the financing totals later in this section.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - Spend by category

What proportion of spend is on front line policing or in business support compared with others?

Proportion of net revenue expenditure

Police workforce roles are split into three categories: operational front line, frontline support and business support. The front line is further broken down into visible and non-visible roles (see Annex 3 &4 for a breakdown by POA category). These charts show the proportion of NRE spend in each category. To improve comparability between forces, national policing functions are excluded.

Collaboration and partnership can artificially inflate or reduce the number of workforce FTE in a particular force. To avoid this distortion, costs of the workforce are used here to better represent how forces prioritise their resources.

Note that in *PEEL:Police efficiency 2015 (October 2015)* HMIC define frontline support as *operational support.* Since this is the name of a POA category, *frontline support* is used here to avoid confusion.

NRE (excluding national functions)

% Visible operational front line

% Non-visible operational front line

% Frontline support

% Business support
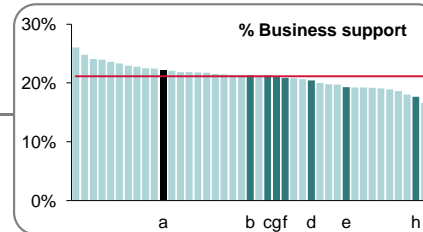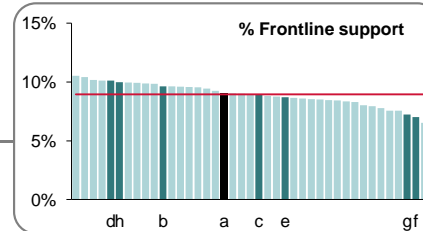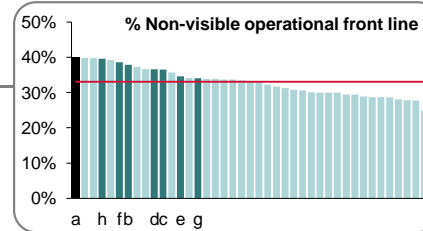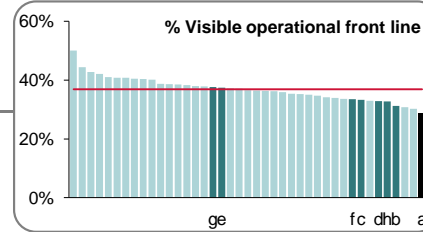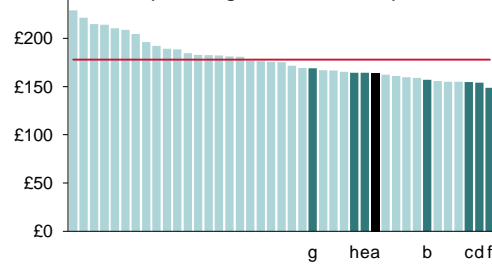
	NRE £m	Force breakdown	Averages		MSG Diff** £m
			All	**MSG**	
Visible	108.5	28.9%	36.9%	33.4%	-17.2
Non-visible	150.2	40.0%	33.0%	37.2%	10.2
Operational front line	258.7	68.8%	69.9%	70.7%	-7.0
Frontline support	34.1	9.1%	8.9%	8.8%	0.8
Business support	83.2	22.1%	21.1%	20.5%	6.1
Other*	14.0				
Total (NRE)	389.9	100.0%	100.0%	100.0%	

* Functions classified as *Other* do not fit into any of the three categories. They include costs associated with the PCC and central costs such as capital financing and pension costs.

** Cost of the difference between the forces planned spendng and expected spending based on the MSG average proportions

Source: POA estimates 2017/18

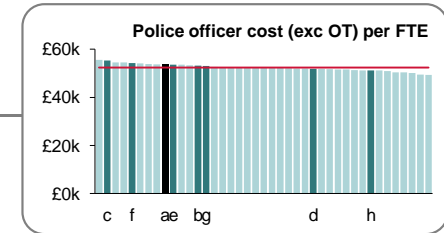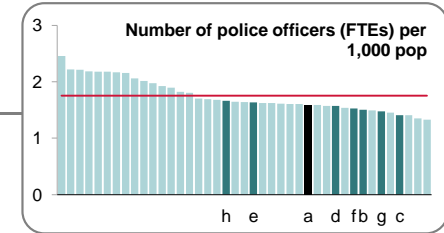Thames Valley

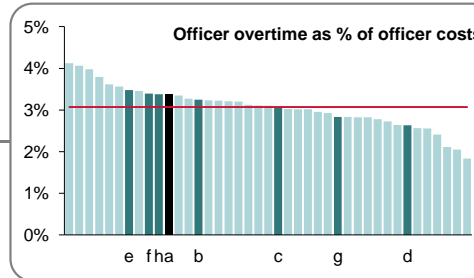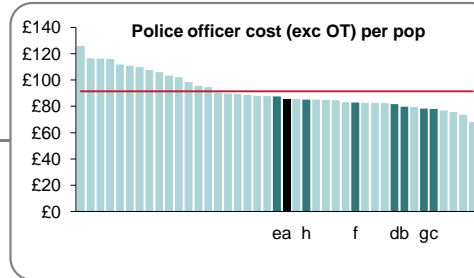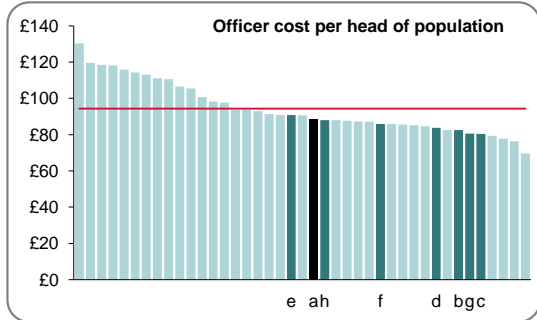**Income and expenditure - Workforce costs - Officers**

How much do officers in the force cost compared with others? How much of the extra cost comes from having more officers and how much is because they spend more on their officers? How much overtime do they receive?

Cost per head of population
Police officer costs are split into salary and overtime (OT). OT costs are also shown as a percentage of the overall salary costs (including OT).

Collaboration and partnership can artificially inflate or reduce the number of workforce in a particular force to avoid this distortion costs of the workforce are used here to better represent how forces prioritise their resources.

To improve comparability between forces, national policing functions are excluded.

Number of police officers (FTEs) per 1,000 pop

Officer cost per head of population

Police officer cost (exc OT) per pop

Police officer cost (exc OT) per FTE

Officer overtime as % of officer costs

FTE police officers	3,797 (exc national policing functions)

Officer costs	£m	£/head	Averages		Diff* £m	
			All	MSG	All	MSG
Cost (Salary) exc. overtime	203.8	85.6	91.5	82.4	-14.0	7.8
Overtime	7.1	3.0	2.9	2.7	0.2	0.7
Total	210.9	88.6	94.4	85.1	-13.8	8.4

Officer overtime as a % total officer cost	% salary	Averages		Diff* £m	
		All	MSG	All	MSG
Total	3.4%	3.1%	3.2%	0.6	0.4

Number of officers and cost per officer	Force	Averages		Diff* £m	
		All	MSG	All	MSG
FTE per 1,000 population	1.60	1.75	1.55	-19.7	6.2
Cost** per FTE (£000s)	53.7	52.4	53.3	4.8	1.5

* Cost of the difference between the forces planned spendng and expected spending based on the MSG average proportions

** Cost excludes overtime.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - Workforce costs - Police staff and police community support officers (PCSOs)
How much do police staff and PCSOs cost in the force compared with other forces?

Cost per head of population
National policing functions have been excluded to improve comparability between forces.

Collaboration and partnership can artifically inflate or reduce the number of workforce in a particular force to avoid this distortion costs of the workforce are used here to better represent how forces prioritise their resources.

Police staff

Police staff FTE	2,791 (exc national policing functions)

			Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
Police staff cost	98.6	41.4	40.1	39.3	3.3	5.1
Including overtime costs						

		Averages		Diff* £m	
	Force	All	MSG	All	MSG
FTEs per 1,000 populat	1.2	1.2	1.1	1.0	4.0
Cost** per FTE (£000s)	35.3	34.8	35.0	1.4	0.8

Police staff cost per head

Number of police staff (FTEs) per 1,000 pop

Police staff cost per FTE
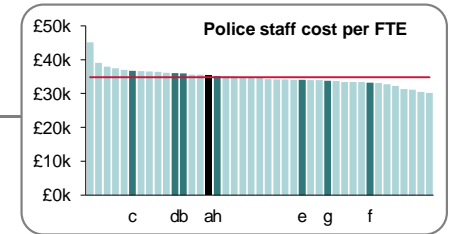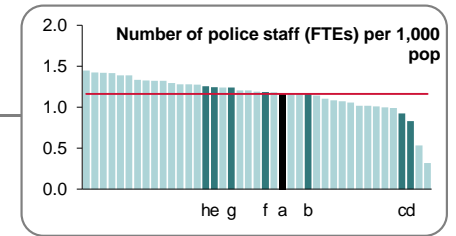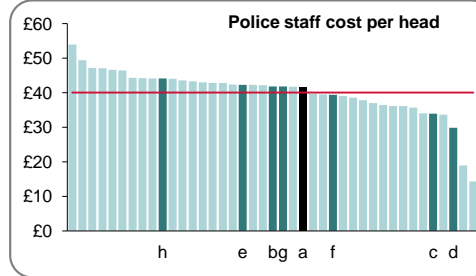
PCSOs

PCSOs FTE	418 (exc national policing functions)

			Averages		Diff* £m	
	£m	£/head	All	MSG	All	MSG
PCSO cost	13.7	5.8	6.2	5.5	-1.0	0.7
Including overtime costs						

		Averages		Diff* £m	
	Force	All	MSG	All	MSG
FTEs per 1,000 pop	0.2	0.2	0.2	-1.1	0.8
Cost** per FTE (£000s)	32.9	32.8	33.9	0.1	-0.4

PCSO cost per head

Number of PCSOs (FTEs) per 1,000 pop

PCSO cost per FTE

* Cost of the difference between the forces planned spendng and expected spending based on the MSG average proportions

** Cost includes overtime.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - Non-staff costs

Apart from on the workforce, where else is the force spending money compared with other forces?
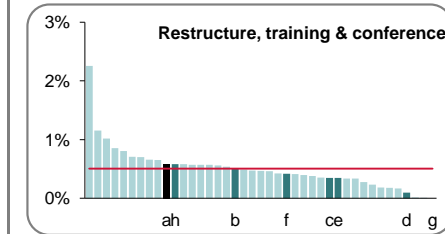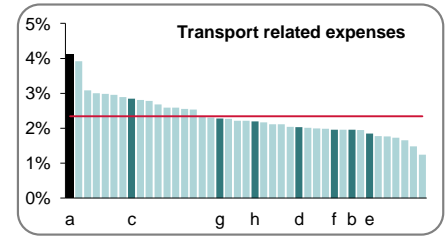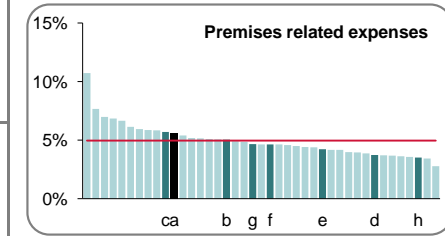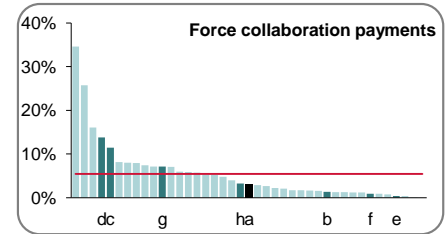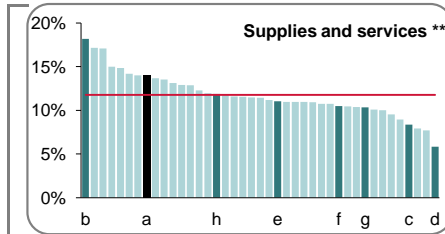
Non-staff costs as a percentage of workforce costs
Non-staff costs are broken down into specific types of running costs.

As non-staff costs are largely dependent on the size of the workforce, they are presented here as a proportion of the workforce costs to improve comparability.

For the same reason of improved comparability between forces, national policing functions are excluded.

Note that collaboration, outsourcing and partnership arrangements will affect the data for some forces.

Non-staff cost as a % of workforce costs

Supplies and services **

Force collaboration payments

Premises related expenses

Transport related expenses

Restructure, training & conference

Other employee expenses***

Force workforce costs	£323m					
		% of w'force	**Averages**		**Diff* £m**	
	£m	**costs**	**All**	**MSG**	**All**	**MSG**
Supplies and services**	45.2	14.0%	11.8%	11.3%	7.3	8.9
Force collaboration payments	9.8	3.0%	5.4%	5.2%	-7.8	-6.9
Premises related expenses	18.2	5.6%	5.0%	4.6%	2.1	3.2
Transport related expenses	13.3	4.1%	2.3%	2.4%	5.7	5.5 <<
Restructure, training and conference	1.9	0.6%	0.5%	0.4%	0.3	0.7
Other employee expenses***	9.6	3.0%	2.5%	2.7%	1.3	1.0
PCC outsource/collab/commission	5.8	1.8%				
Non-staff costs	103.7	32.1%	29.7%	28.4%	7.7	12.1
Capital financing	2.7	0.8%	2.9%	1.7%	-6.5	-2.9
Total non-staff costs	106.5	32.9%	32.6%	30.1%	1.2	9.2

forces planned spending and expected

** Includes third party payments excluding collaboration.

*** Including temporary and agency staff, injury and ill health costs.

Source: POA estimates 2017/18

Thames Valley
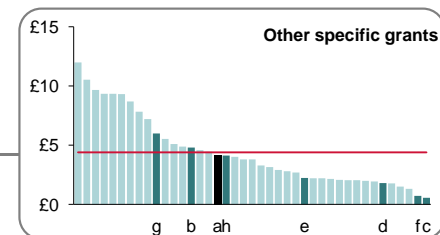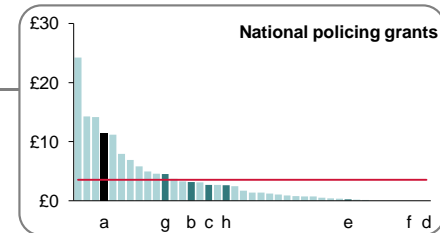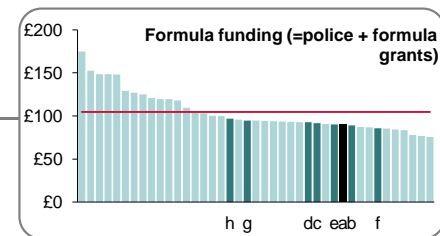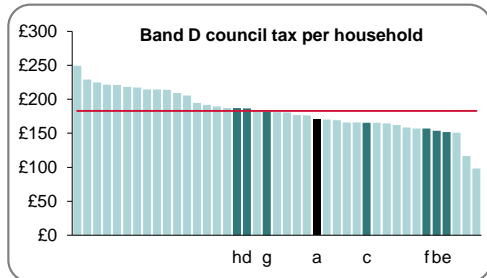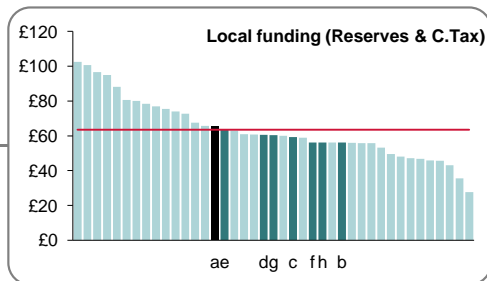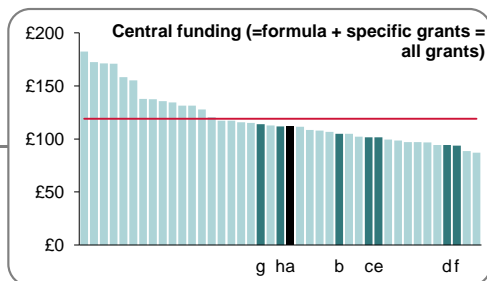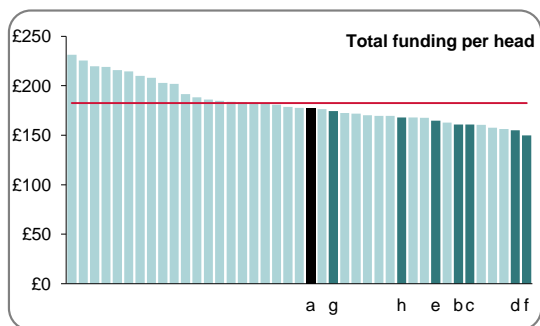
Income and expenditure - Financing

How much money does the local policing body receive in funding compared with others and from where? What is the level of council tax in the force and how does that compare with others?

Funding per head of population
Central funding is broken down into formula-based funding*, and government grants that are not formula based. Local funding is comprised of council tax, and use of reserves.

The total funding on this page includes the specific funding received by forces for national policing functions. Some forces will receive national policing funding on behalf of other forces, the grants received for these national policing functions are shown separately to allow the reader to compare the financing of local policing.

To show a typical council tax payment in the force, Band D tax rates are provided (from CIPFA estimates) .

Central funding (=formula + specific grants = all grants)

Formula funding (=police + formula grants)

National policing grants

Other specific grants

Total funding per head

Local funding (Reserves & C.Tax)

Band D council tax per household

Population	2,379k				
			Averages		
	£m	**£/head**	**MSG**	**All**	**Diff** £m
Formula funding*	213.1	89.6	91.3	104.5	-35.5
Legacy council tax grants	15.3	6.4	6.7	6.6	-0.4
National policing grants	27.2	11.4	3.1	3.5	18.8
Other specific grants	10.0	4.2	3.0	4.4	-0.5
Central funding	265.6	111.6	104.2	119.0	-17.6
Council tax	151.9	63.8	58.4	61.2	6.2
Reserves	3.8	1.6	1.3	2.2	-1.5
Local funding	155.7	65.4	59.7	63.5	4.7
Total funding	421.3	177.1	163.9	182.5	-12.9

	Averages	
Band D tax rate	**All**	**MSG**
£170.3	£182.9	£169.3

* Sum of police grant, non-domestic rates and revenue support grant.

** Absolute cost to the force of the difference in income to the average income per head of all forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - Earned income

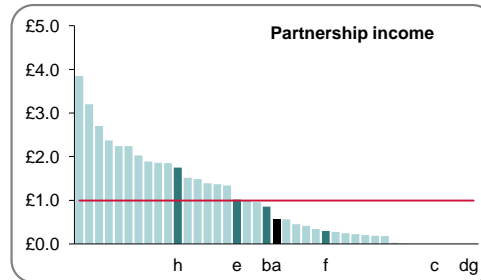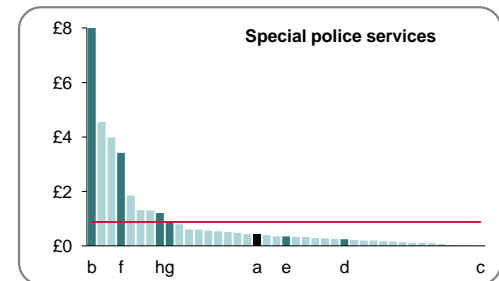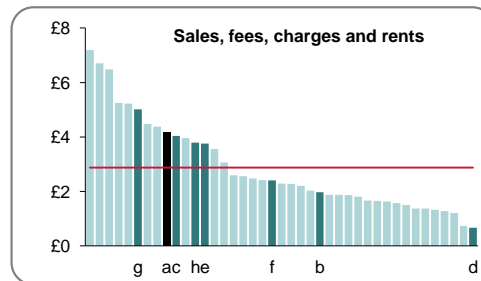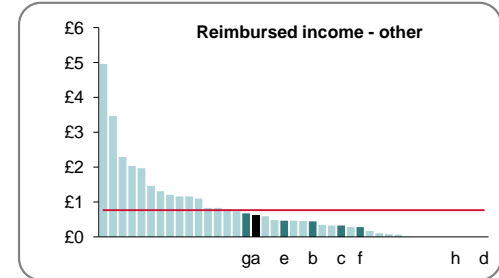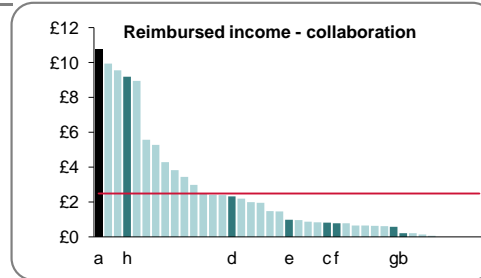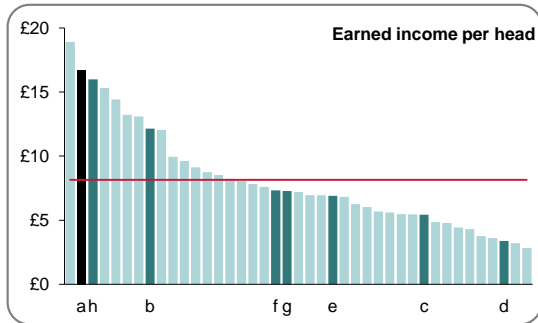How much income does the force earn compared with others and from where does it receive it?

Income per head of population
Earned income is removed from Gross Revenue Expenditure (GRE) in order to calculate NRE and does not include government grants.

To improve comparability between forces national policing functions have been excluded.

Different operating models across forces for collaboration and partnership between forces, and other agencies, give a range in levels of income under the headings of partnerships and reimbursed income.

Some forces have high earned income related to special functions such as policing large events (sports, festivals etc.).

Earned income per head

Reimbursed income - collaboration

Reimbursed income - other

Sales, fees, charges and rents

Special police services

Partnership income

Population	2,379k					
			Averages		**Diff* £m**	
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**
Reimbursed income						
- From collaboration	25.6	10.7	2.5	3.2	19.6	17.9
- Other	1.4	0.6	0.8	0.3	-0.4	0.6
Sales, fees, charges and rents	9.9	4.2	2.9	3.2	3.1	2.2
Special police services	1.0	0.4	0.9	1.9	-1.1	-3.4
Partnership income	1.3	0.6	1.0	0.6	-1.0	0.0
Interest	0.5	0.2	0.1	0.2	0.2	0.1
Total earned income	39.8	16.7	8.1	9.4	20.4	17.4 <<

* Absolute cost of the difference in income to the average income per head of all/MSG forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - Funding trends

How has the local policing body's income changed over time?

Funding trends per head

Please note these figures are not adjusted for inflation. The change overtime is therefore a nominal and not a real change.

Please note that the figures on this page are inclusive of specific government grants for national policing functions, therefore they represent all publicly funded income received by a force. A breakdown of the grants received by the force are presented on page 13. Note that change over time for reserves has not been given due to negative and positive values cancelling each other out and therefore misrepresenting the actual change in reserves. Furthermore, please note that estimates of reserves are unreliable as they often bare little relationship compared with actual levels off reserves and should be treated with caution.

The Band D council tax rates are from CIPFA estimates.

Note that value for previous years have been adjusted using mid-2016 pop figures.

Force £ per head	2013/14 estimate	2014/15 estimate	2015/16 estimate	2016/17 estimate	2017/18 estimate	Percentage Change 13/14-17/18
Central funding*	114.9	105.1	102.7	103.6	105.2	-8%
National policing grants	7.3	7.6	8.2	9.5	11.4	56%
Legacy council tax grants	1.4	6.4	6.4	6.4	6.4	
Council tax	54.2	56.6	59.1	61.2	63.8	18%
Reserves	0.2	1.2	1.4	0.6	1.6	
Total funding	170.7	169.3	169.6	171.8	177.1	4%
Band D tax rate	£157.4	£160.5	£163.7	£167.0	£170.3	
All Average	£168.6	£171.8	£174.6	£178.4	£182.9	

Total funding per head
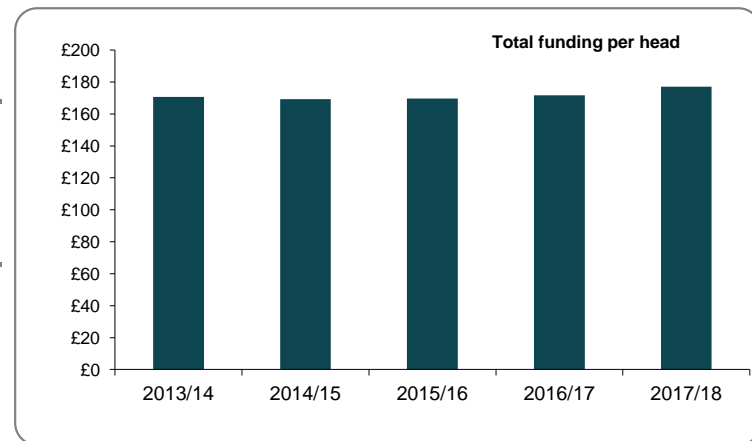
*Central funding does not include council tax freeze grant. Where this is received by a force, this is included in the legacy council tax grants.

Source: POA Estimates 2013/14 to 2017/18

Thames Valley

Income and expenditure - Total expenditure (NRE) by function

How does the force apportion its spend across the different functions compared with other forces? How has this changed since last year?

Population	2,379k

	Budgeted spend £m	Spend per head £		Diff from*		% of total**		% spent on Officers***	
		Force	MSG Av	MSG £m	Last year	Force	MSG Av	Force	MSG Av
Neighbourhood policing	33.1	13.9	21.8	-18.8	-5.0	8.6%	14.1%	56.1%	69.6%
Incident (response) management	44.0	18.5	17.3	2.7	-9.2	11.5%	11.2%	99.1%	74.2%
Local investigation/prisoner processing	65.9	27.7	15.2	29.8	13.6	17.2%	9.8%	96.4%	89.3%
Other local policing	8.2	3.4	3.6	-0.5	-1.2	2.1%	2.3%	37.1%	53.6%
Local policing	151.2	63.5	57.9	13.3	-1.8	39.5%	37.3%	85.1%	84.5%
Dealing with the public	24.1	10.1	11.1	-2.5	0.7	6.3%	7.2%	9.5%	16.4%
Road policing	8.5	3.6	3.7	-0.3	0.1	2.2%	2.4%	71.9%	67.5%
Operational support	16.9	7.1	6.2	2.0	1.6	4.4%	4.0%	67.3%	79.3%
Intelligence	21.6	9.1	7.4	3.9	1.3	5.6%	4.8%	52.9%	53.8%
Public protection	20.4	8.6	10.7	-5.2	0.3	5.3%	6.9%	74.2%	79.8%
Investigations [exc local investigation)	11.7	4.9	7.0	-5.0	-0.4	3.1%	4.5%	68.0%	62.0%
Investigative support	10.8	4.5	4.2	0.7	0.2	2.8%	2.7%	0.0%	1.6%
Custody	13.2	5.5	5.5	0.1	1.2	3.4%	3.5%	53.4%	41.0%
Other criminal justice arrangements	12.1	5.1	4.7	1.1	-1.4	3.2%	3.0%	4.7%	7.9%
Criminal justice arrangements	25.3	10.6	10.2	1.1	-0.2	6.6%	6.5%	23.9%	24.5%
ICT	22.9	9.6	8.4	3.0	0.9	6.0%	5.4%	0.0%	0.7%
Human resources	6.3	2.7	2.2	1.2	0.0	1.7%	1.4%	1.5%	2.7%
Training	10.3	4.3	3.4	2.1	0.7	2.7%	2.2%	39.6%	38.8%
Other support functions	46.0	19.4	19.1	0.7	0.3	12.0%	12.3%	12.3%	14.0%
Support functions	85.5	35.9	33.0	6.9	1.9	22.3%	21.3%	7.8%	9.5%
Police and Crime Commissioner	7.2	3.0							
Total exc national policing and central costs	383.2	161.0	155.2	13.9	3.6	100.0%	100.0%	49.0%	50.5%
National policing	31.3	13.2							
Central costs	6.8	2.9							
Total	421.3	177.1							

Note that expenditure under the heading of 'local investigation' are included within headline category 'local policing' not 'investigation' as in POA

* The difference in spend per head and last year values have been adjusted with mid-2016 population figures.

** Percentage of total budgeted spend (excluding on national policing and central costs) by function.

*** Cost of police officers per function as % of total gross expenditure by function.

*Source: POA estimates 2016/17 and 2017/18*

Thames Valley

Income and expenditure - NRE by function - Summary
What does the force spend across the different functions compared with others?

The charts on this page show spend per head by function.

National policing functions have been excluded to improve comparability between forces. Note that collaboration/outsourcing arrangements will affect costs for certain forces.

Total cost excluding national policing
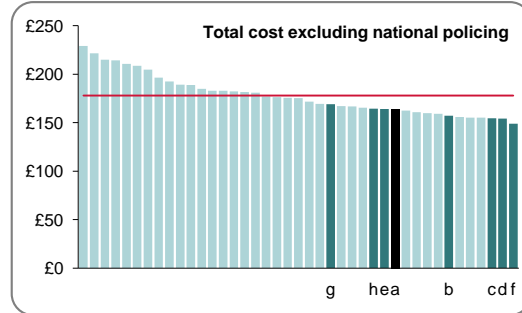
Population	2,379k					
			Averages		**Diff* £m**	
	£m	£/head	**All**	**MSG**	**All**	**MSG**
Local policing**	151.2	63.5	65.9	57.9	-5.5	13.3
Dealing with the public	24.1	10.1	11.4	11.1	-3.1	-2.5
Criminal justice arrangements	25.3	10.6	11.1	10.2	-1.2	1.1
Road policing	8.5	3.6	3.7	3.7	-0.3	-0.3
Operational support***	16.9	7.1	7.6	6.2	-1.1	2.0
Intelligence	21.6	9.1	7.3	7.4	4.3	3.9
Public protection	20.4	8.6	10.1	10.7	-3.7	-5.2
Investigations	11.7	4.9	7.7	7.0	-6.6	-5.0 <<
Investigative support	10.8	4.5	4.5	4.2	0.0	0.7
Support functions	85.5	35.9	37.6	33.0	-3.9	6.9
PCC/Local Policing Body	7.2	3.0				
Tot. exc national pol. & central costs	**383.2**	**161.0**	**171.3**	**155.2**	**-24.4**	**13.9**

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Note that spend under the heading of 'local investigation' are included within headline category 'local policing' and not 'investigation' as in POA.

*** Note that this refers to the POA category, not the description of frontline support used within the HMIC report PEEL:Police efficiency 2015 (October 2015).
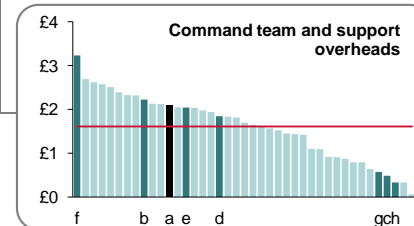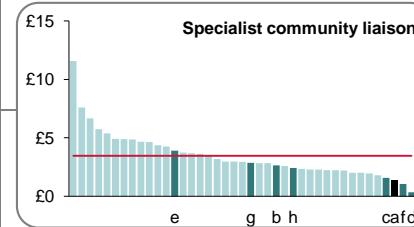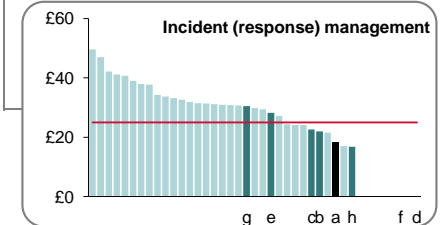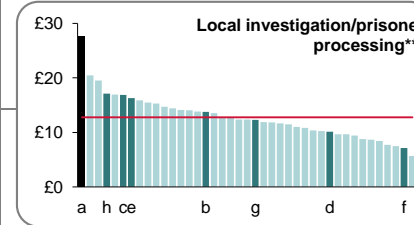
Source: POA estimates 2017/18
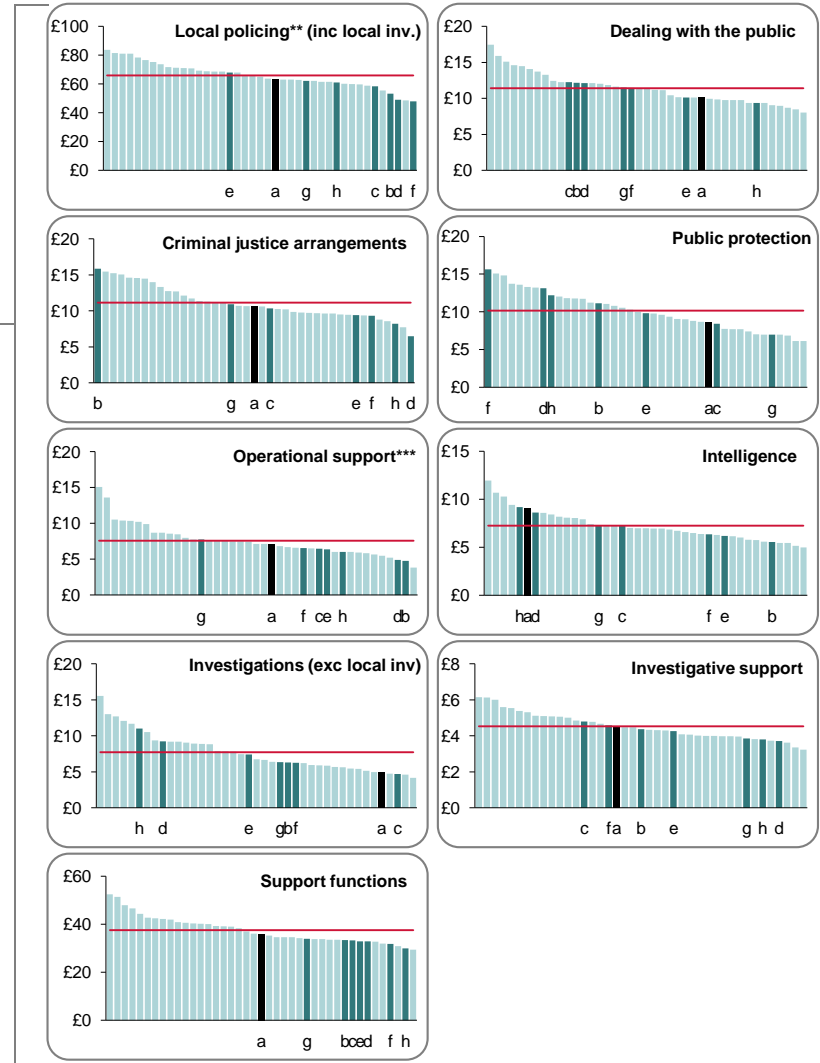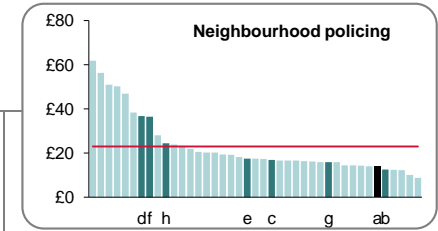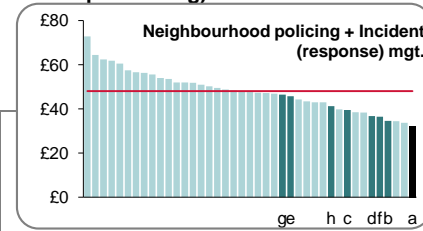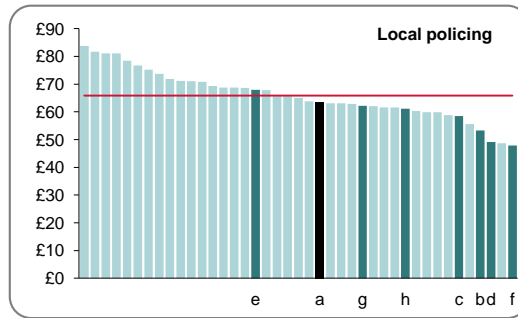

Thames Valley

Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing)

What does the force spend on the different areas within local policing compared with others?

The charts on this page show spend per head.

As some force's operating models either combined the roles of neighbourhood policing and incident (response) management, or cannot distinguish between staff in either role, a chart showing the combined costs are presented here to ensure comparability across forces.

Local policing

Neighbourhood policing + Incident (response) mgt.

Neighbourhood policing

Local investigation/prisoner processing***

Incident (response) management

Specialist community liaison

Command team and support overheads

Population	2,379k

	£m	£/head	Averages All	Averages MSG	Diff* £m All	Diff* £m MSG		Officer cost** Force	Officer cost** MSG
Neighbourhood policing	33.1	13.9	23.0	21.8	-21.7	-18.8		56%	70%
Incident (response) management	44.0	18.5	25.0	17.3	-15.5	2.7		99%	74%
Local investigation/prisoner processing***	65.9	27.7	12.8	15.2	35.5	29.8	<<	96%	89%
Specialist community liaison	3.2	1.4	3.5	2.0	-5.0	-1.6	<<	27%	37%
Command team & support overheads	5.0	2.1	1.6	1.6	1.1	1.1		44%	70%
Local policing	151.2	63.5	65.9	57.9	-5.5	13.3		85%	85%
Total exc local investigation	85.3	35.8	53.1	42.8	-41.0	-16.5	<<	76%	82%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

*** Workforce for 'local investigation' are included within 'local policing' headline category, not 'investigation' as in POA.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Local policing (including local investigation/prisoner processing) - Use of resources

How does the force spend its money within local policing compared with others?

> The charts on this page show spend per head.
>
> Note that collaboration/outsourcing will affect costs for certain forces.

Local policing

Police officers

PCSOs

Police staff

Non-staff costs

Earned income
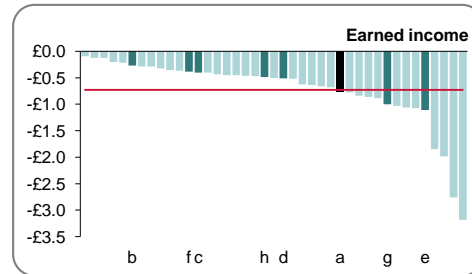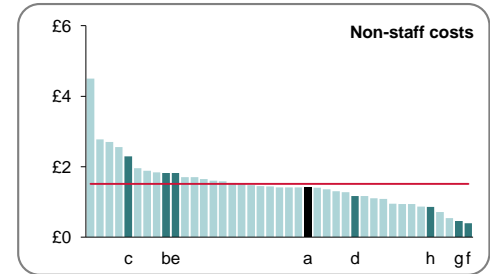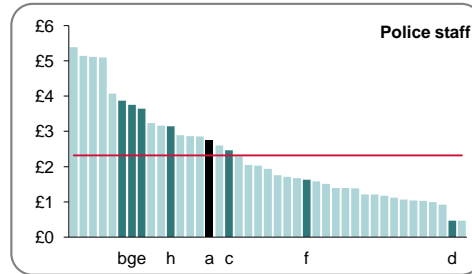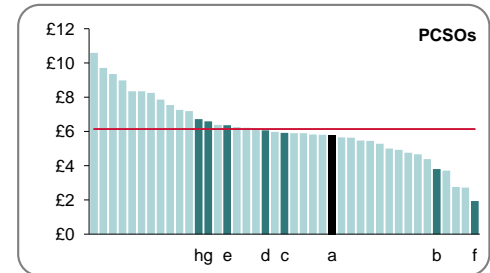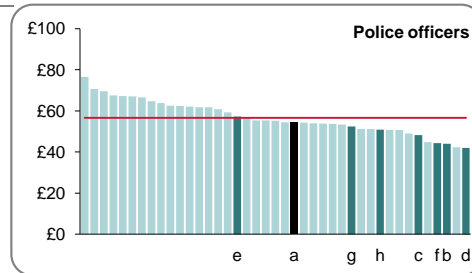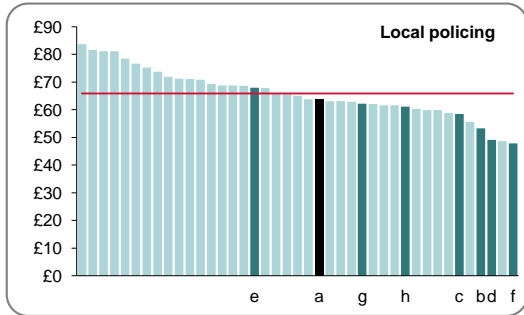
Workforce	FTE	FTE/ 1,000 pop	Averages All	Averages MSG	Diff* FTE All	Diff* FTE MSG
Police officers	2,449	1.03	1.10	0.94	-174	215
PCSOs	418	0.18	0.19	0.16	-30	32
Police staff	204	0.09	0.07	0.09	34	-2

Expenditure	£m	£/head	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	129.4	54.4	56.6	49.2	-5.4	12.4
PCSOs	13.7	5.8	6.1	5.4	-0.8	0.9
Police staff	6.5	2.7	2.3	2.7	1.0	0.1
Non-staff costs	3.4	1.4	1.5	1.3	-0.2	0.3
Earned income	-1.8	-0.8	-0.7	-0.6	-0.1	-0.3
Total cost	151.2	63.5	65.9	57.9	-5.5	13.3

Cost/FTE	Force	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	£53k	£51k	£52k	3.6	1.2
PCSOs	£33k	£33k	£33k	0.1	-0.2
Staff	£32k	£33k	£31k	-0.1	0.1

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Dealing with the public

How does the force spend its money within dealing with the public compared with others?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Dealing with the public

Central communications unit

Local call centres / front desk
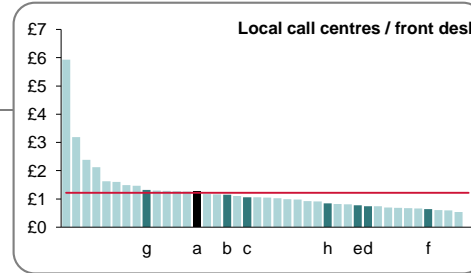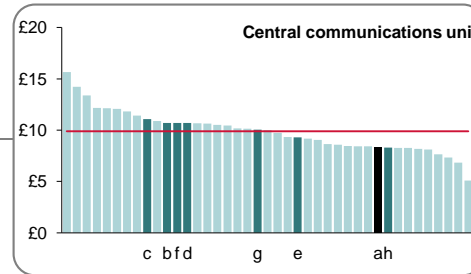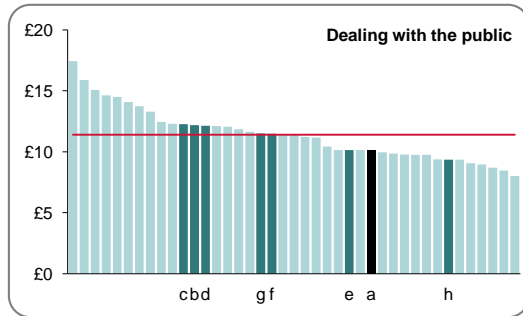
Population	2,379k									
			Averages			**Diff* £m**			**Officer cost****	
	£m	**£/head**	**All**	**MSG**		**All**	**MSG**		**Force**	**MSG**
Central communications unit	19.8	8.3	9.9	9.9		-3.7	-3.8		11%	17%
Local call centres/front desk	3.0	1.3	1.2	1.0		0.1	0.7		0%	1%
Command team and support	1.3	0.5	0.3	0.3		0.6	0.6		13%	54%
Dealing with the public	24.1	10.1	11.4	11.1		-3.1	-2.5		10%	16%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Dealing with the public - Use of resources

How does the force spend its money within dealing with the public compared with others?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Dealing with the public

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
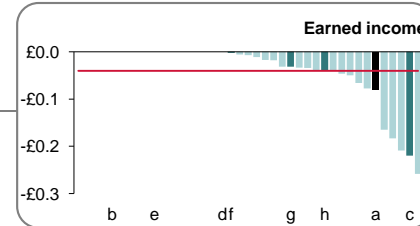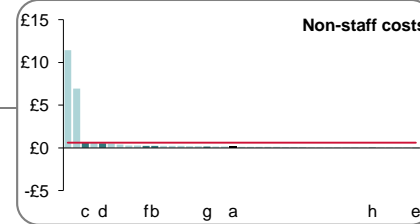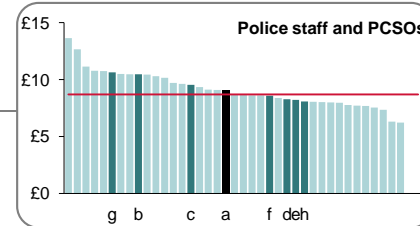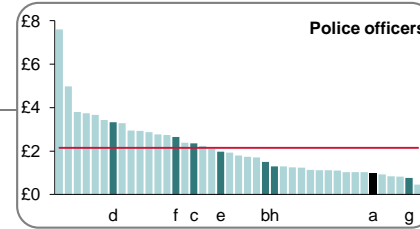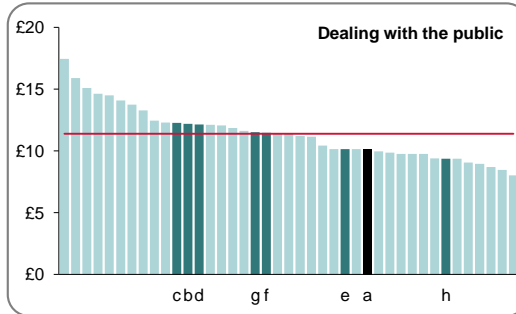
Workforce	FTE	FTE/ 1,000 pop	Averages All	Averages MSG	Diff* FTE All	Diff* FTE MSG
Police officers	35	0.01	0.04	0.03	-51	-36
Police staff and PCSOs	600	0.25	0.24	0.25	26	6

Expenditure	£m	£/head	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	2.3	1.0	2.1	1.9	-2.8	-2.1
Police staff and PCSOs	21.6	9.1	8.7	9.1	0.9	-0.1
Non-staff costs	0.3	0.1	0.6	0.2	-1.1	-0.2
Earned income	-0.2	-0.1	0.0	0.0	-0.1	-0.1
Total cost	24.1	10.1	11.4	11.1	-3.1	-2.5

Cost/FTE	Force	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	£66k	£60k	£62k	0.2	0.1
Police staff and PCSOs	£36k	£36k	£36k	0.0	-0.3

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

*Source: POA estimates 2017/18*

Thames Valley

Income and expenditure - NRE by function - Criminal justice arrangements

What does the force spend on the different areas within criminal justice arrangements compared with others?

The charts on this page show spend per head.

Note that individual charts for all functions are not included. Priority is given to areas with the highest costs.

Note that collaboration/outsourcing will affect costs for certain forces.

Criminal justice arrangements

Total custody

Custody

Criminal justice

Police doctors / nurses and surgeons

Other
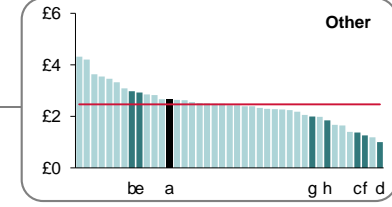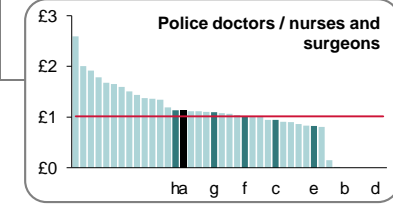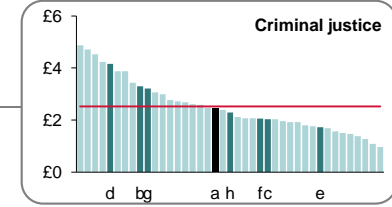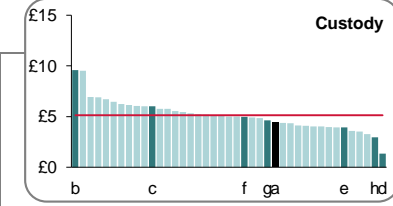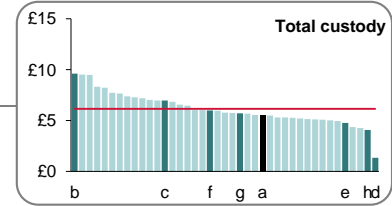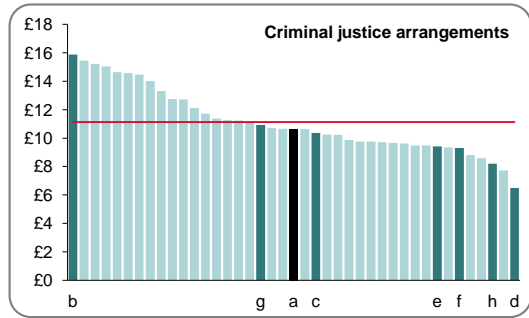
Population	2,379k							
		Averages			**Diff* £m**		**Officer cost****	
	£m	£/head	All	MSG	All	MSG	Force	MSG
Custody	10.5	4.4	5.1	4.7	-1.7	-0.8	53%	41%
Police doctors / nurses and surgeons	2.7	1.1	1.0	0.8	0.3	0.9	0%	0%
Total custody subtotal	13.2	5.5	6.1	5.5	-1.5	0.1	43%	35%
Criminal justice	5.8	2.5	2.5	2.7	-0.2	-0.5	1%	12%
Police national computer	3.2	1.3	1.0	1.0	0.8	0.8	2%	0%
Criminal records bureau	0.8	0.3	0.4	0.2	-0.2	0.2	0%	0%
Property officer / stores	1.0	0.4	0.3	0.3	0.2	0.2	0%	3%
Fixed penalty scheme	1.9	0.8	0.3	0.3	1.2	1.3	11%	1%
Coroner assistance	0.0	0.0	0.2	0.1	-0.6	-0.2	n/a	0%
Command team and support	-0.6	-0.2	0.2	0.1	-1.0	-0.8	57%	57%
Other criminal justice arrangements subtotal	6.3	2.6	2.5	2.0	0.4	1.5		
Criminal justice arrangements	25.3	10.6	11.1	10.2	-1.2	1.1	24%	24%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Criminal justice arrangements - Use of resources

How does the force spend its money within criminal justice arrangements compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Criminal justice arrangements

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
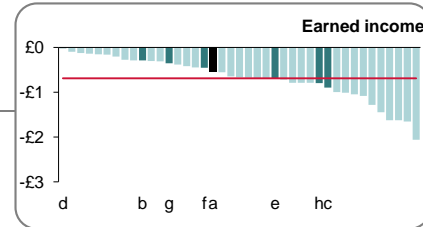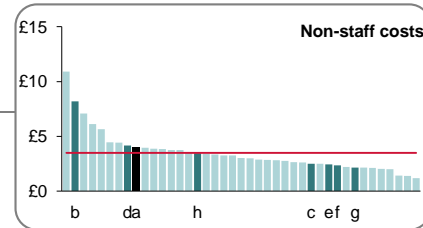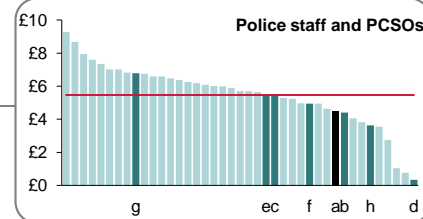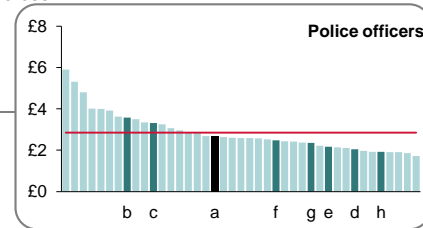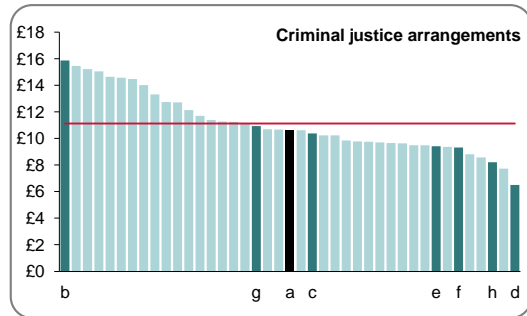
Workforce	FTE	FTE/ 1,000 pop	Averages All	Averages MSG	Diff* FTE All	Diff* FTE MSG
Police officers	101	0.04	0.05	0.04	-6	10
Police staff and PCSOs	393	0.17	0.18	0.15	-42	38

Expenditure	£m	£/head	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	6.4	2.7	2.9	2.6	-0.4	0.2
Police staff and PCSOs	10.7	4.5	5.5	4.4	-2.4	0.1
Non-staff costs	9.6	4.0	3.5	3.6	1.3	0.9
Earned income	-1.3	-0.5	-0.7	-0.5	0.4	-0.1
Total cost	25.3	10.6	11.1	10.2	-1.2	1.1

Cost/FTE	Force	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	£63k	£63k	£67k	0.0	-0.4
Police staff and PCSOs	£27k	£30k	£30k	-1.1	-1.1

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.
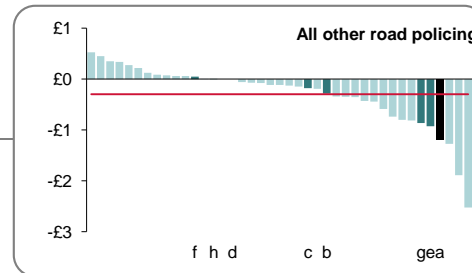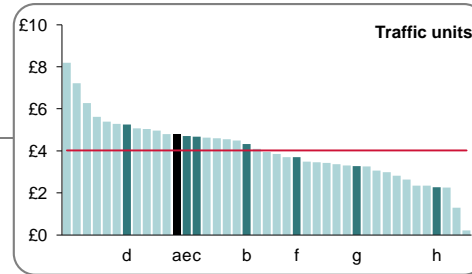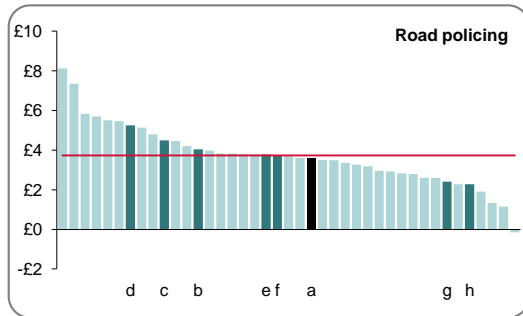
Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Road policing

What does the force spend on the different areas within road policing compared with other forces?

The charts on this page show spend per head.

Note that individual charts for all functions are not included. Priority is given to areas with the highest costs.

Note that collaboration/outsourcing may affect costs for certain forces.

Road policing

Traffic units

All other road policing

Population	2,379k							
			Averages		**Diff* £m**		**Officer cost****	
	£m	£/head	All	MSG	All	MSG	Force	MSG
Traffic units	11.4	4.8	4.0	4.1	1.8	1.6	94%	86%
Command team and support	0.0	0.0	0.1	0.0	-0.1	-0.1	0%	24%
Casualty reduction partnership	-2.8	-1.2	-0.3	-0.4	-2.0	-1.7	23%	19%
All other road policing subtotal	-0.1	0.0	0.0	0.0	0.0	-0.1	-	-
Road policing	8.5	3.6	3.7	3.7	-0.3	-0.3	72%	67%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

*Source: POA estimates 2017/18*

Thames Valley

Income and expenditure - NRE by function - Road policing - Use of resources
How does the force spend its money within road policing compared with other forces?

The charts on this page show spend per head.

Note that collaboration, outsourcing and other partnership arrangements will affect costs and earned income for some forces .

Earned income will include driver awareness courses and Casualty Reduction Partnerships.

Road policing

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
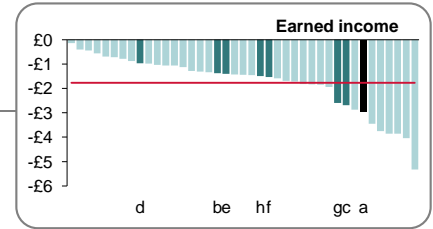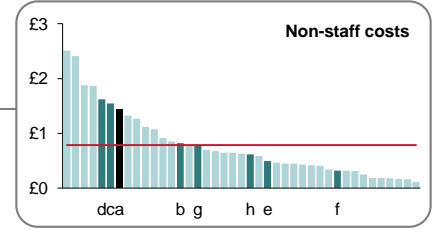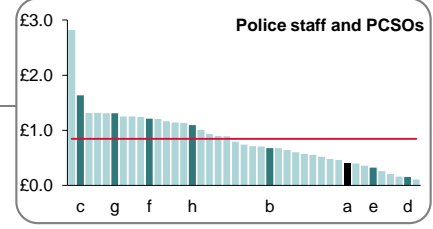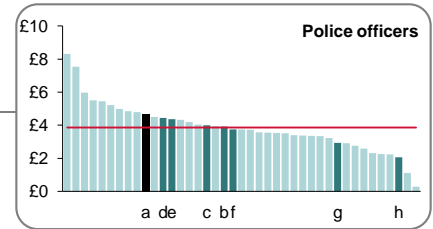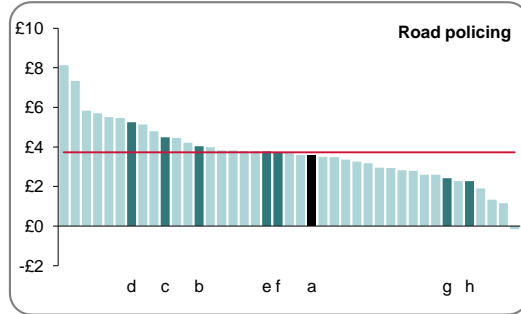
Workforce	FTE	FTE/ 1,000 pop	Averages		Diff* FTE	
			All	MSG	All	MSG
Police officers	197	0.08	0.07	0.07	26	33
Police staff and PCSOs	27	0.01	0.03	0.03	-40	-34

Expenditure	£m	£/head	Averages		Diff** £m	
			All	MSG	All	MSG
Police officers	11.2	4.7	3.9	3.8	2.0	2.2
Police staff and PCSOs	1.0	0.4	0.8	0.9	-1.0	-1.1
Non-staff costs	3.4	1.4	0.8	1.0	1.5	1.1
Earned income	-7.0	-3.0	-1.8	-1.9	-2.8	-2.6
Total cost	8.5	3.6	3.7	3.7	-0.3	-0.3

Cost/FTE	Force	All	MSG	Diff** £m	
				All	MSG
Police officers	£57k	£54k	£55k	0.6	0.4
Police staff and PCSOs	£36k	£30k	£34k	0.2	0.1

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.
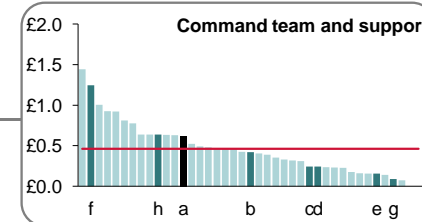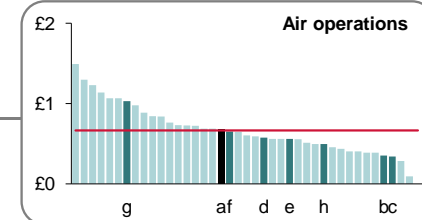
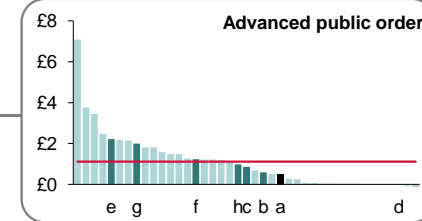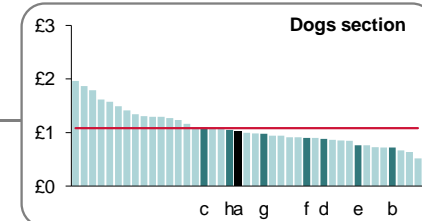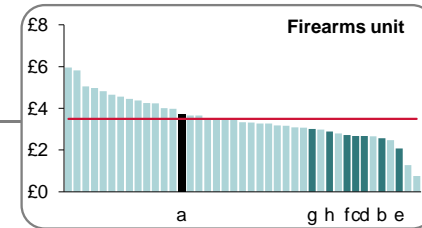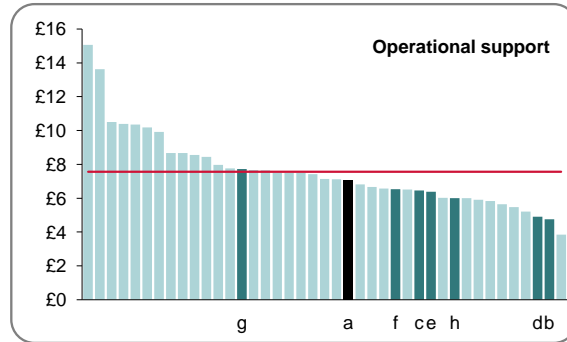*Source: POA estimates 2017/18*

Thames Valley

Income and expenditure - NRE by function - Operational support

What does the force spend on the different areas within operational support compared with other forces?

> The charts on this page show spend per head.
>
> Note that individual charts for all functions are not included. Priority is given to areas with the highest costs. Operational support used here is the POA category, not the workforce descriptor used in HMICFRS' PEEL: Police efficiency 2015 (October 2015)
>
> Note that collaboration/outsourcing will affect costs for certain forces.

Operational support

Firearms unit

Dogs section

Advanced public order

Air operations

Command team and support

Population	2,379k			Averages		Diff* £m		Officer cost**	
		£m	£/head	All	MSG	All	MSG	Force	MSG
Firearms unit		8.8	3.7	3.5	2.8	0.5	2.2	82%	93%
Dogs section		2.4	1.0	1.1	0.9	-0.2	0.2	88%	88%
Advanced public order		1.2	0.5	1.1	1.0	-1.4	-1.3	68%	76%
Air operations		1.6	0.7	0.7	0.6	0.0	0.2	0%	4%
Civil contingencies and events		0.7	0.3	0.6	0.4	-0.6	-0.3	63%	64%
Command team and support		1.5	0.6	0.5	0.5	0.4	0.4	22%	69%
Other functions		0.6	0.3	0.2	0.0	0.2	0.6		
Operational support		16.9	7.1	7.6	6.2	-1.1	2.0	67%	79%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Operational support - Use of resources

How does the force spend its money within operational support compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Operational support

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
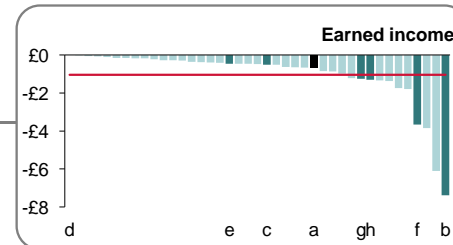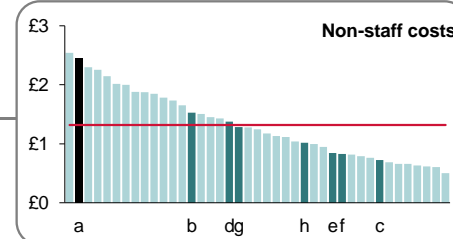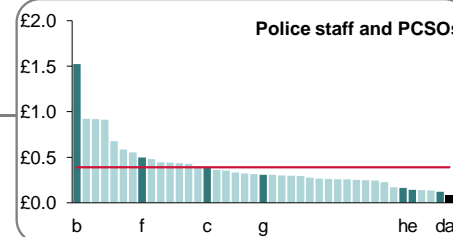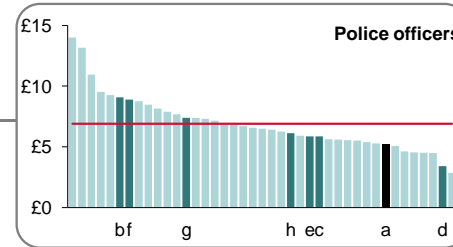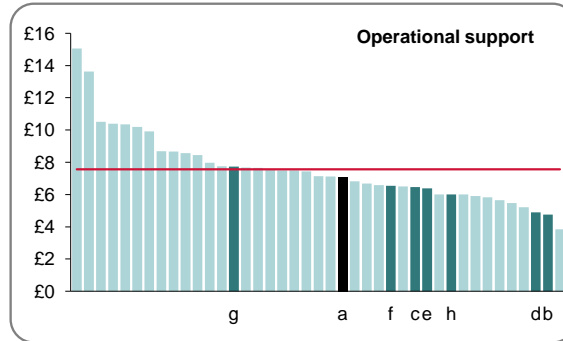
Workforce	FTE	FTE/ 1,000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	203	0.09	0.12	0.11	-87	-60
Police staff and PCSOs	4	0.00	0.01	0.01	-22	-21

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	12.4	5.2	6.9	6.5	-4.0	-3.0
Police staff and PCSOs	0.2	0.1	0.4	0.4	-0.7	-0.8
Non-staff costs	5.8	2.5	1.3	1.3	2.7	2.8
Earned income	-1.6	-0.7	-1.0	-1.9	0.9	3.0
Total cost	16.9	7.1	7.6	6.2	-1.1	2.0

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	£61k	£57k	£59k	0.9	0.5
Police staff and PCSOs	£50k	£36k	£38k	0.1	0.0

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Intelligence

What does the force spend on the different areas within intelligence compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Intelligence cost

Intelligence gathering

Intelligence analysis / threat assessments

Command team and support
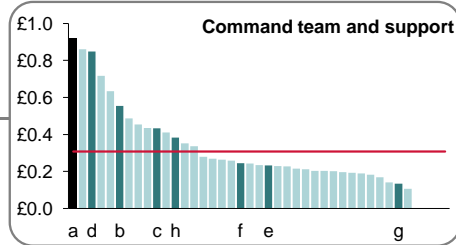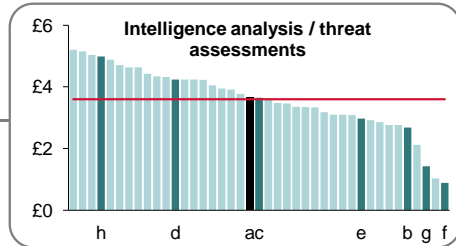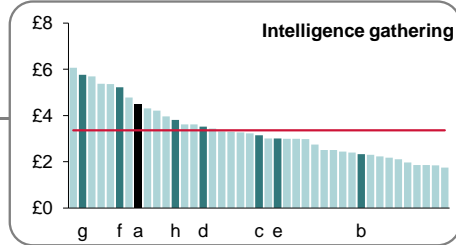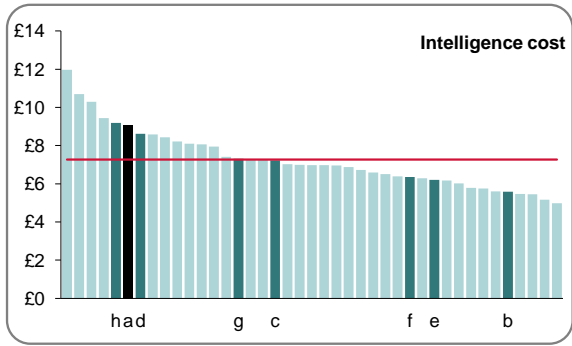
Population	2,379k							
			Averages		**Diff* £m**		**Officer cost****	
	£m	**£/head**	**All**	**MSG**	**All**	**MSG**	**Force**	**MSG**
Intelligence gathering	10.7	4.5	3.4	3.9	2.7	1.4	58%	65%
Intelligence analysis / threat assessments	8.7	3.6	3.6	3.1	0.1	1.4	45%	33%
Command team and support	2.2	0.9	0.3	0.5	1.5	1.1	49%	55%
Intelligence	**21.6**	**9.1**	**7.3**	**7.4**	**4.3**	**3.9**	**53%**	**54%**

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Intelligence - Use of resources

How does the force spend its money within intelligence compared with other forces?

> The charts on this page show spend per head.
>
> Note that collaboration/outsourcing will affect costs for certain forces.

Intelligence

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
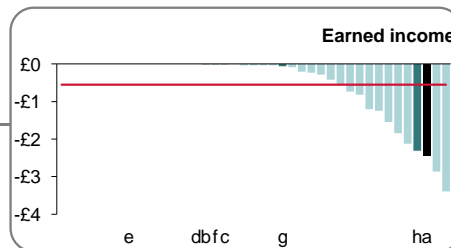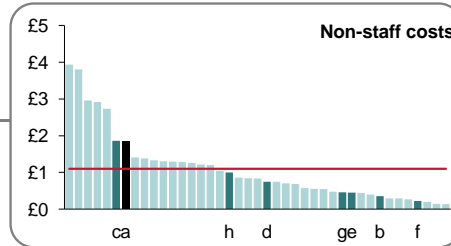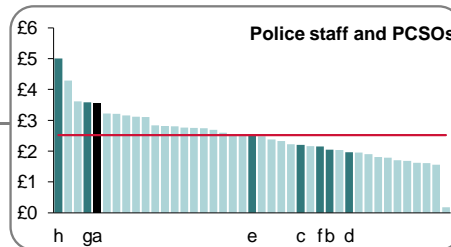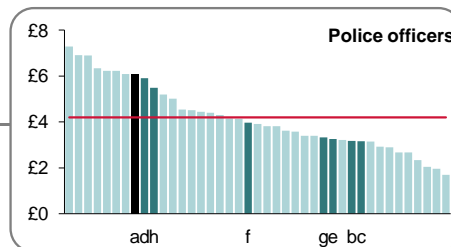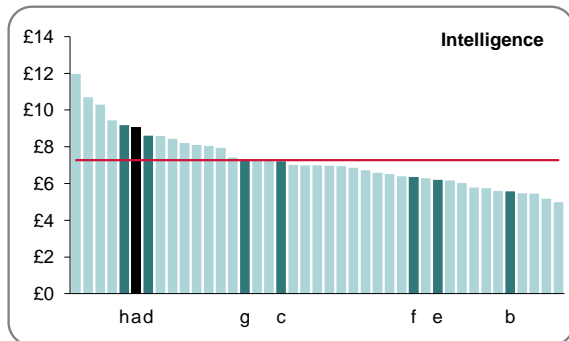
Workforce	FTE	FTE/ 1,000 pop	Averages All	Averages MSG	Diff* FTE All	Diff* FTE MSG
Police officers	260	0.11	0.07	0.08	83	75
Police staff and PCSOs	250	0.11	0.08	0.09	70	42

Expenditure	£m	£/head	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	14.5	6.1	4.2	4.3	4.5	4.3
Police staff and PCSOs	8.5	3.6	2.5	2.9	2.5	1.6
Non-staff costs	4.4	1.9	1.1	0.9	1.8	2.4
Earned income	-5.8	-2.4	-0.5	-0.6	-4.5	-4.4
Total cost	21.6	9.1	7.3	7.4	4.3	3.9

Cost/FTE	Force	Averages All	Averages MSG	Diff** £m All	Diff** £m MSG
Police officers	£56k	£57k	£55k	-0.2	0.1
Police staff and PCSOs	£34k	£33k	£33k	0.2	0.2

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.
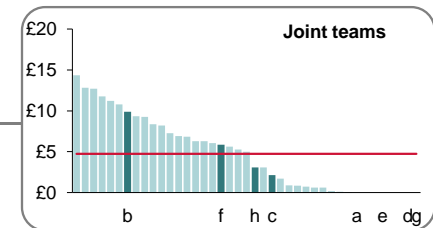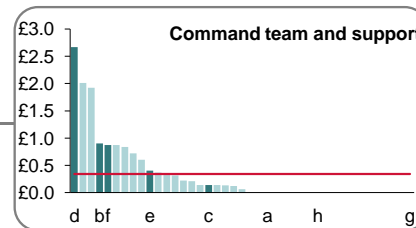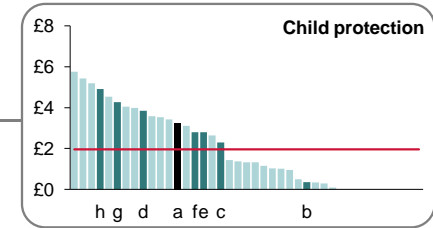
Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Public protection

What does the force spend on the different areas within public protection compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Public protection

All vulnerable persons

Adult protection

Witness protection

Child protection

Command team and support

Joint teams
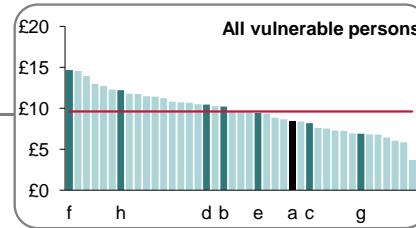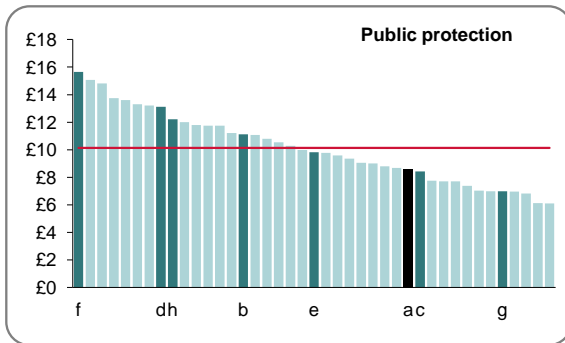
| | **£m** | **£/head** | **Averages** | | **Diff* £m** | | **Officer cost**** | |
			All	**MSG**	**All**	**MSG**	**Force**	**MSG**
Population	2,379k							
All vulnerable persons	19.9	8.4	9.6	10.1	-2.9	-4.0	76%	81%
Child protection	7.7	3.2	2.0	3.1	3.0	0.4	85%	85%
Adult protection	12.2	5.1	2.9	4.4	5.3	1.8	70%	73%
Joint teams	0.0	0.0	4.7	2.6	-11.3	-6.2	n/a	32%
Witness protection	0.5	0.2	0.2	0.1	0.0	0.3	49%	19%
Command team and support	0.0	0.0	0.3	0.6	-0.8	-1.5	n/a	43%
Public protection	20.4	8.6	10.1	10.7	-3.7	-5.2	74%	80%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.
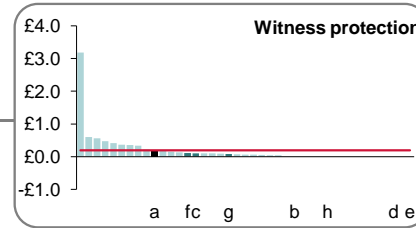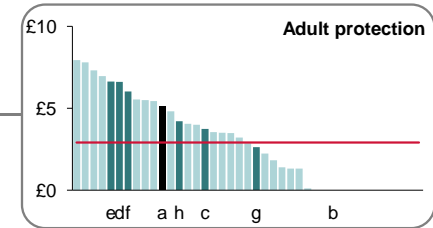
Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Public protection - Use of resources
How does the force spend its money within investigations compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Public protection

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
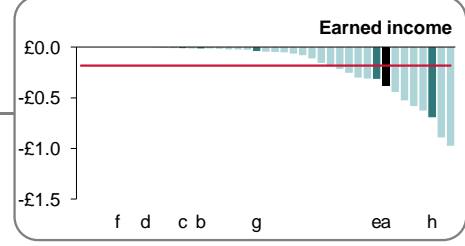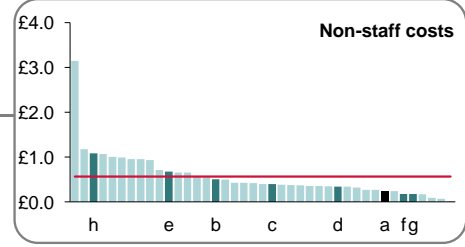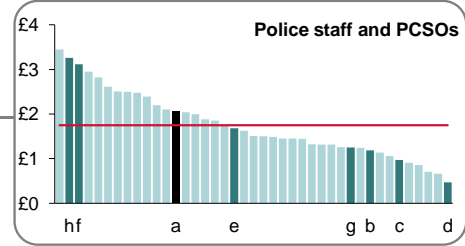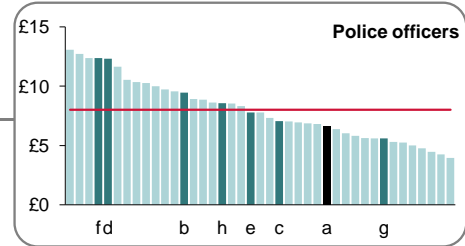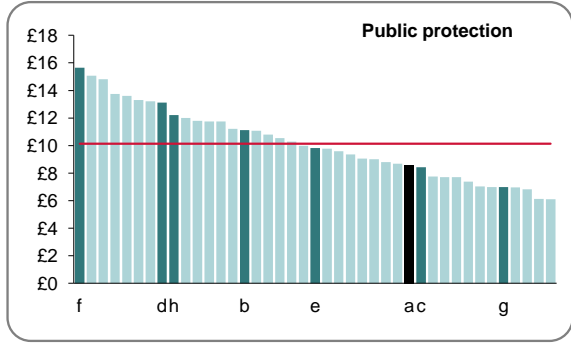
Workforce	FTE	FTE/ 1,000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	265	0.11	0.15	0.15	-84	-99
Police staff and PCSOs	145	0.06	0.06	0.05	9	14

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	15.8	6.6	8.0	8.7	-3.2	-4.9
Police staff and PCSOs	4.9	2.1	1.8	1.7	0.7	0.7
Non-staff costs	0.6	0.2	0.6	0.5	-0.8	-0.5
Earned income	-0.9	-0.4	-0.2	-0.2	-0.5	-0.5
Total cost	20.4	8.6	10.1	10.7	-3.7	-5.2

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	£60k	£55k	£57k	1.4	0.7
Police staff and PCSOs	£34k	£31k	£32k	0.5	0.3

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing)

What does the force spend on the different areas within investigations compared with other forces?

The charts on this page show spend per head.

Note that spend on local investigation/prisoner processing is classified under 'local policing' headline category. Collaboration/outsourcing will affect costs for certain forces.

Investigations

Major investigations unit

Economic crime

Serious and organised crime unit

Specialist investigation units

Command team and support overheads

Cyber crime

	Population	2,379k								
				Averages			**Diff* £m**		**Officer cost****	
		£m	**£/head**	**All**	**MSG**		**All**	**MSG**	**Force**	**MSG**
Major investigations unit		5.2	2.2	2.8	2.7		-1.6	-1.3		81%	63%
Serious and organised crime unit		2.6	1.1	2.3	1.8		-3.0	-1.7 <<	78%	69%
Economic crime		2.3	1.0	1.0	1.1		-0.2	-0.3		50%	51%
Command team and support overheads		1.3	0.6	0.8	0.7		-0.5	-0.3		33%	57%
Specialist investigation units		0.0	0.0	0.2	0.4		-0.5	-1.0		n/a	48%
Cyber crime		0.4	0.2	0.5	0.3		-0.8	-0.3		65%	58%
Investigations		**11.7**	**4.9**	**7.7**	**7.0**		**-6.6**	**-5.0** <<	**68%**	**62%**

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

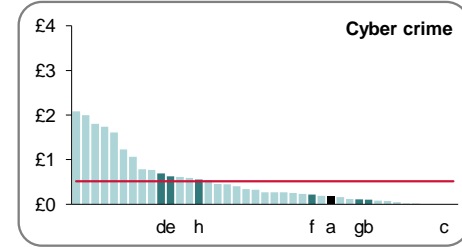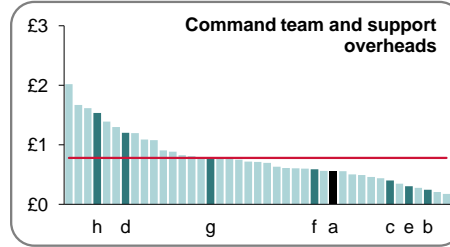** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Investigations (excluding local investigation/prisoner processing) - Use of resources

How does the force spend its money within investigations compared with other forces?

> The charts on this page show spend per head.
>
> Note that collaboration/outsourcing will affect costs for certain forces.

Investigations

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
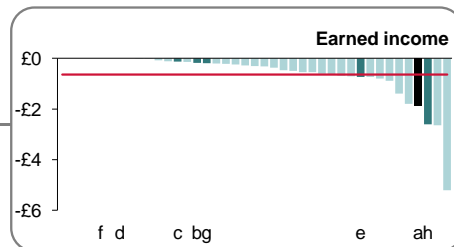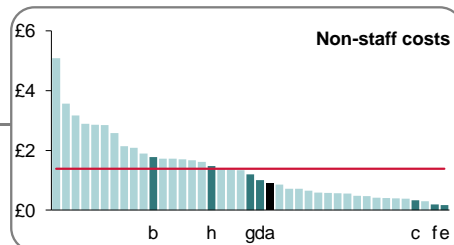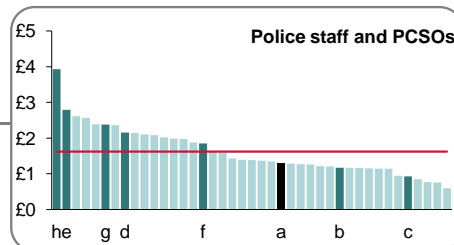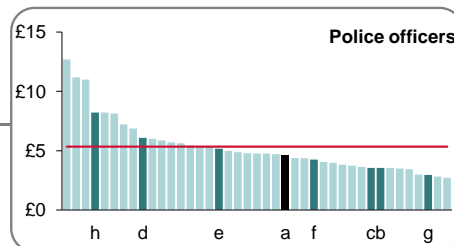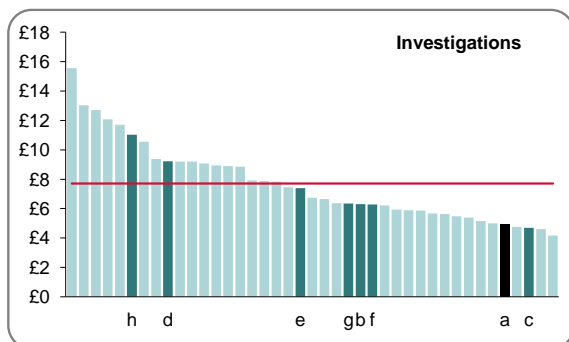
Workforce	FTE	FTE/ 1,000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	161	0.07	0.09	0.08	-44	-22
PCSOs	0	0.00	0.00	0.00	0	0
Police staff	100	0.04	0.05	0.06	-11	-34

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	11.0	4.6	5.3	4.8	-1.7	-0.4
Police staff and PCSOs	3.1	1.3	1.6	2.1	-0.8	-1.8
Non-staff costs	2.1	0.9	1.4	0.9	-1.2	0.0
Earned income	-4.4	-1.9	-0.6	-0.7	-2.9	-2.7
Total cost	11.7	4.9	7.7	7.0	-6.6	-5.0

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	£68k	£62k	£62k	1.0	1.0
Police staff and PCSOs	£31k	£35k	£37k	-0.4	-0.6

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.
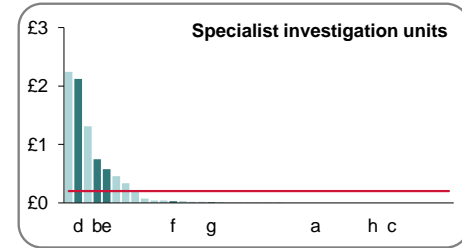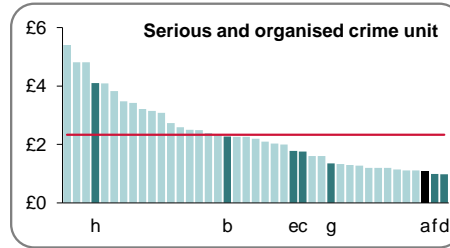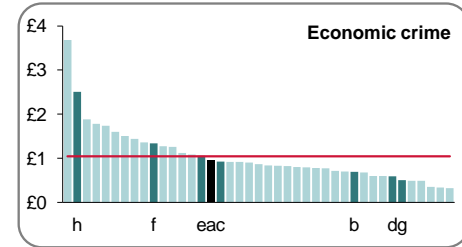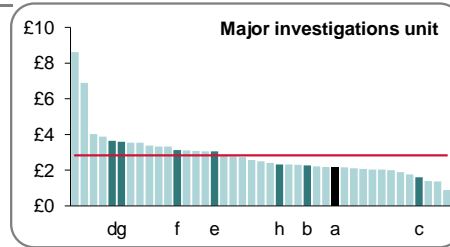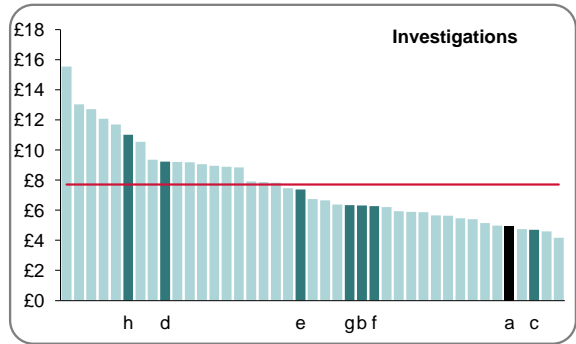
Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Investigative support

What does the force spend on the different areas within investigative support compared with other forces?

The charts on this page show spend per head.

Note that individual charts for all functions are not included. Priority is given to areas with the highest costs.

Note that collaboration/outsourcing will affect costs for certain forces.

Investigative support

Scenes of crime officers

External forensic costs

Fingerprint / internal forensic costs

Population	2,379k							
			Averages		Diff* £m		Officer cost**	
	£m	£/head	All	MSG	All	MSG	Force	MSG
Scenes of crime officers	2.8	1.2	1.4	1.4	-0.6	-0.6	0%	1%
External forensic costs	3.6	1.5	1.2	0.9	0.7	1.4	0%	0%
Other forensic services	2.1	0.9	1.0	1.1	-0.4	-0.5	0%	14%
Fingerprint/internal forensic	1.5	0.6	0.4	0.4	0.5	0.5	0%	0%
Photographic image recovery	0.8	0.3	0.3	0.2	0.2	0.3	0%	3%
Command team and support	0.0	0.0	0.2	0.1	-0.4	-0.4	n/a	5%
Investigative support	10.8	4.5	4.5	4.2	0.0	0.7	0%	2%

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

** Officer cost as % of gross expenditure, 'n/a' indicates zero expenditure.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Investigative support - Use of resources

How does the force spend its money within investigative support compared with other force?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Investigative support

Police officers

Police staff and PCSOs

Non-staff costs

Earned income
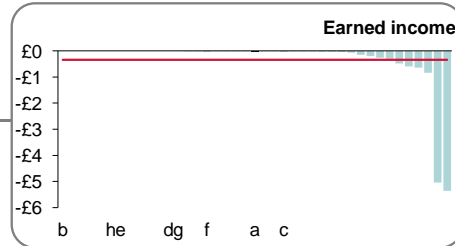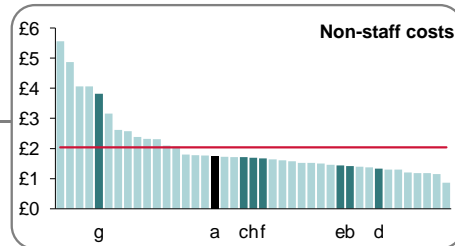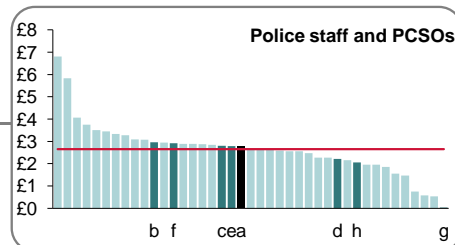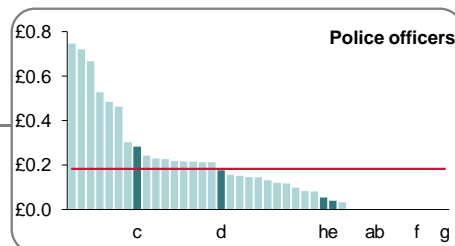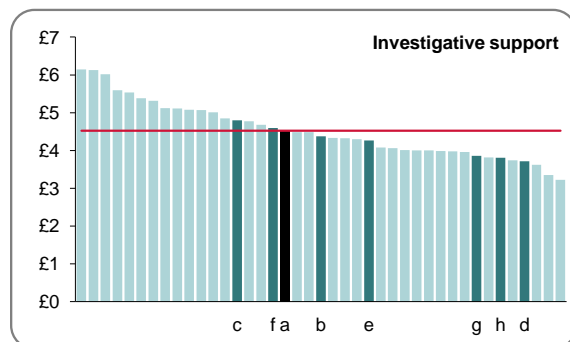
Workforce	FTE	FTE/ 1,000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	0	0.00	0.00	0.00	-8	-3
Police staff and PCSOs	170	0.07	0.07	0.06	9	31

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	0.00	0.0	0.2	0.1	-0.4	-0.2
Police staff and PCSOs	6.59	2.8	2.6	2.3	0.3	1.1
Non-staff costs	4.19	1.8	2.0	1.9	-0.7	-0.2
Earned income	-0.02	0.0	-0.3	0.0	0.8	0.0
Total cost	10.76	4.5	4.5	4.2	0.0	0.7

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	n/a	£53k	£58k	0.0	0.0
Police staff and PCSOs	£39k	£39k	£40k	0.0	-0.2

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

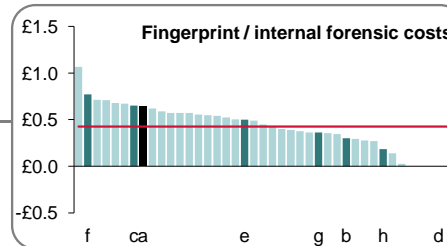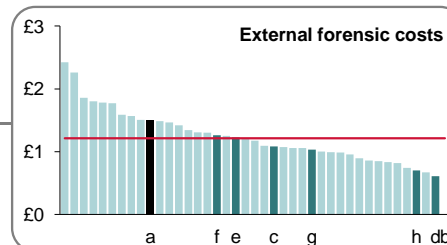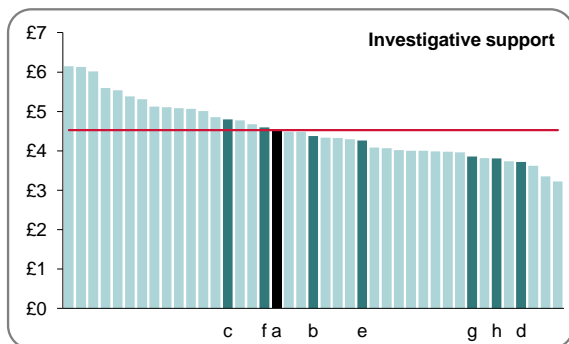*Source: POA estimates 2017/18*

Thames Valley

Income and expenditure - NRE by function - Support functions

What does the force spend on the different areas within support functions compared with other forces?

The charts on this page show spend per head.

Note that all other support functions are not presented in a chart.

Note that collaboration/outsourcing will affect costs for certain forces.
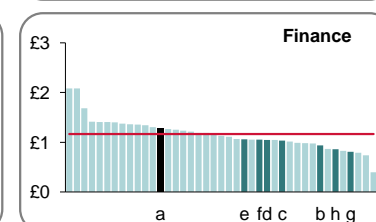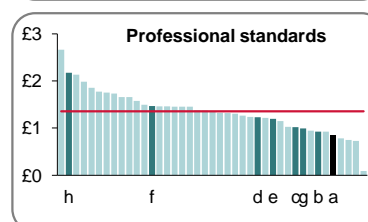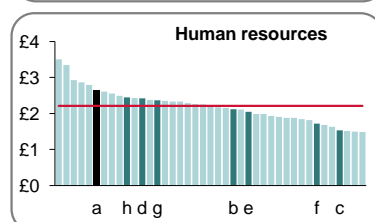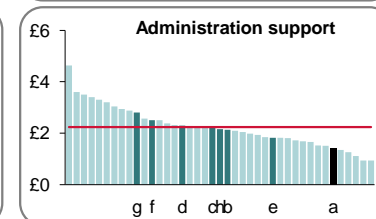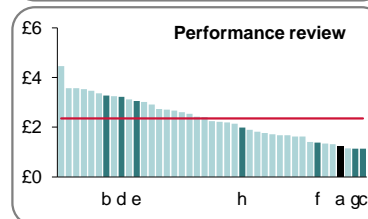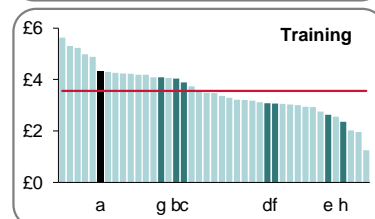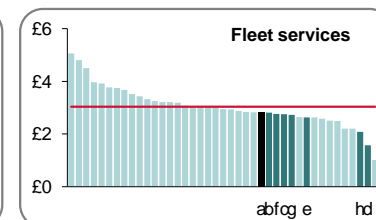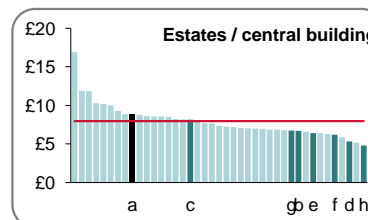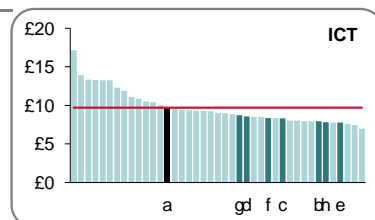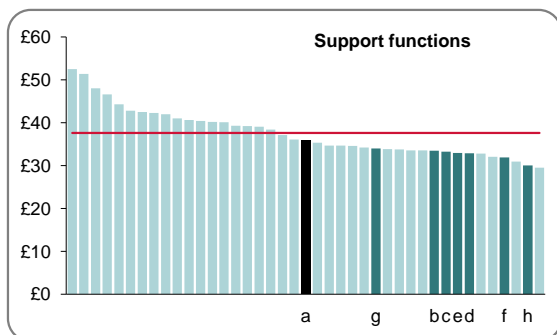
Population 2,379k

	£m	£/head	Averages		Diff £m*	
			All	MSG	All	MSG
ICT	22.9	9.6	9.7	8.4	-0.2	3.0
Estates / central building	21.0	8.8	7.9	6.6	2.1	5.2
Fleet services	6.7	2.8	3.0	2.5	-0.5	0.7
Training	10.3	4.3	3.6	3.4	1.8	2.1
Performance review	2.9	1.2	2.4	2.1	-2.7	-2.0 <<
Administration support	3.4	1.4	2.2	2.2	-1.9	-1.8
Human resources	6.3	2.7	2.2	2.2	1.1	1.2
Professional standards	2.0	0.8	1.4	1.2	-1.2	-0.9
Finance	3.0	1.3	1.2	1.0	0.3	0.6
All other support functions	7.0	2.9	4.0	3.5	-2.6	-1.2 <<
Support functions	85.5	35.9	37.6	33.0	-3.9	6.9

* Absolute cost to the force of the difference between the force's spend per head and the average spend per head of all/MSG forces.

Source: POA estimates 2017/18

Thames Valley

Income and expenditure - NRE by function - Support functions - Use of resources

How does the force spend its money within support functions compared with other forces?

The charts on this page show spend per head.

Note that collaboration/outsourcing will affect costs for certain forces.

Police officers

Support functions

Police staff and PCSOs

Non-staff costs

Earned income
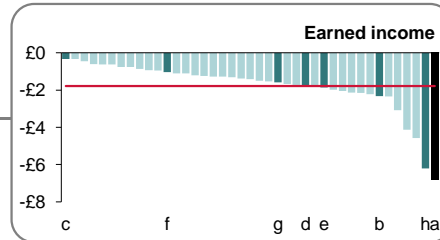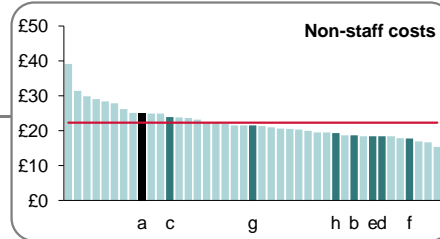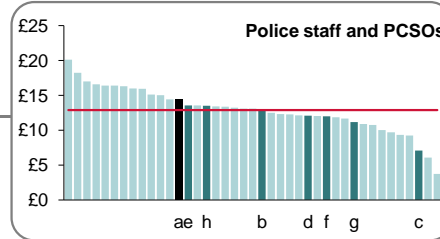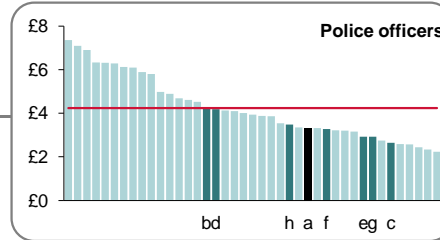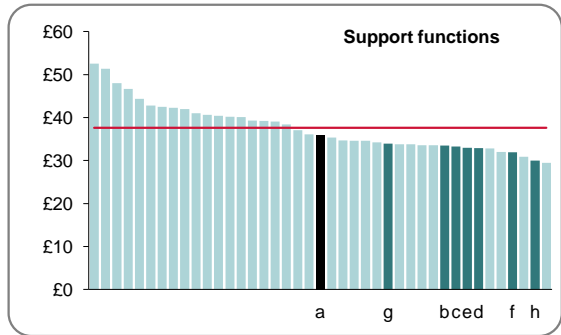
Workforce	FTE	FTE/ 1,000 pop	Averages All	MSG	Diff* FTE All	MSG
Police officers	127	0.05	0.06	0.05	-23	4
Police staff and PCSOs	879	0.37	0.36	0.33	20	91

Expenditure	£m	£/head	Averages All	MSG	Diff** £m All	MSG
Police officers	7.9	3.3	4.2	3.4	-2.1	-0.1
Police staff and PCSOs	34.2	14.4	12.9	12.1	3.6	5.5
Non-staff costs	59.6	25.1	22.3	20.3	6.6	11.2
Earned income	-16.3	-6.8	-1.8	-2.7	-12.0	-9.7
Total cost	85.5	35.9	37.6	33.0	-3.9	6.9

Cost/FTE	Force	Averages All	MSG	Diff** £m All	MSG
Police officers	£62k	£67k	£65k	-0.6	-0.3
Police staff and PCSOs	£39k	£36k	£36k	2.9	2.2

* Absolute difference in the number of staff/officers (FTE) compared to if the force had the average number of FTEs per head of all/MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

*Source: POA estimates 2017/18*

Thames Valley

Income and expenditure - NRE by function - Support functions - Use of resources

What does the force spend on the different areas within support functions compared with other forces?

These charts provide a detailed breakdown of support service functions as a cost per FTE and a percentage of total NRE.

Note that collaboration/outsourcing will affect costs for certain forces.

Cost per FTE

Percent NRE

POA 2017/18 estimates

(including national policing functions)

Total FTE*	7,469
Officer FTE	4,073
Total NRE (£m)	421.3

*Officers, police staff and PCSOs

	Cost £m	per FTE	All Avg	Diff** £m
ICT	22.9	£3,067	£3,090	-0.2
Estates	21.0	£2,810	£2,497	2.3
Training	10.3	£1,373	£1,122	1.9
Human resources	6.3	£848	£704	1.1
Finance	3.0	£407	£371	0.3

	% NRE	All Avg	Diff** £m
ICT	5.4%	5.3%	0.4
Estates	5.0%	4.3%	2.8
Training	2.4%	2.0%	2.0
Human resources	1.5%	1.2%	1.2
Finance	0.7%	0.6%	0.3

** Absolute cost to the force of the difference in spend to the average spend per head or proportion of all forces.

Source: POA estimates 2017/18

Thames Valley
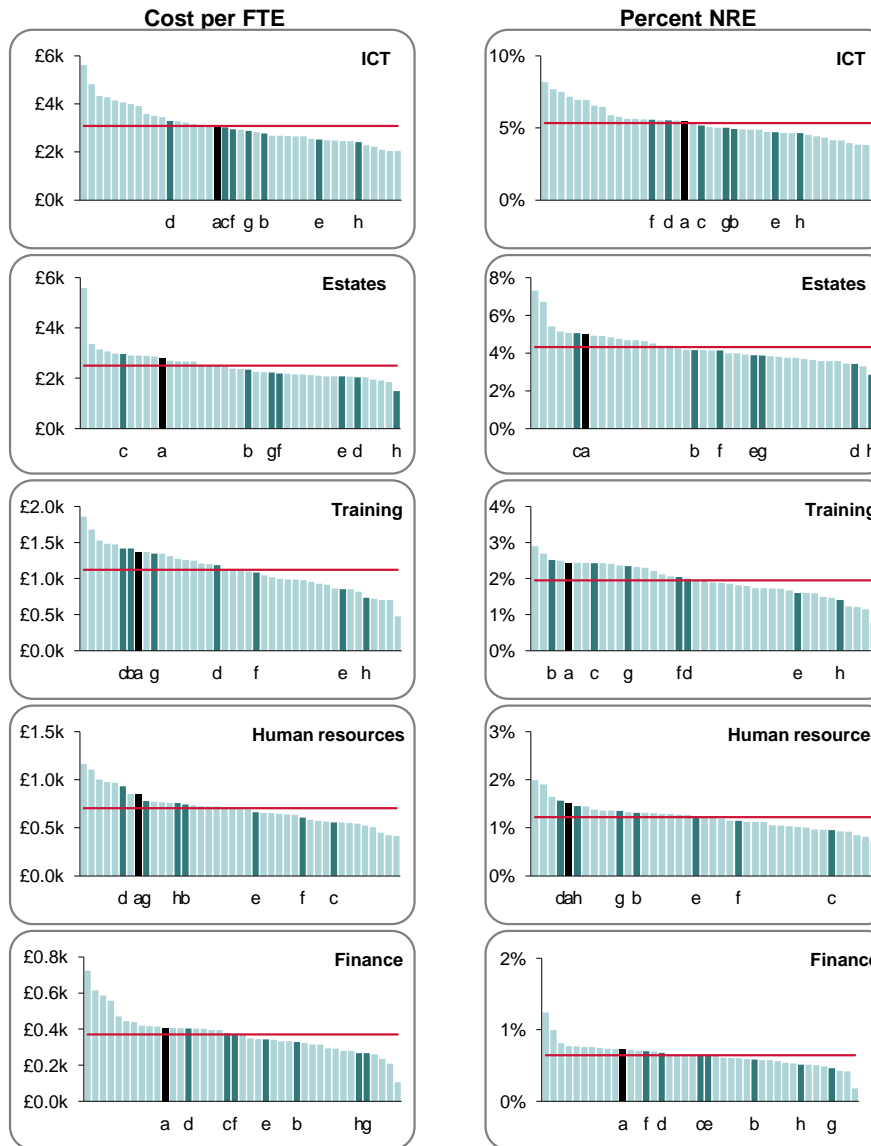
Income and expenditure - Criminal justice costs

How much does the force spend per charge compared with others? What is the size of its workforce that deals with criminal justice?

These charts show the NRE cost of the criminal justice sub category (as opposed to criminal justice arrangements headline category) per 100 charges.

FTE within the criminal justice function is then shown per 100 charges.

Note that charges data is from 2016/17 whereas FTE and cost figures are from 2017/18 estimates.

Note that collaboration/outsourcing will affect costs for certain forces.

Criminal justice cost per 100 charges

Criminal justice FTE per 100 charges
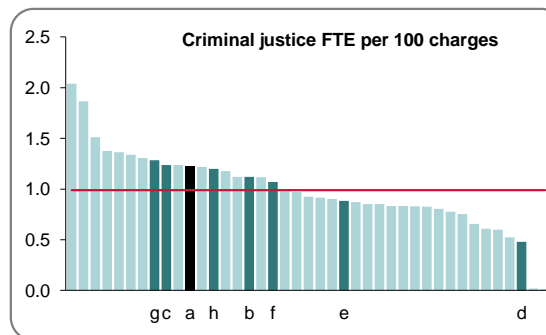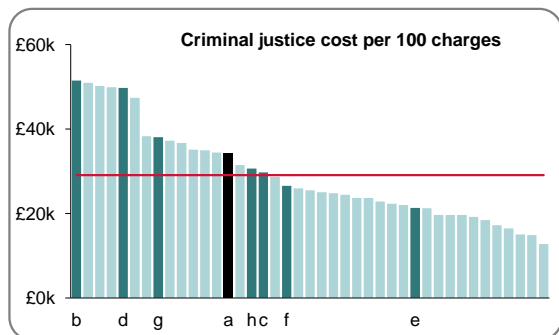
Charges	17,057					
		Per 100	**Averages**		**MSG Diff**	
	Force	**charges**	**All**	**MSG**		
Criminal justice FTE	210	1.2	1.0	1.1	28	*
Criminal justice cost	£5.8m	£34k	£29k	£35k	-£0.2m	**

* Absolute difference in the number of workforce (FTE) compared to if the force had the average number of FTEs per head of MSG forces.

** Absolute cost of the difference in spend compared to the average per head of all/MSG forces.

Source: POA estimates 2017/18 (costs/FTE) and Home Office Crime Statistics 2016/17 (charges)

Thames Valley

Workforce - Summary (excluding national policing)

How large is the force's workforce relative to it's population compared with other forces? How many officers, staff, PCSOs and special constables do they employ per 1,000 population?

Figures in the charts give the total number of FTEs (or head count for special constables) per 1,000 population. All data is from POA . Special constables data is average head count across the year.

Note that collaboration/outsourcing arrangements will have an effect on the staffing FTE for a force. For example a lead force in a collaboration may report all staff within their FTE rather than split across the forces taking part in the collaboration. For this reason NRE spend may give a more comparable indicator of a forces priorities and resourcing.

Please note, national policing functions are excluded from these totals.

Police officers

Officers and PCSOs

Total workforce (excluding special constables and contractors)

PCSOs

Police staff

Special constables **
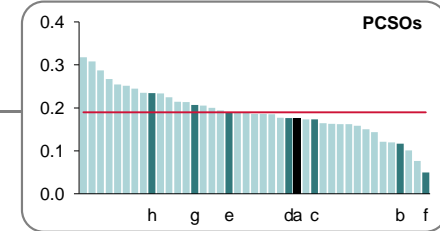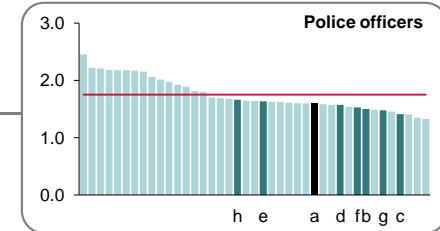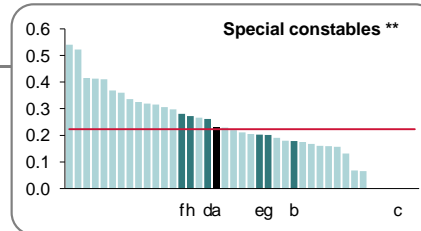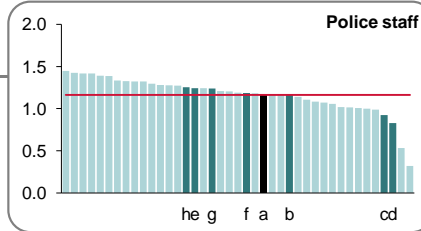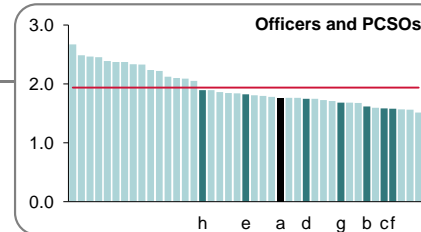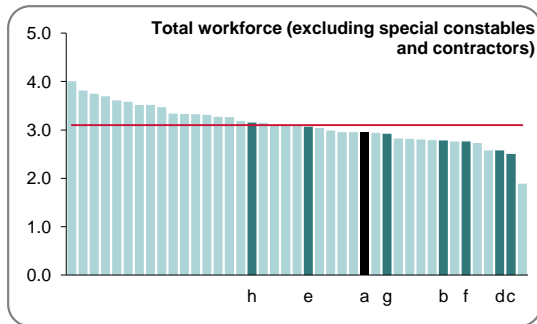
						% of total workforce	
Population	2,379k						
	FTE	FTE/ 1,000 pop	All Avg	Diff* FTE		Force	Avg
Police officers	3,797	1.60	1.75	-367		54%	56%
PCSOs	418	0.18	0.19	-34		6%	6%
Sub-total	4,215	1.77	1.94	-402		60%	63%
Police staff	2,791	1.17	1.16	28		40%	37%
Total	7,005	2.94	3.10	-373		100%	100%
Special constables **	551	0.23	0.22	21			

* Absolute difference in the number of workforce compared to if the force had the average number of FTEs per head of all forces.

** Headcount

Source: POA estimates 2017/18

Thames Valley

Workforce - Officers/PCSOs by rank

How are officers in the force split amongst the ranks compared with other forces? What is the supervisory ratio of sergeants to constables (and PCSOs) compared with others?

Charts show the proportion of the total officer/PCSO workforce at each rank. The chart for superintendents includes chief superintendents, and the chart for inspectors includes chief inspectors. National Police Chiefs Council (NPCC) are officers above the rank of chief superintendents.

Two further charts show numbers of constables (and PCSOs) per sergeant giving an indication of the average supervision requirement for each sergeant.

Note that this is ADR data for all officers and so totals will not match the POA data given elsewhere.

Superintendents (inc. chief superintendents)

Inspectors (inc. chief inspectors)

Constables

Sergeants
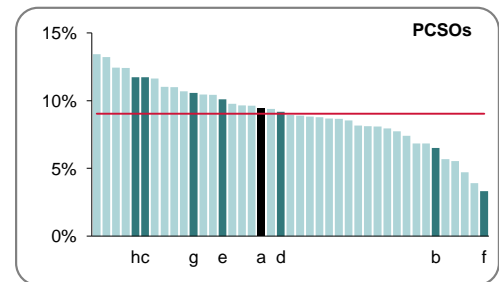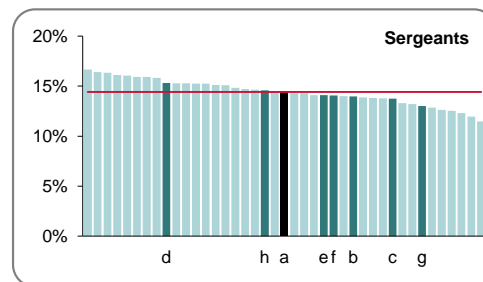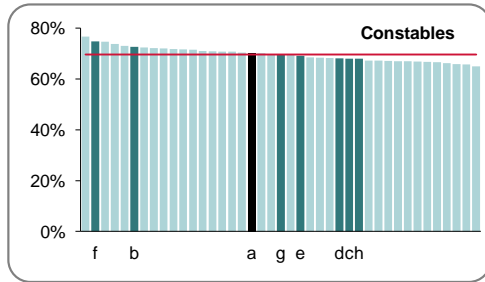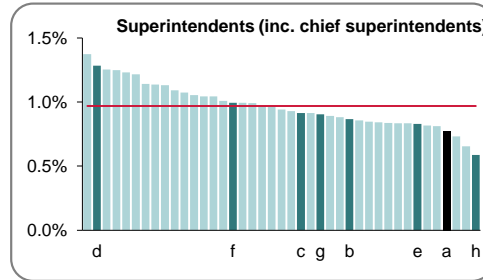
PCSOs

Officers and PCSOs	FTE	% of total officers/PCSOs %	All Avg
NPCC ranks	5	0.1%	0.2%
Chief superintendents	9	0.2%	0.2%
Superintendents	26	0.6%	0.7%
Chief inspectors	53	1.2%	1.3%
Inspectors	183	4.0%	4.4%
Sergeants	649	14.4%	14.4%
Constables	3,172	70.1%	69.7%
PCSOs	425	9.4%	9.0%
Force total	4,521	100.0%	100.0%

Supervision ratio	Force	All Avg
Constables per sergeant	4.9	4.9
Constables and PCSOs per sergeant	5.5	5.5

Supervision ratio

Constables per sergeant

Constables and PCSOs per sergeant
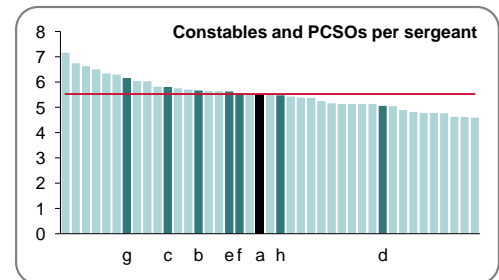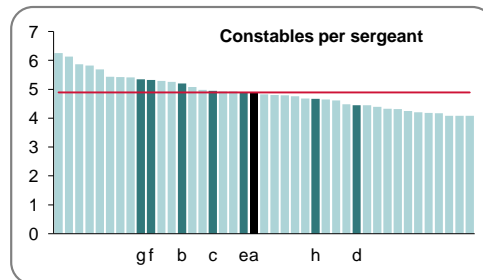
Source: ADR 502 March 2017

Thames Valley

Workforce - Officers/staff by back office function

In functions where officers and staff can fulfil similar roles, what proportion of these functions are made up of police staff compared with other forces? How has that changed in the last five years?

HMICFRS split police workforce roles into three categories using the ADR601 functions: operational front line (including visible and non-visible), frontline support* and business support.

ADR601 categories are mapped to the POA data for use here. For consistency to elsewhere in the profile, counter terrorism/special branch (a national policing function) has been removed from the front line. Due to this, and the fact that ADR601 data deals with officers in post as of 31 March whereas POA data is of budgeted posts for the whole financial year, proportions will not necessarily match to other published figures. Annex 4 shows a list of POA functions and their classification.

Note that PCSOs are not included here as they, almost exclusively, work in visible frontline roles.

* In PEEL Police efficiency 2015, HMICFRS define this role as operational support. Since this is the name of a POA category, frontline support is used here to avoid confusion.

Percentage of workforce which are staff - percentage point change (12/13 to 17/18)

	2012/13 Estimates					2017/18 Estimates					Percentage point change in % roles fulfilled by staff **	
	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Police officers	Police Staff	% Staff	All Avg	Diff* FTE Off	Force	All avg
Criminal justice	39	298	88%	89%	2	1	209	100%	92%	-17	11.0	2.6
Local call centres / front desk	0	115	100%	92%	-9	0	91	100%	99%	-1	0.0	6.5
Intelligence analysis	101	63	39%	62%	38	73	149	67%	64%	-7	28.4	2.3
Intelligence gathering	145	48	25%	26%	3	158	79	33%	35%	4	8.6	8.8
Scenes of crime officers	0	80	100%	95%	-4	0	71	100%	99%	0	0.0	4.1
Central communications unit	40	223	85%	83%	-6	35	479	93%	83%	-53	8.4	0.3
Custody	89	1	1%	44%	38	90	0	0%	45%	41	-1.1	1.6
Training	59	138	70%	46%	-48	77	106	58%	47%	-21	-12.2	1.1
Human resources	2	112	98%	98%	-1	1	148	99%	98%	-2	1.1	0.3
Administration support	2	100	98%	97%	-1	11	97	90%	97%	8	-8.2	0.3
Total (of above functions)	476	1,177	71%	72%	13	445	1,428	76%	76%	-57	5.0	3.5

* Absolute difference in the number of officers (FTE) if the force had the average proportion of staff (FTE) of all forces.

** 'n/a' indicates zero officers or staff in some years

Source: POA estimates 2017/18 & 2012/13

Thames Valley

Workforce - Workforce numbers by function

What are the numbers of police officers, staff and PCSOs across various functions? How has this changed since last year?

	Workforce FTE 2017/18	Workforce FTE 2016/17	Diff from last year, FTE	% change from last year
Population	2,379k			

	Workforce FTE 2017/18	Workforce FTE 2016/17	Diff from last year, FTE	% change from last year
Neighbourhood policing	825	1,074	-249	-23%
Incident (response) management	785	1,275	-490	-38%
Local investigation / prisoner support*	1,292	686	606	88%
Other local policing	168	211	-43	-20%
Local policing	3,070	3,245	-176	-5%
Public protection	410	437	-27	-6%
Investigations exc local investigations	261	245	15	6%
Dealing with the public	635	644	-8	-1%
Operational support	207	177	30	17%
Intelligence	510	468	41	9%
Investigative support	170	169	1	1%
Road policing	224	205	18	9%
Custody	90	90	0	0%
Other criminal justice arrangements	404	416	-11	-3%
Criminal justice arrangements	494	506	-11	-2%
Information communication technology (ICT)	171	114	57	50%
Human resources	149	149	0	0%
Finance	62	65	-3	-5%
Other support functions	625	585	40	7%
Support functions	1,007	913	94	10%
Police and Crime Commissioner	18	19	0	-2%
Total exc national policing and central costs	7,005	7,028	-23	0%
Central costs	0	0	0	
National policing	464	412	51	12%
Total	7,469	7,440	28	0%

* Note that workforce under the heading of 'local investigation' are included within 'local policing' headline category not 'investigation'.

Source: POA estimates 2017/18, 2016/17

Thames Valley

Workforce - Leavers

What proportion of the workforce left the force last year and how does that compare with other forces?

These charts show the number and percentage of the workforce (FTEs) that left the force between 31 March 2016 and 2017 (using 31 March 2016 totals figures to calculate percentage of workforce).

Officers are broken down into those who transferred or left the service. We have costed the salary impact of the workforce leaving the service to give context.

Note that PCSOs leaving forces may return as police officers.

Note that ADR data is used and workforce totals will not match the POA data given elsewhere.

Note that data for some forces may not match published data sources due to data resubmissions.

Leavers as % of total workforce

Officers (inc transfers)

Officers (exc transfers)

Officer (transfers)
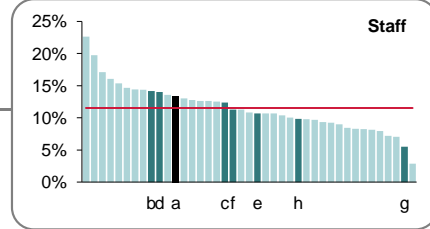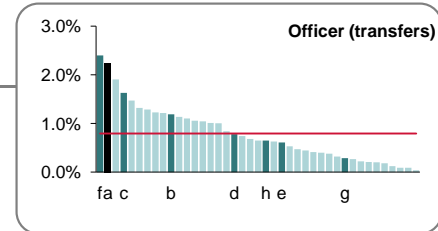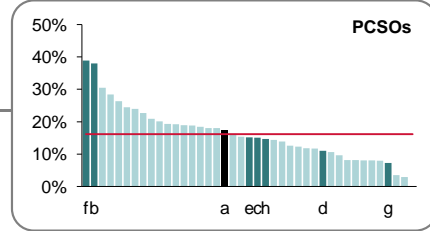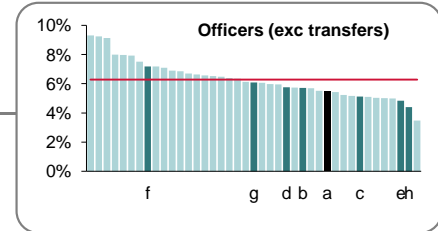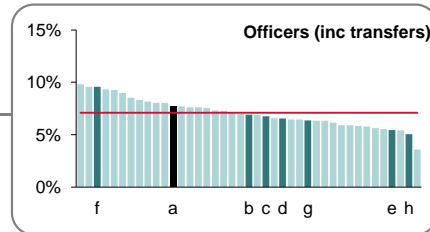
PCSOs

Staff

	Strength*	Leavers	% w'force	All Avg	Salary** £m
Police officers	4,244				
Leaving force		328	7.7%	7.1%	17.6
Transfers		95	2.2%	0.8%	5.1
Officers exc transfers		232	5.5%	6.3%	12.5
PCSOs	466	82	17.5%	16.1%	2.7
Police staff	2,632	353	13.4%	11.5%	12.5
Force total	7,343	667	9.1%	8.7%	27.6

* as at 31 March 2016

** Salary calculated using leaver FTE multiplied by average officer/staff/PCSO cost excluding overtime (POA data).

Source (leavers): ADR531 (31 March 2017). Source (strength): ADR502 (as at 31 March 2016). Source (salary): POA estimates 2017/18

Thames Valley

Workforce - Joiners

What proportion of the workforce joined the force last year and how does that compare with others?

These charts show the number and percentage of the workforce (FTEs) that joined the force between 31 March 2016 and 2017 using 31 March 2016 as the baseline.

Note that ADR data is used and totals will not match the POA data given elsewhere.

Joiners as % of total workforce

Police officers

PCSOs

Police staff

Officers (exc transfers)
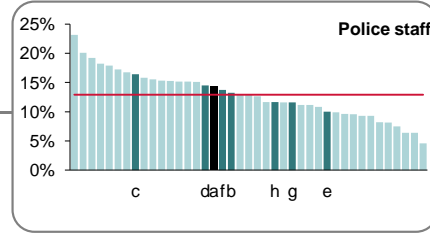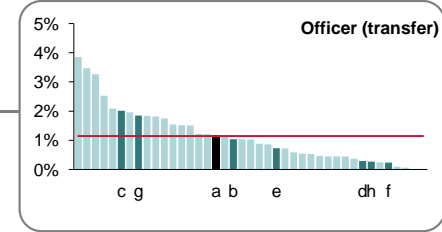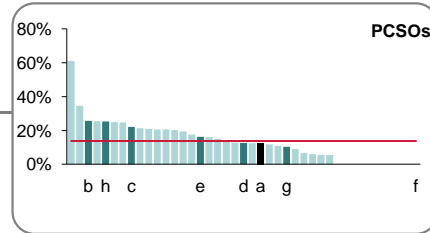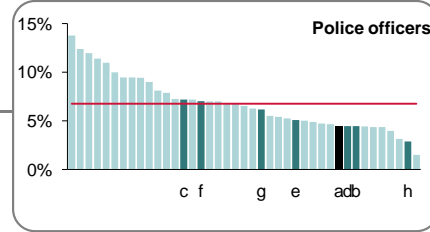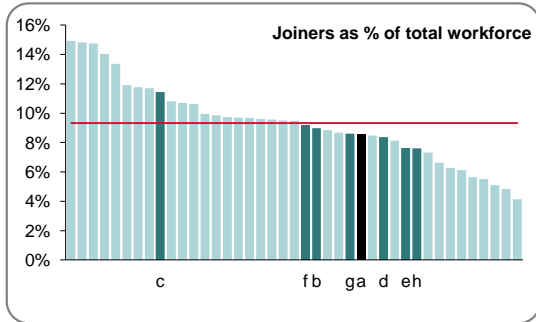
Officer (transfer)

	Strength*	Joiners	% w'force	All Avg	Salary** £m
Police officers	4,244				
Officers exc transfers		139	3.3%	5.6%	7.5
Transfers		51	1.2%	1.1%	2.7
Joining force		190	4.5%	6.8%	10.2
PCSOs	466	58	12.4%	13.7%	1.9
Police staff	2,632	377	14.3%	12.9%	13.3
Overall	7,343	625	8.5%	9.3%	25.4

* as at 31 March 2016

** Salary calculated using joiner FTE multiplied by average officer/staff/PCSO cost excluding overtime (POA data).

Source (joiners): ADR521 (31 March 2017). Source (strength): ADR502 (as at 31 March 2016). Source (officer/staff/PCSO cost): POA estimates 2017/18.   Thames Valley

Workforce - Sickness and recuperative/restricted duty

What proportion of the force's workforce are absent due to sickness and what proportion of officers are on restricted/recuperative duty? How do these proportions compare with other forces?

These charts show sickness as a proportion of the workforce broken down into short and medium term (28 days and less) and long term (more than 28 days).

Officers on restricted duties (i.e. officers who, because of a disability or other factors, are unable to undertake the full range of operational duties) and recuperative duties (officers returning to work in a phased way after injury or illness) are included separately.

Note that gaps towards the left of some charts indicate that data is not available or has not been included; zero absence levels have been excluded as it is likely to be due to data inaccuracies.

Note that ADR data is used and workforce totals will not match the POA data given elsewhere.

	Strength	FTE	% of total	All Avg
Officers	4,096			
Long-term sickness		51	1.2%	2.0%
Short/medium sickness		74	1.8%	1.9%
PCSOs	425			
Long-term sickness		6	1.3%	1.6%
Short/medium sickness		7	1.7%	2.6%
Staff	2,660			
Long-term sickness		40	1.5%	1.7%
Short/medium sickness		60	2.3%	2.0%

	Strength	Head count	% of total	All Avg
Officers	4,096			
Restricted/adjusted duty		132	3.2%	3.2%
Recuperative duty		171	4.2%	4.1%

Long-term sickness — Police officers, PCSOs, Staff

Short and medium term sickness — Police officers, PCSOs, Staff

Police officers on restricted/adjusted duty

Police officers on recuperative duty
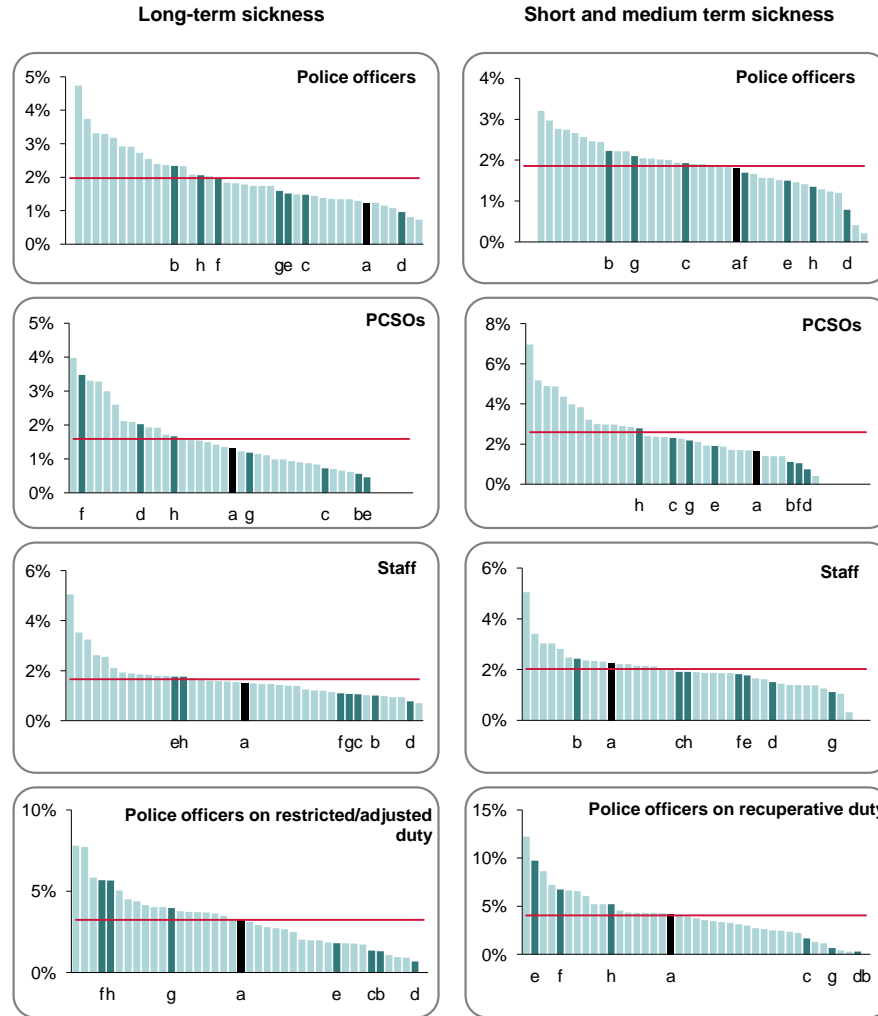
Note that ADR 554 figures (restricted and recuperative duty) are headcount not FTE.

Source: ADR 502 (strength);552 (short-term sickness); 551 (long-term sickness); and 554 (recuperative/restricted duty) - as at 31 March 2017

Thames Valley

Workforce - Officers' length of service

What is the age profile of officers in the force compared with other forces? How many officers are projected to retire over the next few years and what are the estimated savings from them doing s

> The projected number of retirees is shown for officers with 25-30 years' service.* The estimated saving of them retiring is also provided, calculated from the average cost of a police officer. This does not take into account replacements. Data is given as headcount.

All officers

Proportion of officers

■ Force values ■ National average
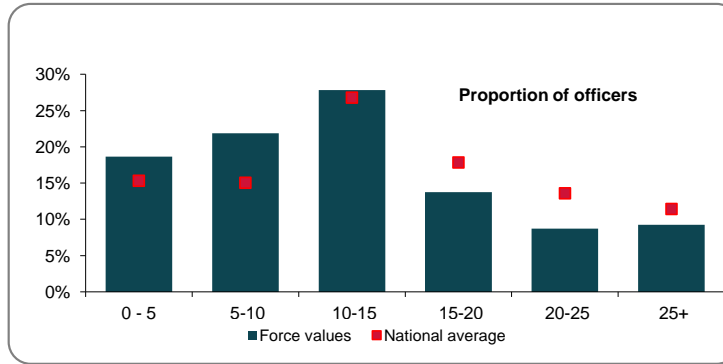
	0 - 5	5-10	10-15	15-20	20-25	25+	Total
March 2017 headcount	782	917	1,168	576	365	388	4,196

Projected retirement - projected number of officers who will reach 30 years of service within the next six years
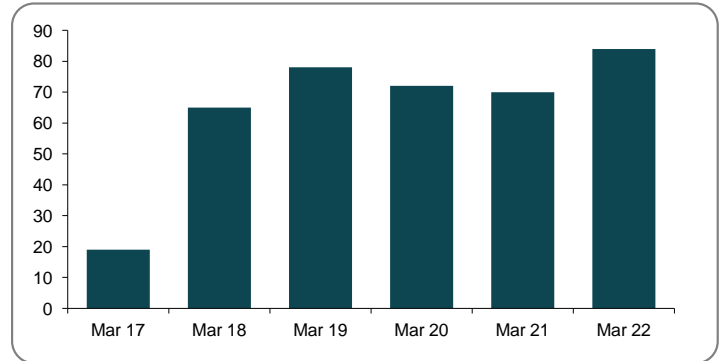
	Mar 17	Mar 18	Mar 19	Mar 20	Mar 21	Mar 22	Total
March 2017 headcount	19	65	78	72	70	84	388
Salary cost**	£1.0m	£3.5m	£4.2m	£3.9m	£3.8m	£4.5m	£20.8m

* Please note that typically officers cannot retire until they have completed 30 years service. The above chart shows the current number of officers who currently have 25 years or more of service, broken down by the year they are expected to reach 30 years of service.

** Headcount multiplied by average salary cost per FTE excluding overtime.

*Source (officer head count): ADR582 (as at 31 March 2017); Source (salary): POA estimates 2017/18*   Thames Valley

Demand - Crime trends

How is the number of crimes and charges per officer changing over time in the force and how does this compare with others?

Total crime (excluding fraud) is included but not broken down into the different crime-types to ensure there is sufficient data to show a robust series.

Note that PCSOs are not included and officer/staff numbers are given in FTEs. This data is from ADR (as at 31 March) and so will not match the POA data (estimates) given elsewhere.

Note that recorded crime data on this page represents all offences excluding fraud. The figures will differ from those displayed in section two off this profile where offences with the otucome is "action taken by another body/agency", outcome 20 are excluded.

The trends for this force chart has been plotted as indices to enable comparison of the change over time in each series.

Trends for this force

Crimes per police officer

Charges per police officer
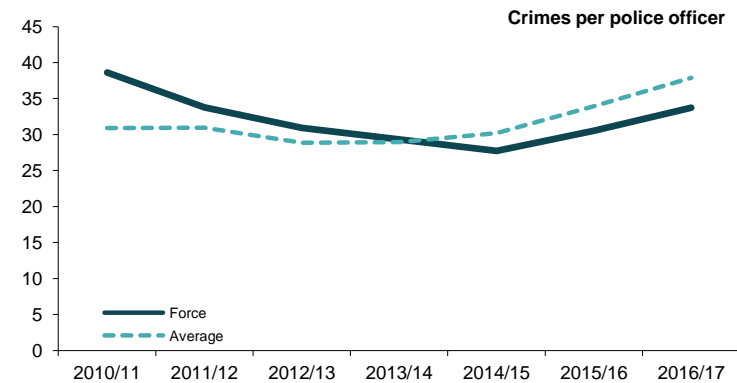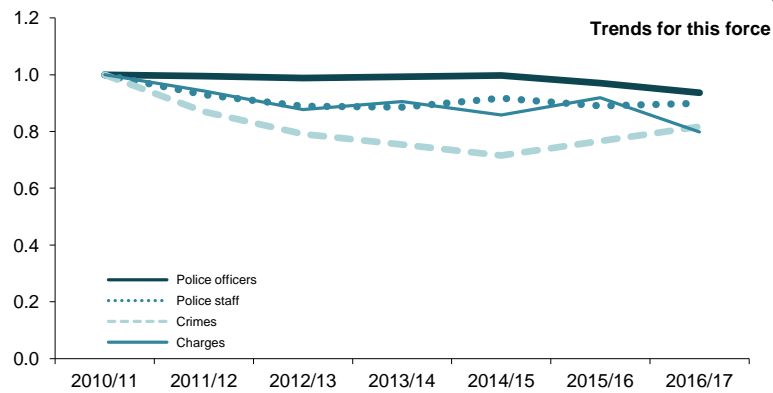
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Police officers	4,375	4,355	4,322	4,346	4,365	4,244	4,096
Police staff	2,958	2,751	2,628	2,620	2,714	2,632	2,660
All crime excl fraud	169,058	147,070	133,675	127,431	120,942	129,527	138,131
Charges*	21,377	20,148	18,741	19,348	18,336	19,631	17,057
Crimes/officer	38.6	33.8	30.9	29.3	27.7	30.5	33.7
All average	30.9	31.0	28.9	29.0	30.2	33.9	37.9
Charges*/officer	4.9	4.6	4.3	4.5	4.2	4.6	4.2
All average	5.4	5.4	5.1	5.3	5.3	5.1	4.9
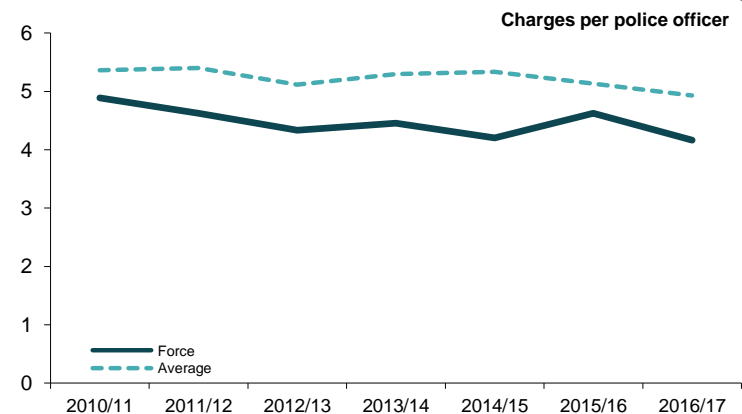
*Total charges recorded during the period. Note the charges in section two refer to the number of outcomes for only those offences which were recorded during the period so may differ in volume.
Source: ADR 502 March 2017; Home Office (charges) / ONS Crime statistics 2016/17.

Thames Valley

Demand - Recorded crimes per visible officers

How does the number of crimes per visible police officer in the force compare with others?

> While police officers are not just dealing with crime, the numbers of offences per visible police officer gives some indication of how the measurable crime workload for this force's visible officers compares with other forces.
>
> Note that PCSOs are not included. Visible roles are defined in Annex 4.

Victim-based offences per visible officer

Total offences (excluding fraud) per visible police officer

Other crimes against society per visible officer
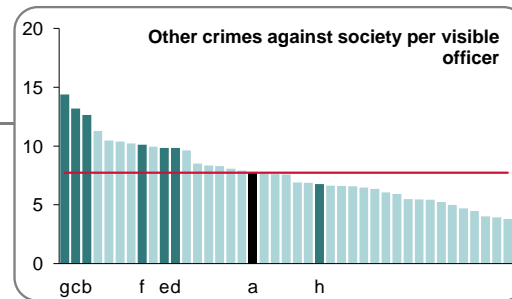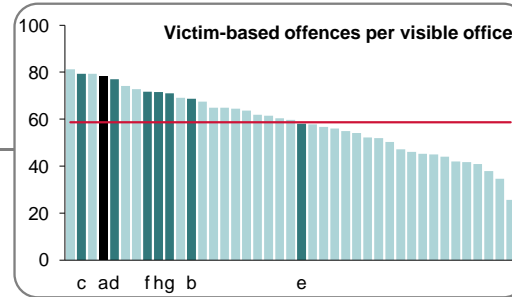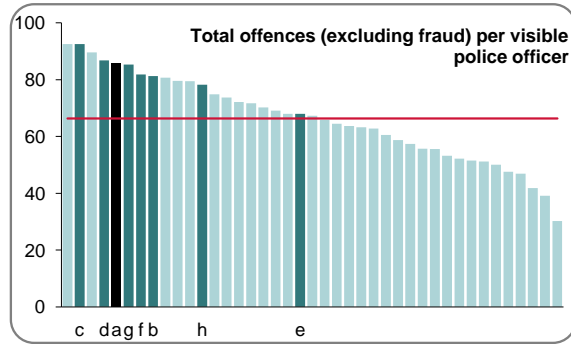
Visible police officers		1,576		

Recorded crime	Force	Per vis. officer	Averages All	MSG	MSG Diff*
Victim-based	123,232	78.2	58.6	71.9	6.3
Other crimes against society	12,236	7.8	7.7	10.6	-2.8
Offences (exc fraud)	135,468	85.9	66.4	82.5	3.5

* Absolute difference in the number of offences per visible officer compared to if force had the MSG average number of crimes.
Sources: POA estimates 2017/18 ONS Crime Statistics 2016/17.

Thames Valley

Demand - Crime outcomes per visible officer

How does the force respond to crimes compared with others?
What are the number of offences with suspect identified, action taken and charges per visible police officer?

Please refer to 'Offences and outcomes introduction' section for the definition of 'suspect identified' and 'action taken'.

This page includes aggregated figures for both victim-based crime and other crimes against society.

'Suspect Identified' per visible officer

Action taken

No action

Charged/Summonsed
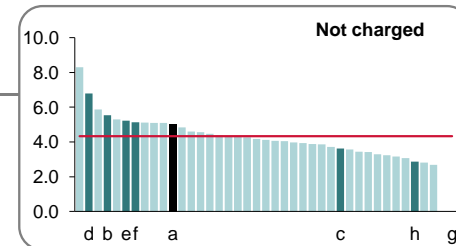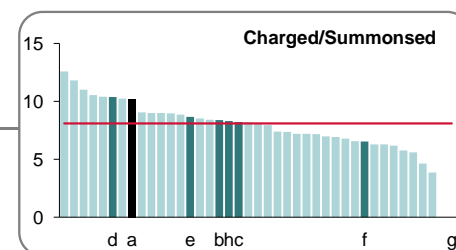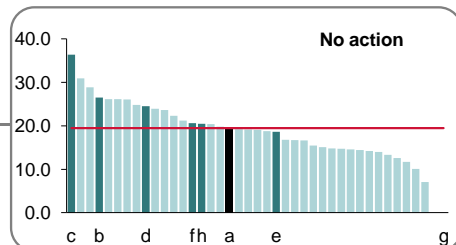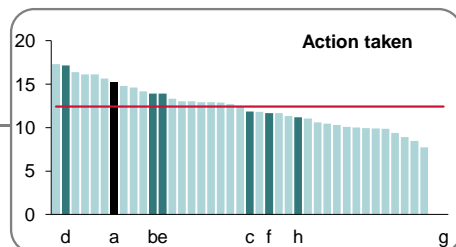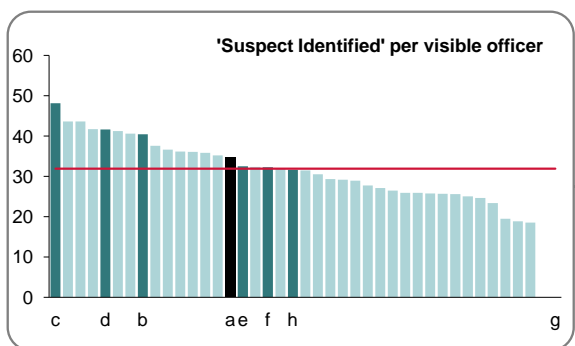
Not charged

Visible police officers	1,576
Offences (exc fraud)	135,468

	Force	Per vis. officer	MSG Avg	MSG Diff*
Charged/summonsed	16,029	10.2	8.7	1.5
Not charged	7,972	5.1	4.9	0.2
Action taken	24,001	15.2	13.6	1.7
No action	30,782	19.5	23.8	-4.3
Suspect identified	54,783	34.8	37.3	-2.6

* Absolute difference in the number of outcomes per visible officer compared to if force had the MSG average.
Sources: Detections: Home Office Outcome Statistics 2016/17, Visible officers: POA estimates 2017/18 Crime data: ONS Crime Statistics 2016/17.

Thames Valley

Demand - 999 calls

What is the level of demands on the force from 999 calls compared with other forces? How much does dealing with these calls cost compared with others and what is the level of workforce required to deal with them?

Costs and workforce levels are calculated for central communications units (CCU) and also for CCU and front desk combined to account for differences in force structure.

Note that
- for consistency with elsewhere in this section, the horizontal lines in the bar charts represent the average of all forces, not the MSG average.
- staff in CCU and front desk perform a range of functions and may spend differing amounts of their time dealing with emergency calls.
- Collaboration/outsourcing will affect costs for certain forces.

Central communications unit only

Cost per 999 call

FTE per 1,000 pop

999 calls per FTE
(LIN: 6,582)
(CLE: 2,661)
(WMD 1,970)

Central communications unit and front desk

Cost per 999 call

FTE per 1,000 pop

999 calls per FTE
(LIN: 6,582)
(CLE: 2,661)

999 Calls per 1,000 pop
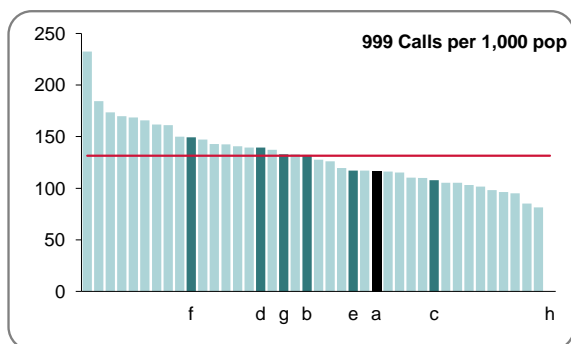
Population	2,379k
999 Calls received*	277,018

LIN = Lincolnshire   CLE = Cleveland   WMD=West Midlands

Central communications unit only

	FTE workforce	514
	Gross cost	£19.8m

	Force	MSG Avg	All Avg
FTE per 1,000 pop	0.22	0.24	0.24
Calls per FTE	539	448	761
Calls per 1000 pop	116	112	131
Cost per call	£71	£70	£79

Central communications unit and front desk

	FTE workforce	605
	Gross cost	£22.8m

	Force	MSG Avg	All Avg	Diff* MSG	Diff* All
FTE per 1,000 pop	0.25	0.28	0.27	-53	-46
Calls per FTE	458	395	674	-96	194
Calls per 1,000 pop	116	112	131	10,796	-35,747
Cost per call	£82	£77	£89		

* Absolute difference in number of FTEs/999 calls compared to if force matched average of MSG forces
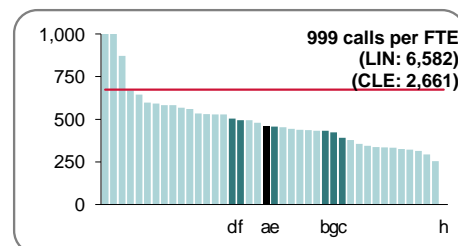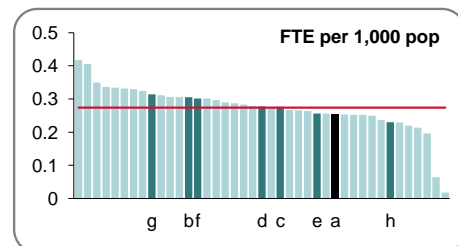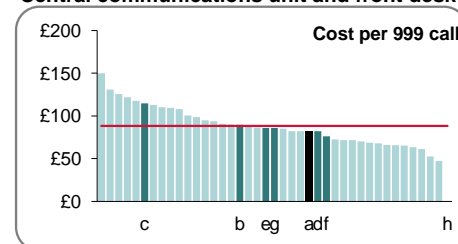
* Note data for Dorset covers only 10 months of the year to 31 March 2017 and so will not be directly comparable

Sources: Calls: ADR 410 2016/17, Cost and workforce: POA estimates 2017/18

Thames Valley

Demand - Emergency incidents

What is the level of emergency calls in the force compared with others? How have these levels changed?

An emergency response occurs when the police call handler assesses that there is a degree of importance or urgency associated with the incident and an emergency response is required.

All police forces record incidents in accordance with the provisions of the National Standard for Incident Recording (NSIR). These figures are not subject to the same level of quality assurance as recorded crime data.

Incident counts should be interpreted only as incidents recorded by the police, and may under estimate the true level of incidents.

Incidents are separated into anti-social behaviour (ASB) incidents, crimes (notifiable, classified command and control) incidents and other command and control (C&C) incidents.

The charts on the right side of the page show the percentage change in each type of incident over the past 12 months.

Emergency crime incidents

% Change - Emergency crime incidents

Emergency ASB incidents

% Change - Emergency ASB incidents

Emergency incidents per 1,000 pop

Other emergency C&C incidents

% Change - Other emergency C&C incidents

Population	2,379k
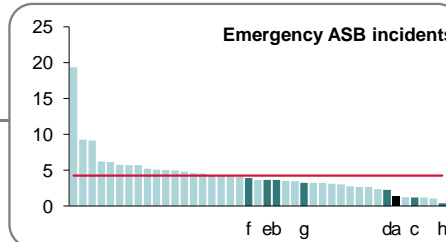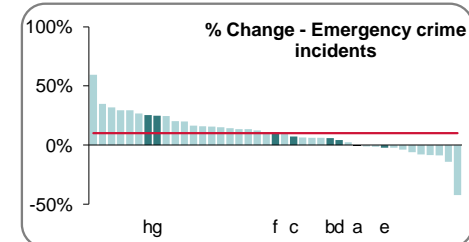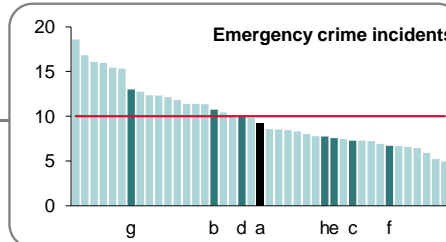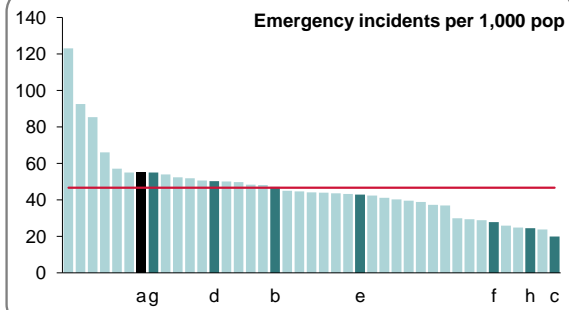
	Force	Incidents per 1,000 pop	Averages All	Averages MSG	Differences* All	Differences* MSG	Change in emergency incidents Force	Change in emergency incidents All	Change in emergency incidents MSG
Crime incidents	21,890	9	10	9	-1,909	444	-1%	10%	9%
ASB incidents	3,317	1	4	2	-6,853	-2,538	4%	1%	15%
Other C&C incidents	105,705	44	32	29	28,721	37,025	8%	15%	3%
Total emergency incidents	130,912	55	47	40	19,959	34,931	7%	0%	4%

* Absolute difference in the number of incidents compared to if the force had the average number per head of all/MSG forces.

Source: ADR 342 2016/17

Thames Valley

Demand - Priority incidents

What is the level of priority calls in the force compared with others? How have these levels changed?

A priority response occurs when the police call handler assesses that there is a degree of importance or urgency associated with the incident but an emergency response is not required.

All police forces record incidents in accordance with the provisions of the National Standard for Incident Recording (NSIR). These figures are not subject to the same level of quality assurance as recorded crime data.

Incident counts should be interpreted only as incidents recorded by the police, and may under estimate the true level of incidents.

Incidents are separated into anti-social behaviour (ASB) incidents, crimes (notifiable, classified command and control) incidents and other command and control (C&C) incidents.
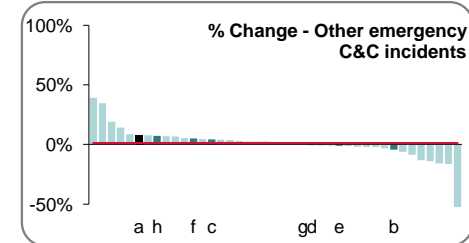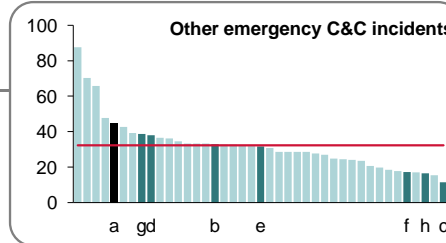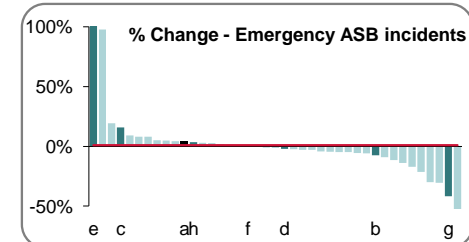
The charts on the right side of the page show the percentage change in each type of incident over the past 12 months.

Priority crime incidents

% Change - Priority crime incidents

Priority ASB incidents

% Change - Priority ASB incidents

Priority incidents per 1,000 pop

Other priority C&C incidents

% Change - Other priority C&C incidents
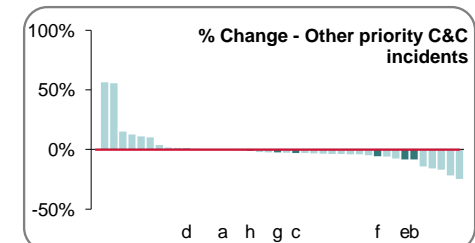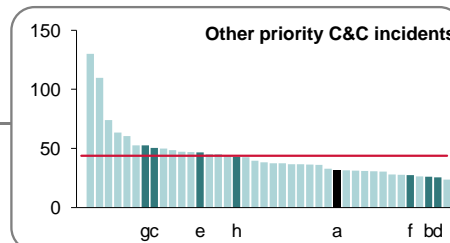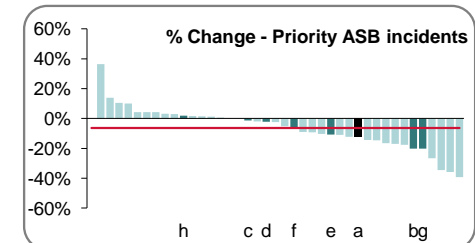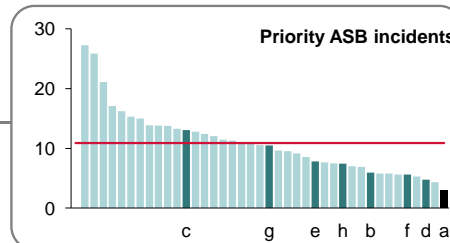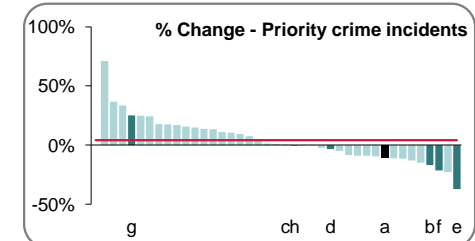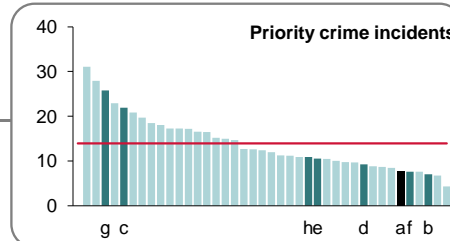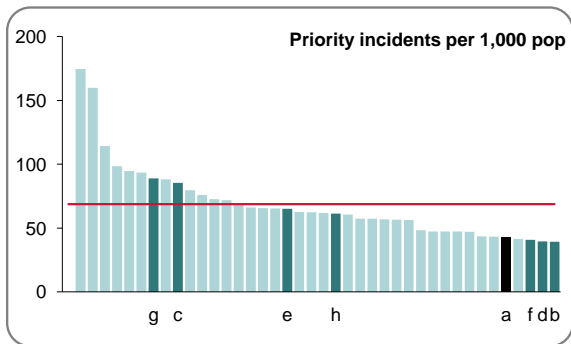
Population   2,379k

	Force	Incidents per 1,000 pop	Averages		Differences*		Change in priority incidents		
			All	MSG	All	MSG	Force	All	MSG
Crime incidents	18,628	8	14	13	-14,469	-11,330	-11%	4%	-8%
ASB incidents	6,999	3	11	7	-18,907	-10,265	-12%	-6%	-9%
Other C&C incidents	75,738	32	44	38	-28,783	-14,603	0%	0%	-4%
Total priority incidents	101,365	43	69	58	-62,159	-36,198	-3%	0%	-5%

* Absolute difference in the number of incidents compared to if the force had the average number per head of all/MSG forces.

Where no data were supplied by a force, differences to all/MSG forces, and changes from the previous year have not been included

Source: ADR 342 2016/17

Thames Valley

Demand - All incidents

How has the categorisiation of incidents changed over time and how does the most recent year compare to the MSG?

All police forces record incidents in accordance with the provisions of the National Standard for Incident Recording (NSIR). These figures are not subject to the same level of quality assurance as recorded crime data.

Incident counts should be interpreted only as incidents recorded by the police, and may underestimate the true level of incidents.

Large changes between years may be due to the force changing their internal recording categories

Scheduled category are appointments where a contact does not require an immediate or priority response but still requires police attendance, it will result in a scheduled response.

Resolution without deployment can occur where the needs of the caller can be adequately met through provision of advice, information, helpdesk or telephone investigation function or signposting to another lead agency/service.

Breakdown of all incidents per 1,000 population
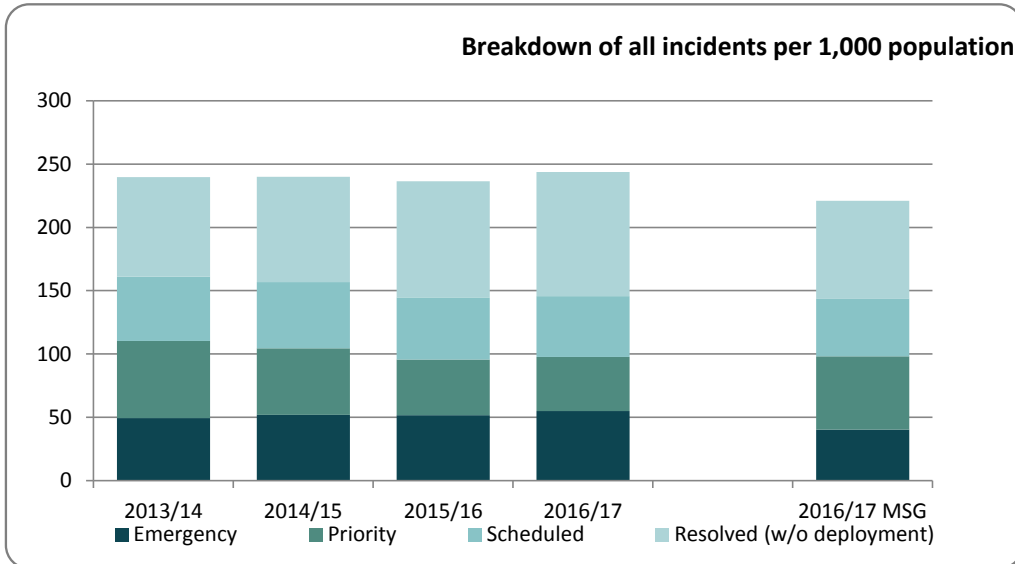
	2013/14	2014/15	2015/16	2016/17	2016/17 MSG	Diff %
Emergency	50	52	52	55	40	36%
Priority	61	52	44	43	58	-26%
Scheduled	51	52	49	48	46	5%
Resolved (w/o deployment)	78	83	92	98	77	27%
Total	240	240	236	244	221	10%

Source: ADR 342 2013/14 to 2016/17

Thames Valley

Section two – offences and outcomes

This section uses the ONS published data on police recorded crime alongside Home Office data on outcome types.

The following pages present the volumes and changes in recorded crime for top-level crime categories. They also focus on the resulting outcomes from offences recorded over the 12 months to 31 March 2017, presenting the proportion of recorded crimes where a suspect was identified and where action was taken.

These categories taken from Home Office outcome framework and are summarised as follows:

- **Suspect Identified** is defined as an outcome where an offender is identified enabling actions such as a charge, formal or informal sanction or an offence to be taken into consideration by the court. Also included are outcomes where a suspect is identified but evidential difficulties prevent prosecution or prosecution is not in the public interest.
- **Action Taken** defined as an outcome where an offender receives a charge or summons, an out-of-court formal outcome, an out-of-court informal outcome or who asks the offence to be taken into consideration.

Further analysis on pages 80 to 85 provides the volume of key outcomes for more detailed crime categories and presents the difference from the expected volume of that outcome based on the England and Wales average. Users may want to question why there are differences from the expected volumes, why a force might have higher than expected outcomes for some crimes, or lower than expected outcomes in others.

Definitions of offences in each crime category can be found in annex 1. This publication uses the outcomes groups on page 59 below to analyse outcomes. How these groups map to the Home Office outcome types and full definitions can be found in annex 2.

Also to Note

- Outcome 20 "action undertaken by another body/agency" was introduced from April 2015. As this outcome does not relate to police activity, offences with this outcome have been excluded from pages 60 to 85 of the profiles. These outcomes account for 0.8% of total offences. For this reason some overall offence figures may appear different to the offences stated in section 1 and those published by the Home Office and HMICFRS' PEEL reports.
- Pages 60-85 report on the outcomes for offences recorded during the period to 31 March 2017 and will differ from page 49 data on charges, which presents all charges recorded during the period, even if the offence to which it relates was not recorded in the period.
- On pages 80-85 England and Wales percent of outcomes is not provided for broad offence categories (violence against person, sexual offences etc) as the profile of component offence subcategories will differ by forces and comparison would be unreliable.
- Changes over time for crimes are measured against a baseline of 2015/16.
- Crimes against children are included in overall crime data.
- Fraud is excluded from all crime to make comparisons between forces more meaningful. Fraud offences are now recorded by the National Fraud Intelligence Bureau.
- For recorded crime and outcomes, MSG (simple, unweighted) averages are used. With the exception of pages 80 to 85, horizontal lines in the plots show the MSG.
- Outcomes data for Avon and Somerset has been removed from these profiles due to concerns around accuracy caused by issues reconciling data on Home Office Systems. They continue to work with the Home Office to resolve these issues.
- Outcomes data for Suffolk are not available. They are working with the Home Office to resolve this.

- Due to an issue in the original publication of the outcomes data for the year to 31 March 2017, published in July 2017, the Home Office have reissued the open data tables for this period in October 2017. The value for money profiles use the open data tables for the year to 31 March 2017 as published in October 2017.
Figures may therefore differ from the Home Office publication referring to the outcomes data for the year ending 31 March 2017 as well as the ONS publication on recorded crimes figures for the year ending 31 March 2017. The Home Office regularly update the crimes and outcomes data so users should always refer to open data tables for the most up to data.
- This year's profiles use the outcomes data for the year to 31 March 2017 published in October, whereas the VFM profiles in 2016 use the outcomes data for the year to 31 March 2016, published in July. Subsequently there is a larger time lag in this data between the recording period and extraction from the administrative database in this publication than in previous years VFM profiles. The larger time lag results in additional time for investigations to be advanced and therefore to record an outcome against offences. This is particularly relevant for those offences where an outcome has yet to be recorded. Therefore any time series using the year ending March may not be appropriate in this case.

Section two - Offences and outcomes

Introduction

The offences described in this section are presented as a crime tree as shown below. The tree distinguishes between victim based crimes and other crimes against society where there is no victim but a criminal offence has been committed. Fraud is shown separately with a dotted line because a practical and reliable method for collecting force-level data has not been developed. Nevertheless, this profile provides the latest ONS information.

The ONS crime tree

```
Crimes
├── Victim-based crime
│   ├── Violence against the person
│   │   ├── Homicide
│   │   ├── Violence with injury
│   │   └── Violence without injury
│   ├── Sexual offences
│   │   ├── Rape
│   │   └── Other sexual offences
│   ├── Robbery
│   ├── Theft offences
│   │   ├── Burglary
│   │   ├── Vehicle offences
│   │   ├── Theft from the person
│   │   ├── Bicycle theft
│   │   ├── Shoplifting
│   │   └── Other theft offences
│   └── Criminal damage and arson offences
│       ├── Criminal damage
│       └── Arson
├── Other crimes against society
│   ├── Trafficking of drugs
│   ├── Possession of drugs
│   ├── Possession of weapons offences
│   ├── Public order offences
│   └── Miscellaneous crimes
┆
└── Fraud
```

Note: Definitions of offences in each category can be found in Annex 1.

Crime committed against children

This year, the profiles include a section on crime committed against children and the resulting outcomes. This includes crimes where the victims are specifically stated as children or victims are highly likely to be children (see crime tree below) There are other crime categories that may include child victims, but it is not possible to distinguish between adult and child victims (e.g. theft). These categories are not included in this section. Although not a perfect measure, these crimes give a good indication of the scale of crimes committed specifically against children within the force.

```
                                                 Rape

Crime against children                           Sexual offences / abuse

                                                 Cruelty / other
```
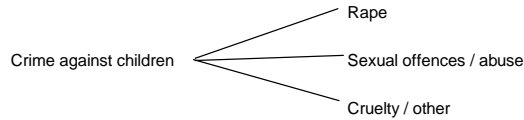
Note: Definitions of offences in each category can be found in Annex 1.

Outcome terminology

The Home Office introduced a new way of classifying the results of police investigations in April 2013. New classifications called 'outcomes' are associated with all recorded crimes, providing a more detailed picture of how the police deal with investigations. The following outcome groups are used in this section:

```
                                                                        Charged/Summonsed

                                      Action taken                      Out-of-court (formal)

                                                                        Out-of-court (informal)

                 Suspect identified                                     Taken into consideration


                                                                        Evidential difficulties (suspect identified; victim supports action)

All Outcome                           No action taken                   Evidential difficulties (suspect identified; victim does not support action)

                                                                        Prosecution prevented or not in the public interest


                 Investigation complete - no suspect identified (including evidential difficulties - suspect not identified; victim does not support action)


                 Not yet assigned an outcome
```

Note
Definitions of outcome types in each category can be found in Annex 2.
Outcome 20 "action undertaken by another body/agency" was introduced from April 2015. As this outcome does not relate to police activity, offences with this outcome have been excluded from pages 60 to 85 of the profiles. These outcomes account for 0.8% of total offences. For this reason some overall offence figures may appear different to the offences stated in section 1 and those published by the Home Office and HMICFRS' PEEL reports.

Offences and outcomes - Crimes - Recorded offences

What is the recorded offence rate for crimes (excluding fraud) in the force and how does this compare with other forces?

How does the recorded offence rate compare with last year and how does the change compare with others?

Crimes (excl. fraud)

Recorded offence rate — Victim-based crime

Percent change from 2015/16 — Victim-based crime

Other crimes against society

Other crimes against society (Percent change)
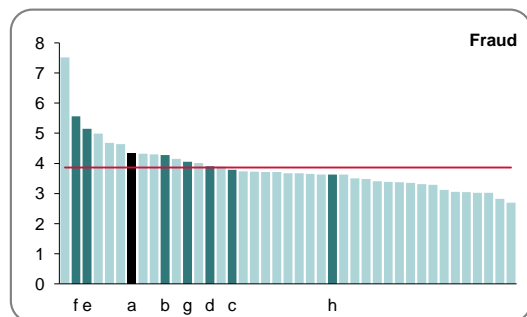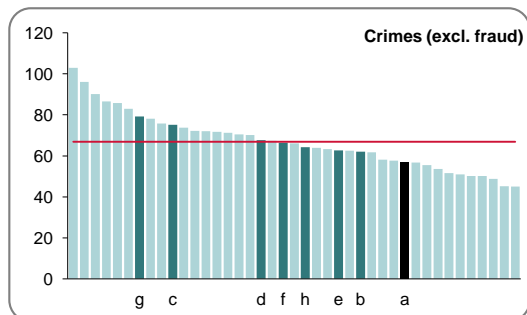
Fraud

Fraud

	Offences	per 1,000 pop***	MSG Avg	Difference
	10,330	4.34	4.34	9

Fraud

Fraud data are experimental statistics published as part of ONS crime statistics and are in the testing phase and not yet fully developed.

The figures presented here for police force areas are based on victims' address information. This is in contrast with how other crimes are recorded, which is based on where the offence took place (in the case of fraud is often hard to define).

Offences where the victim's police force area is unknown relate to cases where it has not be possible to attribute offences to a police force area, for example, due to missing address information, or where the offence occurred outside the UK. There were 34,206 such unknown offences nationally.

Source: ONS Crime Statistics 2016/17, 2015/16
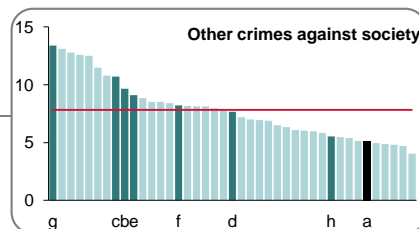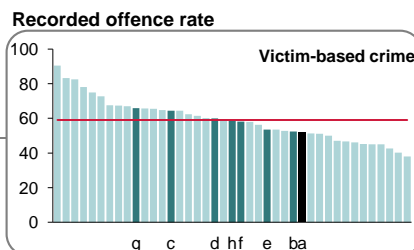
Population	2,379k

2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Victim-based crime	123,232	51.8	58.1	-15,014	-11%
Other crimes against society	12,236	5.1	8.7	-8,395	-41%
Crime (excl fraud)*	135,468	56.9	66.8	-23,409	-15%

2015/16	Offences	% change** Force	% change** MSG Avg
Victim-based crime	115,371	7%	11%
Other crimes against society	12,069	1%	28%
Crime (excl fraud)	127,440	6%	13%

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17

*** Please note that this figure will differ from that presented on page 49 as offences with outcome 21 have been excluded
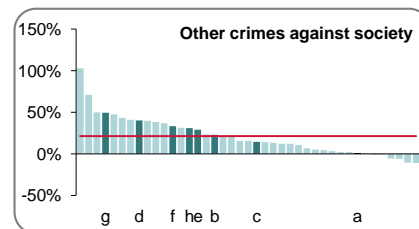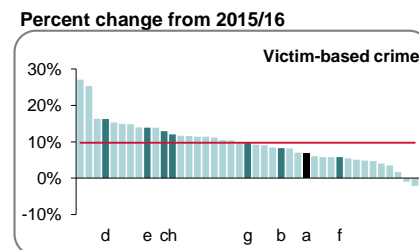
Thames Valley

Offences and outcomes - Crimes (excluding fraud) - Outcome

What are the outcomes for crimes (excluding fraud) and how does this compare with others?

The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.

Other crimes against society include those with no identifiable victim, such as drug offences.

Percentage with suspect identified

Crimes (excl. fraud)

Percentage with suspect identified

Victim-based crime

Percentage with action taken

Victim-based crime

Other crimes against society

Other crimes against society
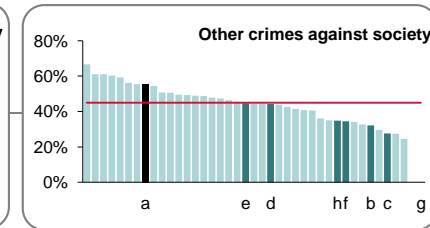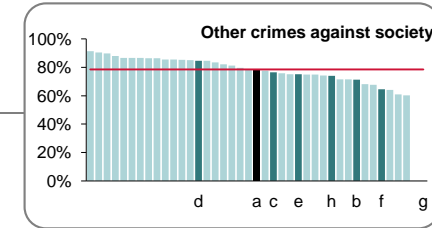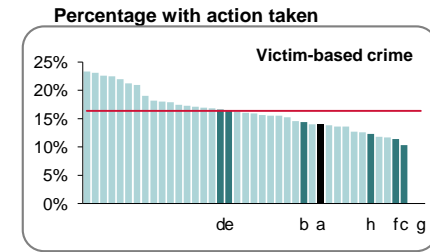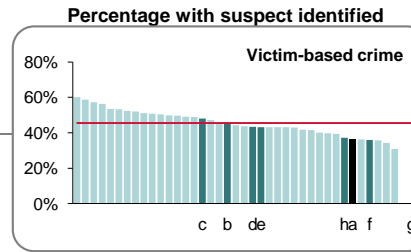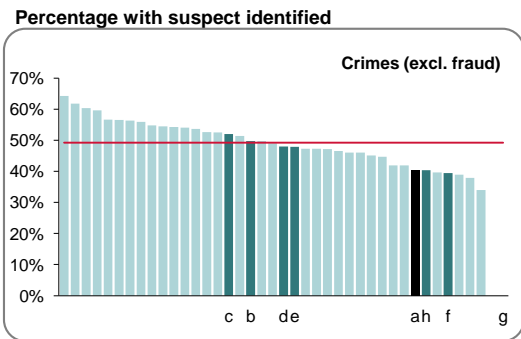
	Total offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Victim-based crime	123,232	45,167	37%	41%	17,214	14%	14%
Other crimes against society	12,236	9,616	79%	75%	6,787	55%	39%
Crimes (excl fraud)	135,468	54,783	40%	45%	24,001	18%	17%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Victim-based crime - Recorded offences

What is the recorded offence rate for victim-based crime in the force and how does this compare with others?

Recorded offence rate

Percent change from 2015/16

Victim-based crime

Violence against the person

Violence against the person

Sexual offences

Sexual offences

Robbery

Robbery

Theft offences

Theft offences

Criminal damage and arson

Criminal damage and arson
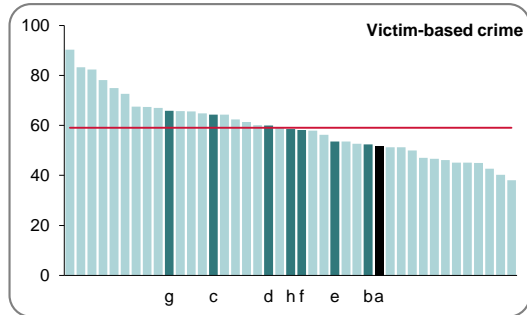
Population	2,379k				
2016/17	**Offences**	**per 1,000 pop**	**MSG Avg**	**Difference***	
Violence against the person	28,504	12.0	17.9	-14,056	-33%
Sexual offences	4,193	1.8	1.8	-99	-2%
Robbery	1,007	0.4	0.6	-341	-25%
Theft offences	70,814	29.8	29.2	1,342	2%
Criminal damage and arson	18,714	7.9	8.6	-1,860	-9%
Victim-based crime	**123,232**	**51.8**	**58.1**	**-15,014**	**-11%**

		% change**	
2015/16	**Offences**	**Force**	**MSG Avg**
Violence against the person	26,851	6%	19%
Sexual offences	4,038	4%	11%
Robbery	944	7%	17%
Theft offences	65,776	8%	8%
Criminal damage and arson	17,762	5%	5%
Victim-based crime	**115,371**	**7%**	**11%**

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17

Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley
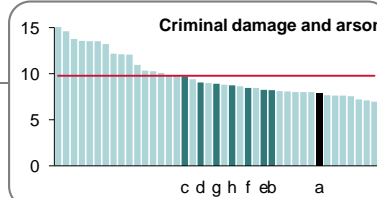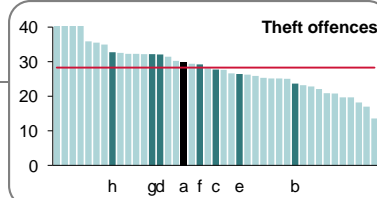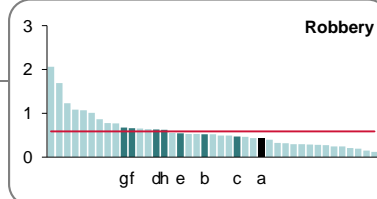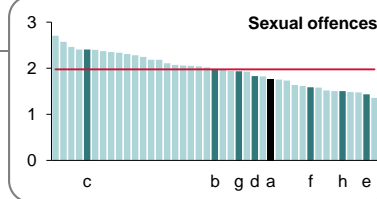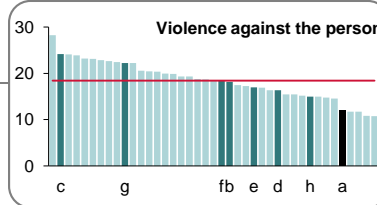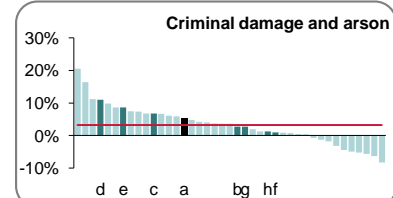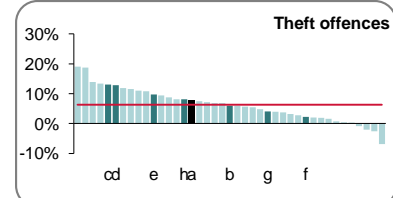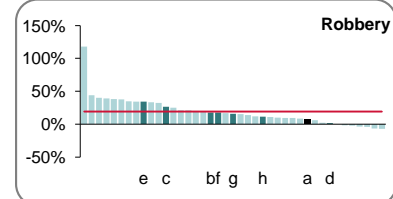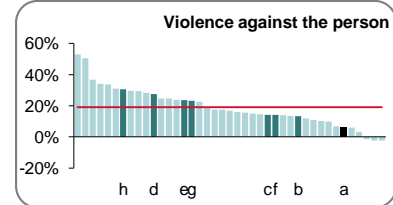
Offences and outcomes - Victim-based crime - Outcome

What are the outcomes for victim-based crime and how does this compare with others?

> The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.

Percentage with suspect identified

Percentage with action taken

Violence against the person

Violence against the person

Sexual offences

Sexual offences

Percentage with suspect identified

Victim-based crime

Robbery

Robbery

Theft offences

Theft offences
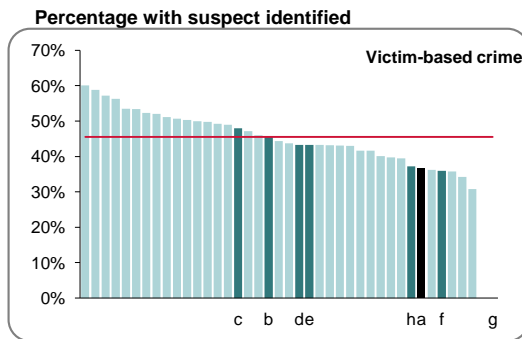
	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg*	Force	%	MSG Avg*
Violence against the person	28,504	22,215	78%	79%	7,262	25%	20%
Sexual offences	4,193	2,693	64%	66%	400	10%	10%
Robbery	1,007	436	43%	44%	190	19%	14%
Theft offences	70,814	15,409	22%	22%	7,483	11%	12%
Criminal damage and arson	18,714	4,414	24%	27%	1,879	10%	11%
Victim-based crime	**123,232**	**45,167**	**37%**	**41%**	**17,214**	**14%**	**14%**
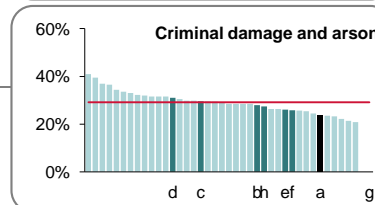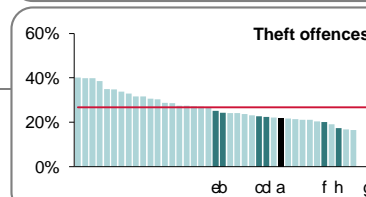
Criminal damage and arson

Criminal damage and arson

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Violence against the person - Recorded offences

What is the recorded offence rate for violence against the person in the force and how does this compare with others? How does the rate compare with last year?

As homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been included for homicide.

Recorded offence rate

Violence against the person

Violence with injury

Violence without injury

Percent change from 2015/16

Violence with injury

Violence without injury
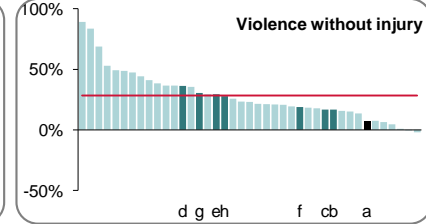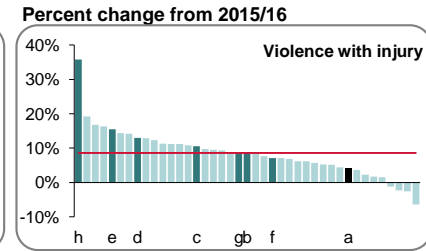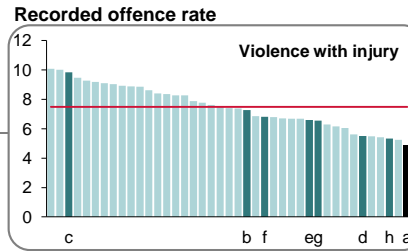
Population	2,379k				
2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Homicide	19	n/a	n/a	n/a	n/a
Violence with injury	11,669	4.9	6.6	-4,035	-26%
Violence without injury	16,816	7.1	11.3	-10,017	-37%
Violence against the person	28,504	12.0	17.9	-14,056	-33%

2015/16	Offences	% change**	
		Force	MSG Avg
Homicide	18	6%	40%
Violence with injury	11,193	4%	13%
Violence without injury	15,640	8%	23%
Violence against the person	26,851	6%	19%

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17

Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley

Offences and outcomes - Violence against the person - Outcome

What are the outcomes for violence against the person and how does this compare with others?

> The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.
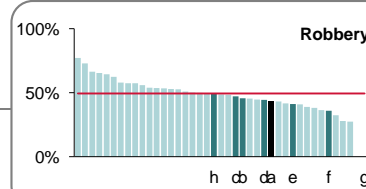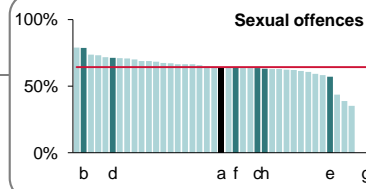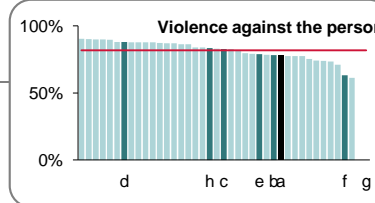>
> As homicide numbers are so small, care should be taken when making comparisons between forces. For this reason, a plot has not been included for homicide.

Percentage with suspect identified

Violence against the person

Percentage with suspect identified

Violence with injury

Percentage with action taken

Violence with injury

Violence without injury

Violence without injury

	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Homicide	19	12	n/a	n/a	11	n/a	n/a
Violence with injury	11,669	8,996	77%	78%	3,524	30%	23%
Violence without injury	16,816	13,207	79%	79%	3,727	22%	18%
Violence against the person	28,504	22,215	78%	79%	7,262	25%	20%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Sexual offences - Recorded offences

What is the recorded offence rate for sexual offences in the force and how does this compare with other forces? How does the rate for sexual offences change compared to last year and how does it compare with other forces?

Note that due to the complex nature of these crimes, particularly rape, care should be taken when comparing crime rates across forces as there are many factors which can affect the level of recorded crime. For example, victims being encouraged to report historical crimes or cultural differences.

Recorded offence rate

Rape

Percent change from 2015/16

Rape

Sexual offences

Other sexual offences

Other sexual offences
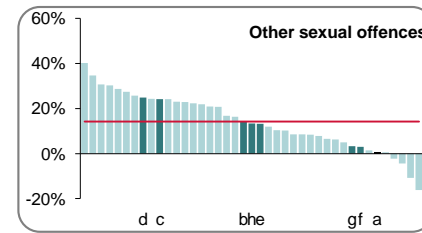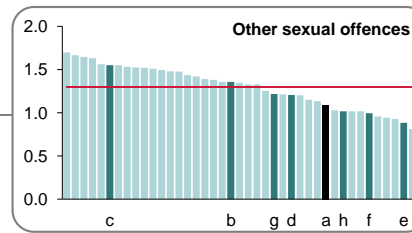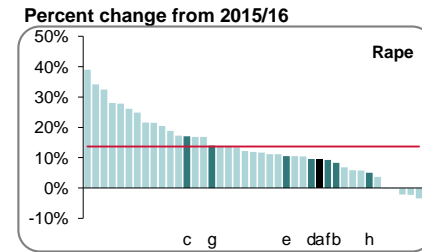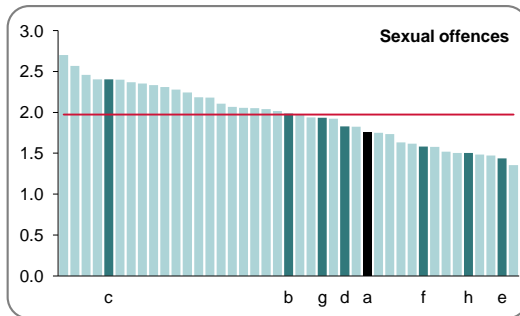
Population	2,379k				
2016/17	**Offences**	**per 1,000 pop**	**MSG Avg**	**Difference***	
Rape	1,595	0.7	0.64	73	5%
Other sexual offences	2,598	1.1	1.16	-172	-6%
Sexual offences	**4,193**	**1.8**	**1.80**	**-99**	**-2%**

	Offences	**% change****	
2015/16		**Force**	**MSG Avg**
Rape	1,459	9%	10%
Other sexual offences	2,579	1%	12%
Sexual offences	**4,038**	**4%**	**11%**

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17

Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley

Offences and outcomes - Sexual offences - Outcome

What are the outcomes for sexual offences and how does this compare with others?

The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from page 56) for definitions.
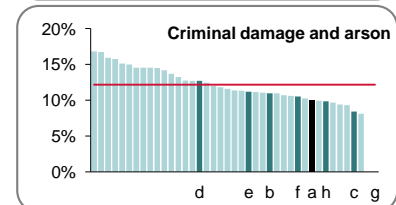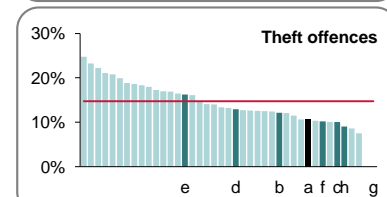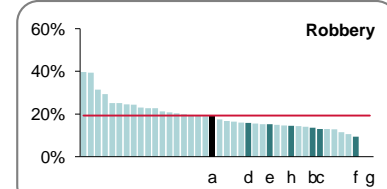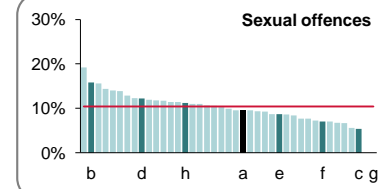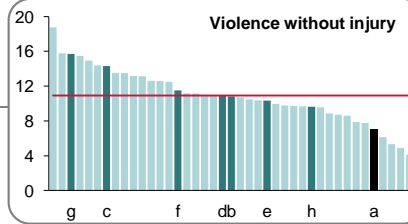
Percentage with suspect identified

Sexual offences

Percentage with suspect identified

Rape

Percentage with action taken

Rape

Other sexual offences

Other sexual offences

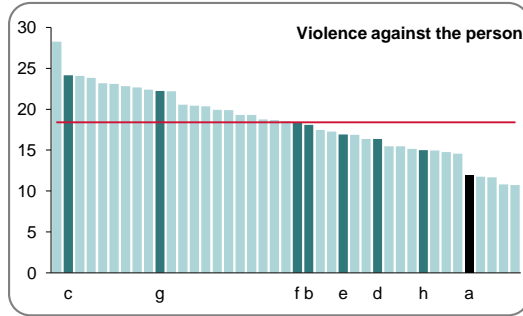|	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Rape	1,595	1,116	70%	70%	91	6%	6%
Other sexual offences	2,598	1,577	61%	64%	309	12%	12%
Sexual offences	4,193	2,693	64%	66%	400	10%	10%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Robbery - Recorded offences

What is the recorded offence rate for robbery in the force and how does this compare with others? How does the rate for robbery change compared with last year and how does this compare with others?

Recorded offence rate

Robbery

Percent change from 2015/16
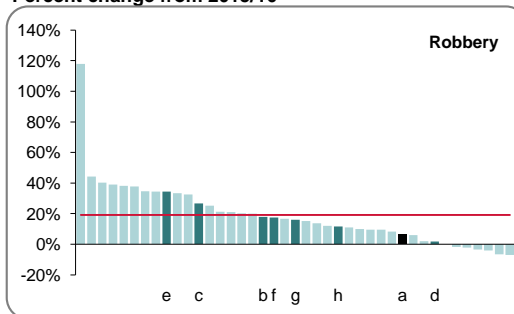
Robbery

Population	2,379k

2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Robbery	1,007	0.4	0.6	-341	-25%

2015/16	Offences	% change** Force	MSG Avg
Robbery	944	7%	17%

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17

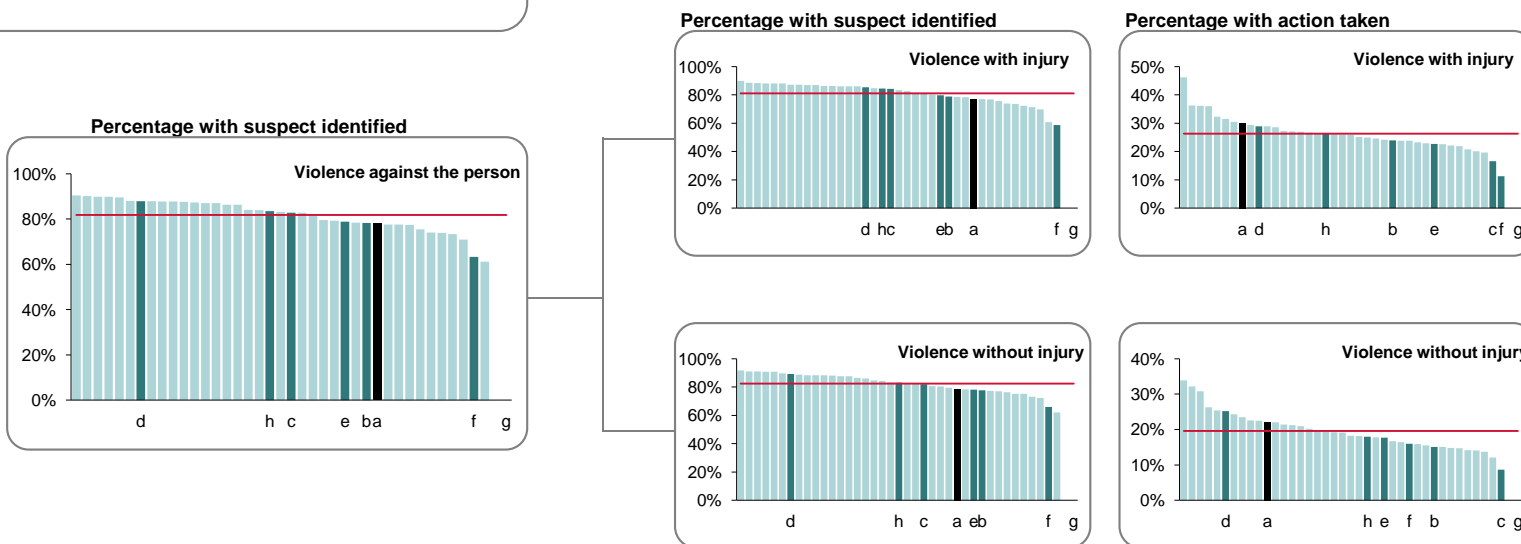*Source: ONS Crime Statistics 2016/17, 2015/16*

Thames Valley

Offences and outcomes - Robbery - Outcome

What are the outcomes for robbery and how does this compare with others?

The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from page 56) for definitions.

Percentage with suspect identified

Robbery

h cb da e f g

Percentage with action taken

Robbery

a d e h bc f g

|	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Robbery	1,007	436	43%	44%	190	19%	14%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Theft offences - Recorded offences

What is the recorded offence rate for theft offences in the force and how does this compare with others? How does the rate compare with last year?

Recorded offence rate

Percent change from 2015/16

Population 2,379k

2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Burglary	12,003	5.0	6.1	-2,551	-18%
Vehicle offences	13,360	5.6	6.2	-1,368	-9%
Bicycle theft	5,638	2.4	2.0	787	16%
Theft from the person	3,618	1.5	0.9	1,384	62%
Shoplifting	16,764	7.0	6.2	1,913	13%
All other theft offences	19,431	8.2	7.7	1,177	6%
Theft offences	70,814	29.8	29.2	1,342	2%

2015/16	Offences	% change **	
		Force	MSG Avg
Burglary	11,077	8%	3%
Vehicle offences	12,122	10%	13%
Bicycle theft	4,786	18%	11%
Theft from the person	3,625	0%	-1%
Shoplifting	14,802	13%	12%
All other theft offences	19,364	0%	8%
Theft offences	65,776	8%	8%

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.
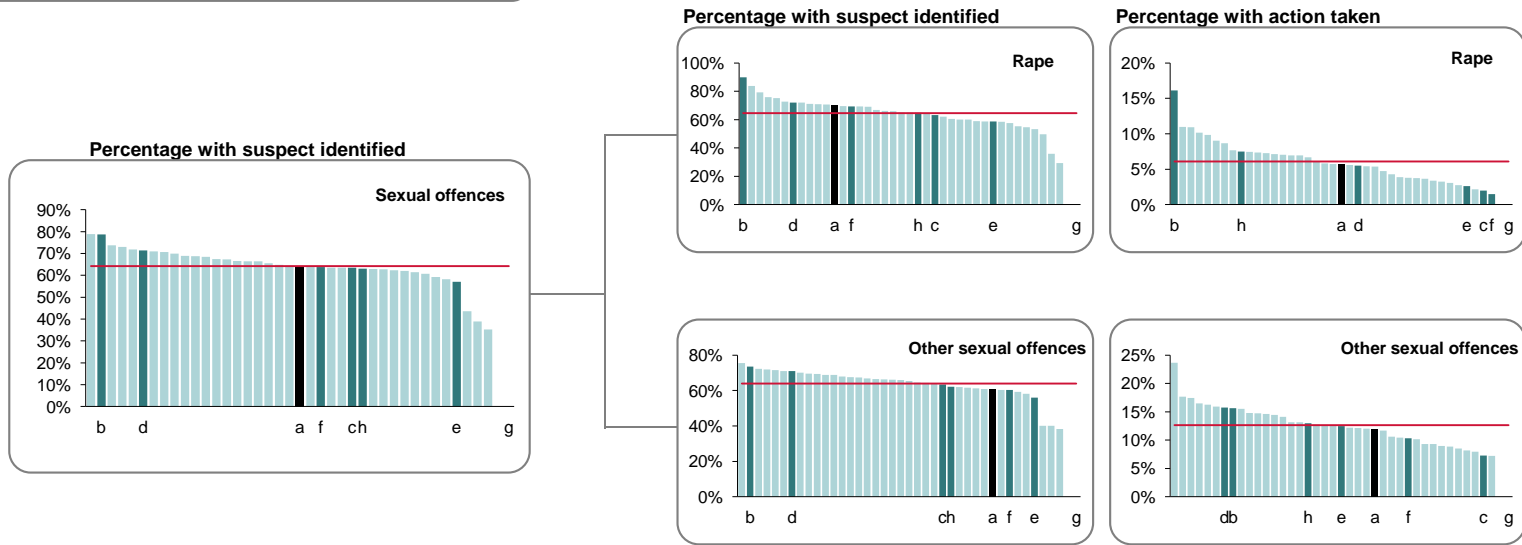
**Percentage change from 2015/16 to 2016/17

Source: ONS Crime Statistics 2016/17, 2015/16
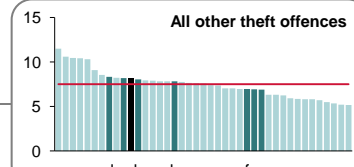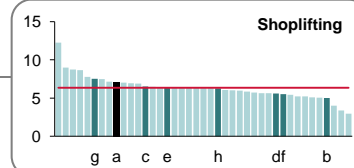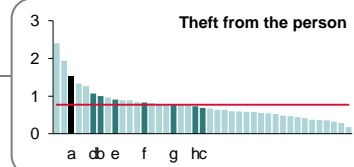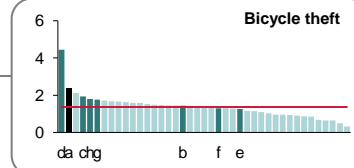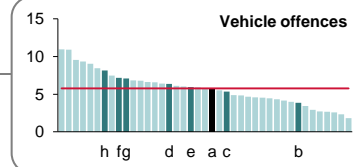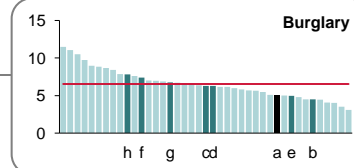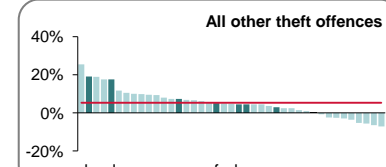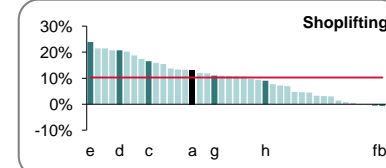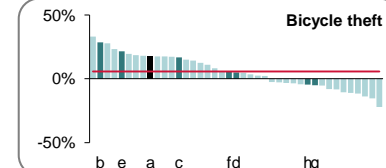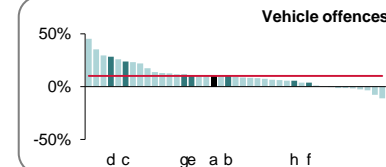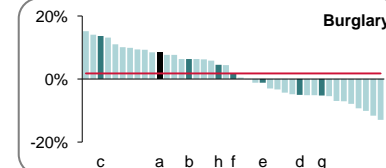
Thames Valley

Offences and outcomes - Theft offences - Outcome

What are the outcomes for theft offences and how does this compare with other forces?

The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.
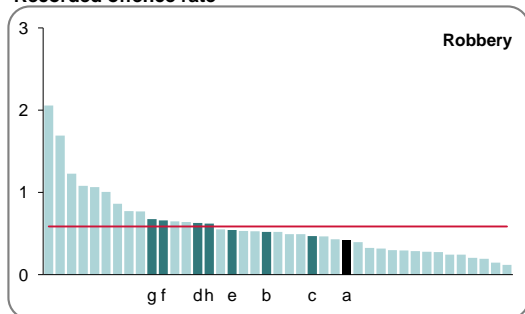
Percentage with suspect identified

Theft offences

Percentage with suspect identified

Burglary

Percentage with action taken

Burglary

Vehicle offences

Vehicle offences

Bicycle theft

Bicycle theft

Theft from the person

Theft from the person

Shoplifting

Shoplifting

All other theft offences

All other theft offences
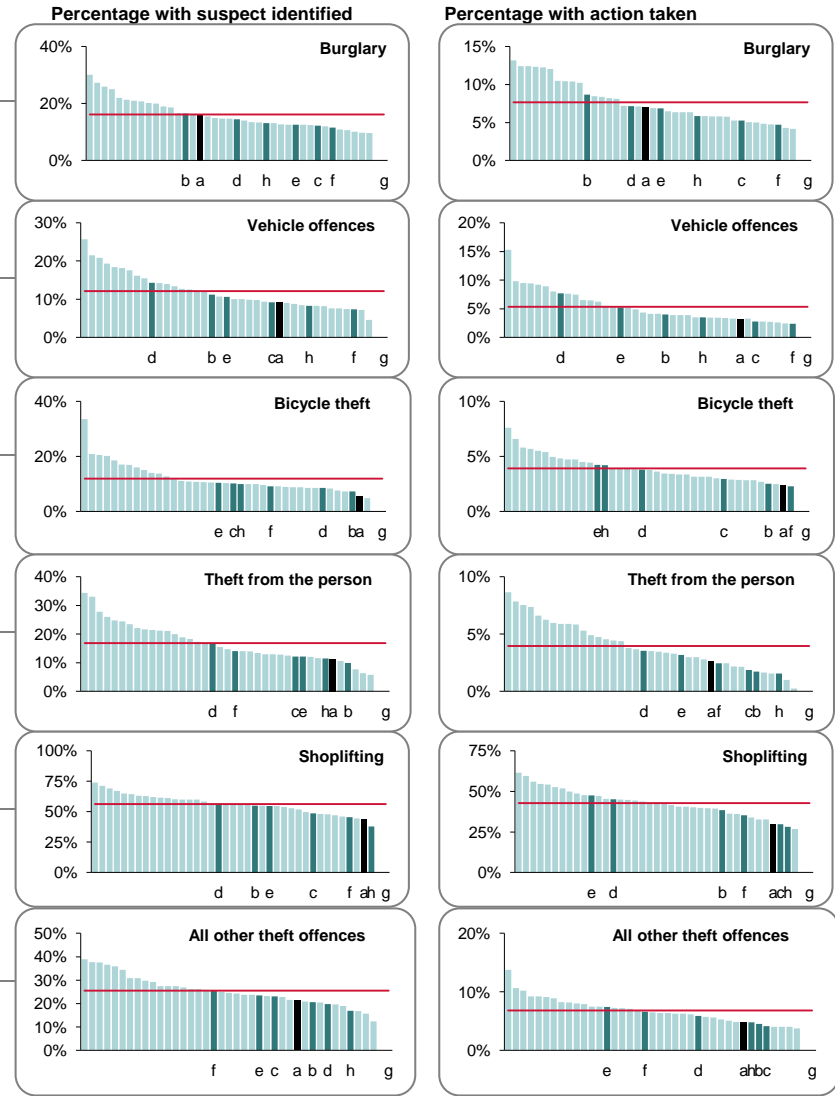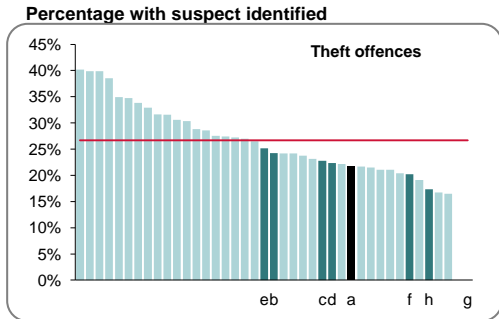
	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Burglary	12,003	1,948	16%	14%	836	7%	6%
Vehicle offences	13,360	1,223	9%	10%	436	3%	4%
Bicycle theft	5,638	318	6%	9%	133	2%	3%
Theft from the person	3,618	409	11%	13%	97	3%	2%
Shoplifting	16,764	7,393	44%	49%	5,049	30%	36%
All other theft offences	19,431	4,118	21%	21%	932	5%	5%
Theft offences	**70,814**	**15,409**	**22%**	**22%**	**7,483**	**11%**	**12%**

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Criminal damage and arson - Recorded offences

What is the recorded offence rate for criminal damage and arson in the force and how does this compare with others? How does the rate change compared with last year and how does this compare with others?

Recorded offence rate

Criminal damage

Percent change from 2015/16

Criminal damage

Criminal damage and arson
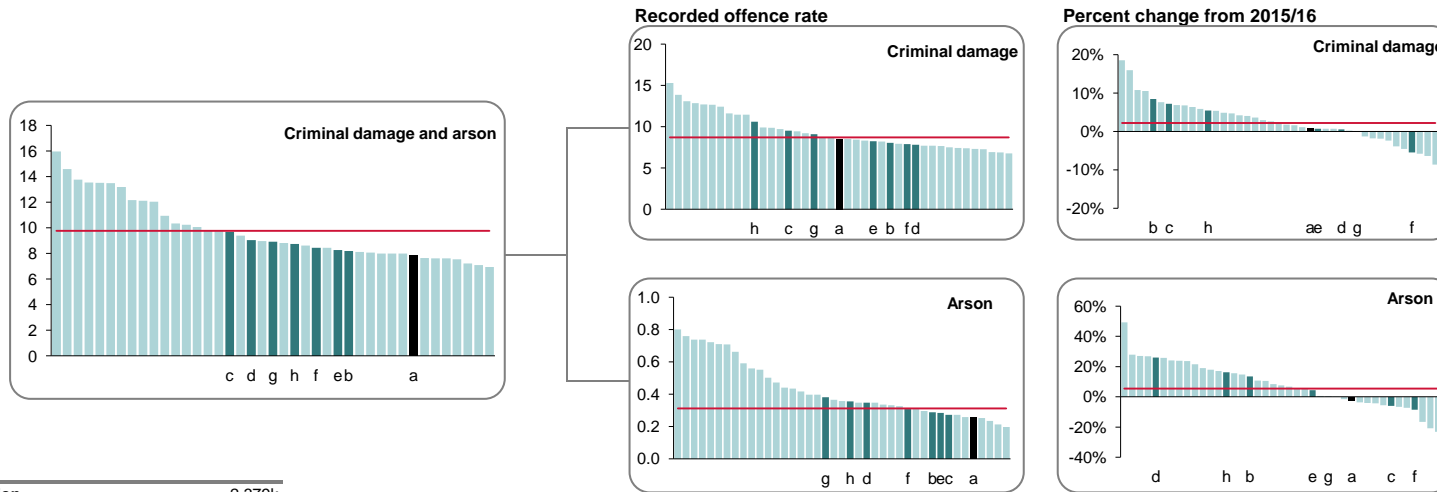
Arson

Arson

Population	2,379k

2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Criminal damage	17,674	7.4	8.3	-2,100	-11%
Arson	1,040	0.4	0.3	240	30%
Criminal damage and arson	**18,714**	**7.9**	**8.6**	**-1,860**	**-9%**

2015/16	Offences	% change **	
		Force	MSG Avg
Criminal damage	16,886	5%	5%
Arson	876	19%	9%
Criminal damage and arson	**17,762**	**5%**	**5%**

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.
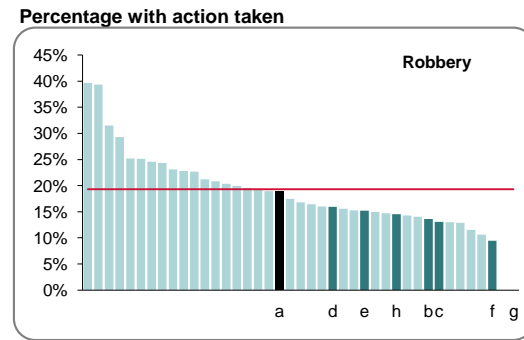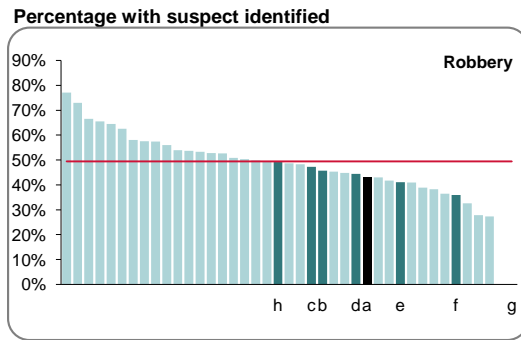
**Percentage change from 2015/16 to 2016/17

Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley

Offences and outcomes - Criminal Damage and Arson - Outcome

What are the outcomes for criminal damage and arson and how does this compare with others?

The charts show the proportion of crimes recorded in 2016/17 that have a resultingoutcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from page 56) for definitions.

Percentage with suspect identified

Percentage with suspect identified

Criminal damage and arson

Percentage with suspect identified

Criminal damage

Percentage with action taken

Criminal damage

Arson

Arson

	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Criminal damage	17,674	4,283	24%	28%	1,831	10%	11%
Arson	1,040	131	13%	21%	48	5%	7%
Criminal damage and arson	18,714	4,414	24%	27%	1,879	10%	11%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Other crimes against society - Recorded offences
What is the recorded offence rate for other crimes against society in the force and how does this compare with others? How do the rates compare with last year?

Recorded offence rate

Other crimes against society

Trafficking of drugs

Possession of drugs

Public order offences

Possession of weapons

Misc crimes against society

Percent change from 2015/16

Trafficking of drugs

Possession of drugs

Public order offences

Possession of weapons

Misc crimes against society

Population	2,379k

2016/17	Offences	per 1,000 pop	MSG Avg	Difference*	
Trafficking of drugs	890	0.4	0.4	-34	-4%
Possession of drugs	3,881	1.6	1.5	205	6%
Public order offences	4,194	1.8	5.0	-7,805	-65%
Possession of weapons	1,090	0.5	0.5	-175	-14%
Misc crimes against society	2,181	0.9	1.2	-586	-21%
Other crimes against society	**12,236**	**5.1**	**8.7**	**-8,395**	**-41%**

2015/16	Offences	% change**	
		Force	MSG Avg
Trafficking of drugs	765	16%	6%
Possession of drugs	4,208	-8%	-2%
Public order offences	4,279	-2%	45%
Possession of weapons	956	14%	29%
Misc crimes against society	1,861	17%	24%
Other crimes against society	**12,069**	**1%**	**28%**

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.
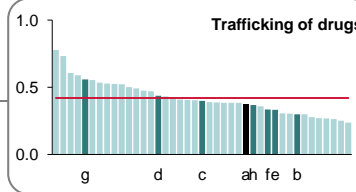
**Percentage change from 2015/16 to 2016/17
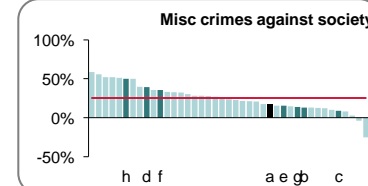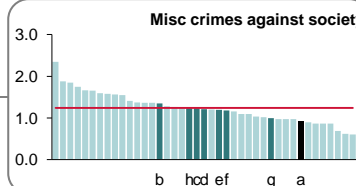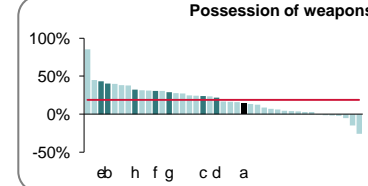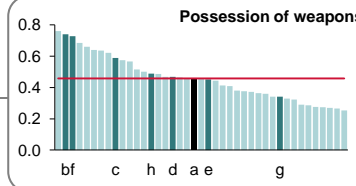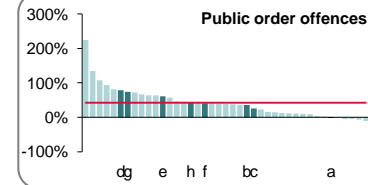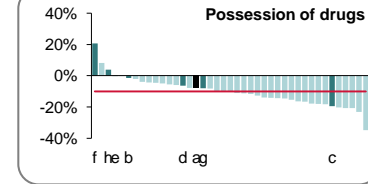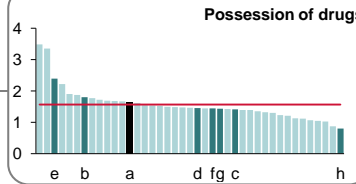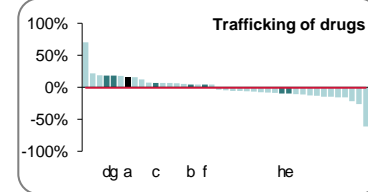
Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley

Outcomes - Other crimes against society

What are the outcomes for other crimes against society and how does this compare with others?

The charts show the proportion of crimes recorded in 2016/17 that have a tracked outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.

Percentage with suspect identified

Other Crimes

Percentage with suspect identified

Trafficking of drugs

Possession of drugs

Public order offences

Possession of weapons

Misc crimes against society

Percentage with action taken

Trafficking of drugs

Possession of drugs

Public order offences

Possession of weapons

Misc crimes against society
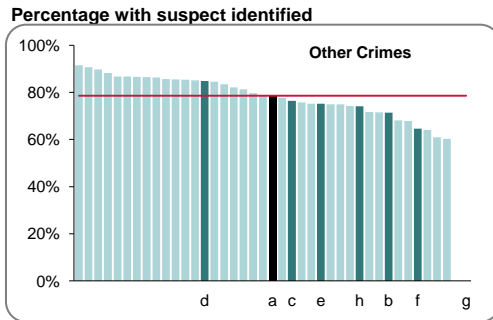
	Total offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Trafficking of drugs	890	539	61%	74%	460	52%	62%
Possession of drugs	3,881	3,584	92%	89%	3,228	83%	78%
Public order offences	4,194	3,180	76%	72%	1,754	42%	24%
Possession of weapons	1,090	942	86%	83%	615	56%	54%
Misc crimes against society	2,181	1,371	63%	66%	730	33%	29%
Other crimes against society	12,236	9,616	79%	75%	6,787	55%	39%
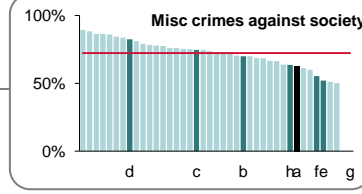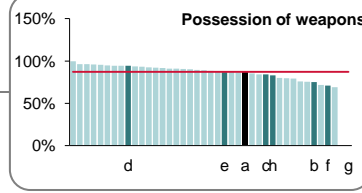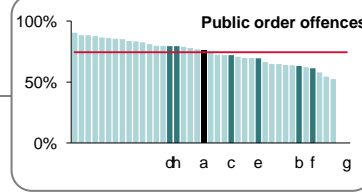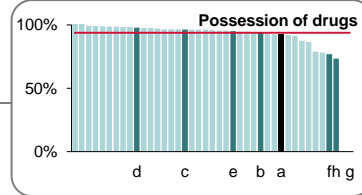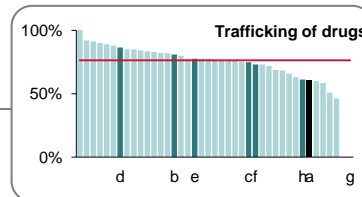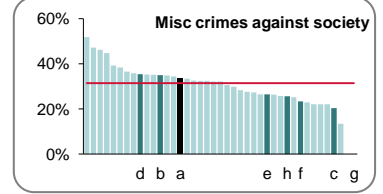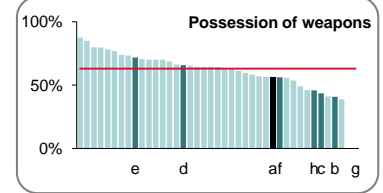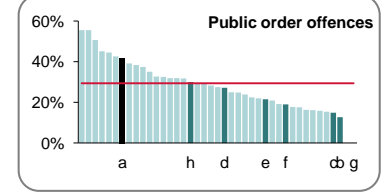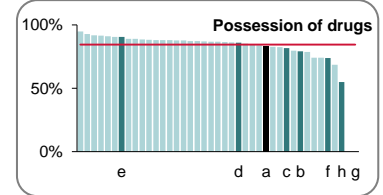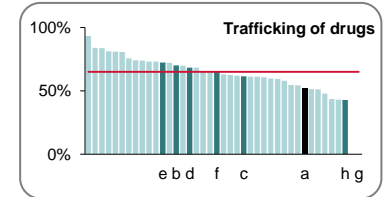
Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Crime against children - Recorded offences

What is the recorded offence rate for crime against children in the force and
how does this compare with others and with last year?

Categories with fewer than 50 cases will not be included in analysis as the results
may not be robust and will be shown as "n/a".

Recorded offence rate

Crime against children

Rape

Sexual offences / abuse

Cruelty / other
(West Midlands = 4.4)
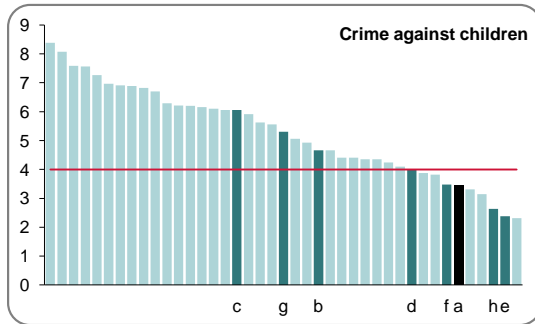
Percent change from 2015/16
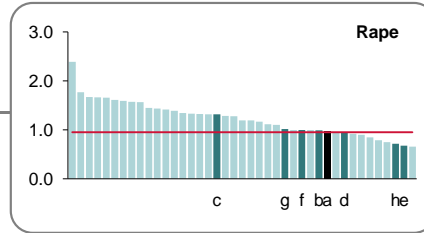
Rape

Sexual offences / abuse
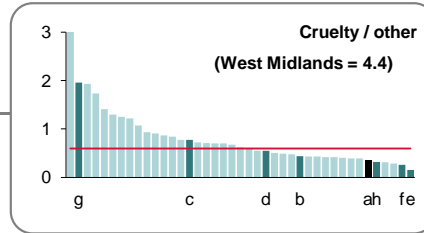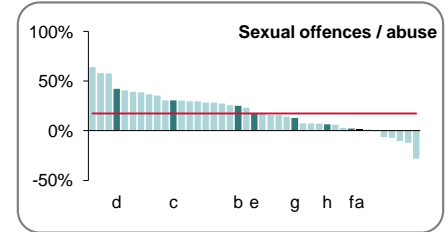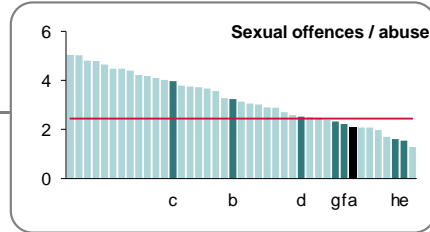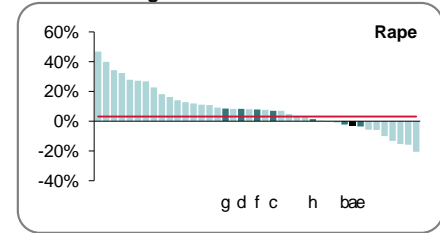
Population - Child under 16	489k				
2016/17	**Offences**	**per 1,000 pop**	**MSG Avg**	**Difference***	
Rape	475	1.0	1.0	9	2%
Sexual offences / abuse	1,036	2.1	2.4	-158	-13%
Cruelty / other	167	0.3	0.6	-126	-43%
Crime against children	**1,678**	**3.4**	**4.0**	**-275**	**-14%**

		% change **	
2015/16	**Offences**	**Force**	**MSG Avg**
Rape	488	-3%	3%
Sexual offences / abuse	1,024	1%	17%
Cruelty / other	180	-7%	-10%
Crime against children	**1,692**	**-1%**	**8%**

* Absolute and proportional differences in the number of offences compared to if the force had the MSG average number of offences
per 1,000 population. A negative difference means the force has a lower recorded offence rate than the MSG average.

**Percentage change from 2015/16 to 2016/17
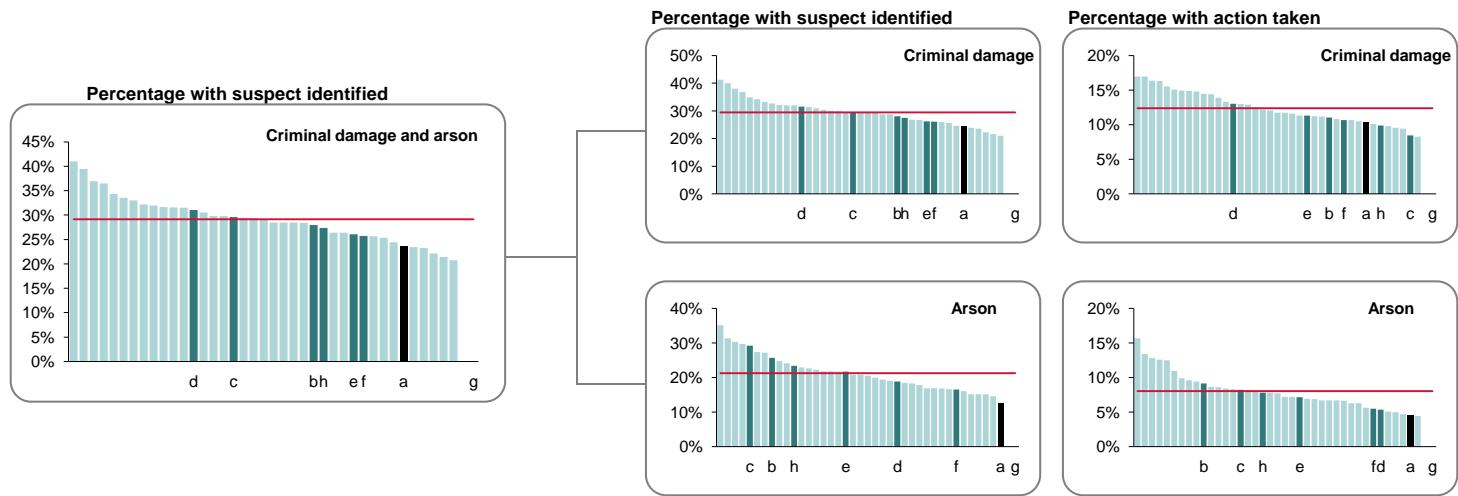
Source: ONS Crime Statistics 2016/17, 2015/16

Thames Valley

Offences and outcomes - Crime against children - Outcome

What are the outcomes for crime against children and how does this compare with others?

> The charts show the proportion of crimes recorded in 2016/17 that have a resulting outcome showing that a suspect has been identified and that an action has been taken. Please see 'Offences and outcomes introduction' (from pages 56) for definitions.
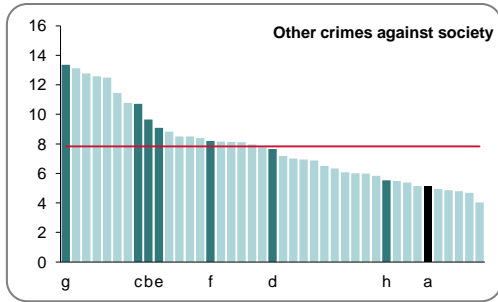>
> Categories with fewer than 50 cases will not be included in analysis as the results may not be robust and will be shown as "n/a".

Percentage with suspect identified

Crime against children

Percentage with suspect identified

Rape

Percentage with action taken

Rape

Sexual offences / abuse

Sexual offences / abuse

Cruelty / other

Cruelty / other
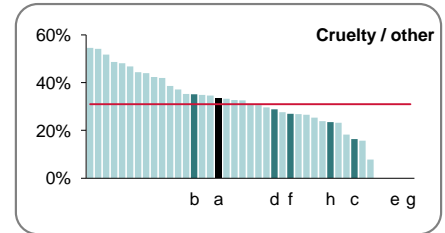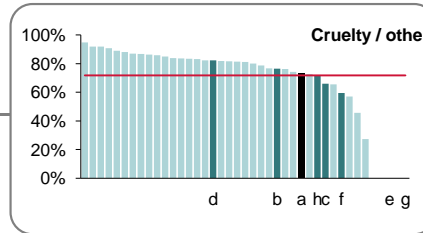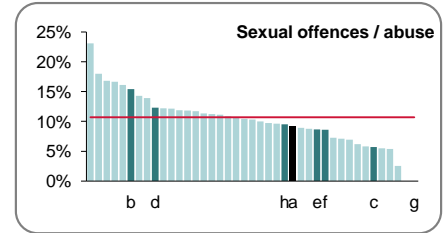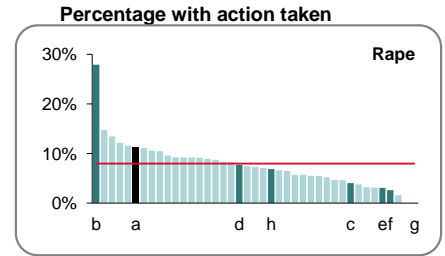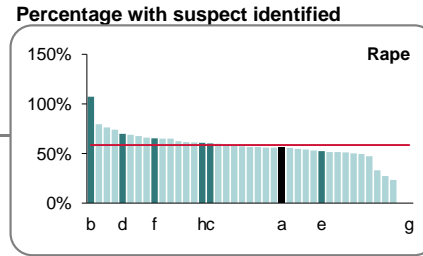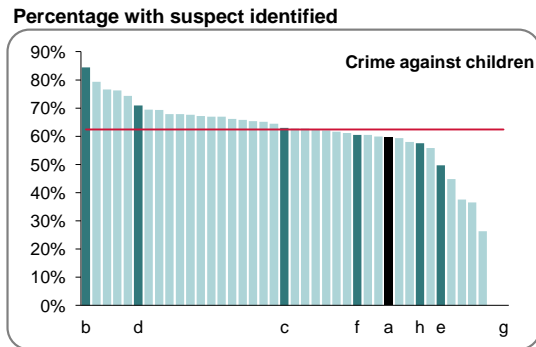
	Offences	Suspect identified			Action taken		
		Force	%	MSG Avg	Force	%	MSG Avg
Rape	475	264	56%	67%	53	11%	9%
Sexual offences / abuse	1,036	614	59%	62%	94	9%	10%
Cruelty / other	167	122	73%	61%	56	34%	23%
Crime against children	**1,678**	**1,000**	**60%**	**64%**	**203**	**12%**	**11%**

Thames Valley

Offences and outcomes - Outcome percentage - Victim-based crime

What proportion of offences result in each outcome for victim-based crime and how does this compare with other forces?

Please see 'Offences and outcomes introduction' (from pages 56) for definitions.

Note that
- Out of court (formal) includes caution and penalty notices for disorder.
- Out of court (informal) includes cannabis/khat warning and community resolution.
- Suspect identified - no action includes evidential difficulties (victim supports action and victim does not support action) and prosecution prevented or not in the public interest.

Suspect identified %

Suspect identified - action taken %

Charged/summonsed %

No suspect identified %

Suspect identified - no action %

Out of court (formal) %

Out of court (informal) %

Source: Home Office Crime Outcome Statistics for year ending March 2017   Thames Valley
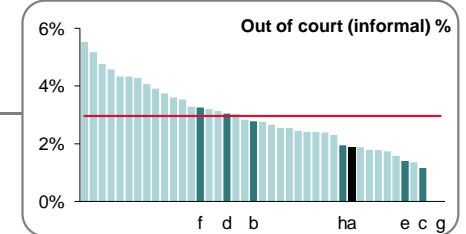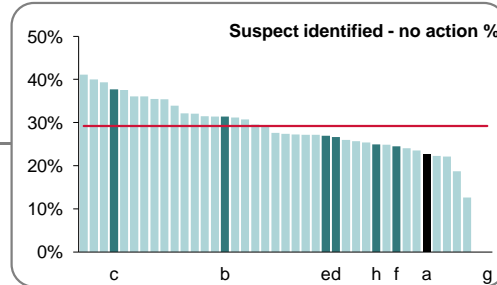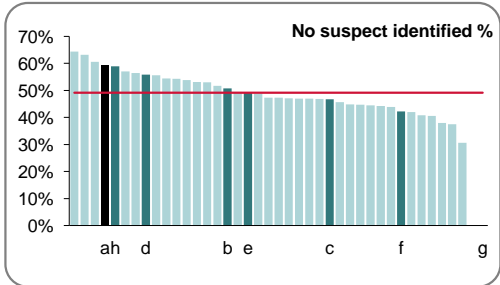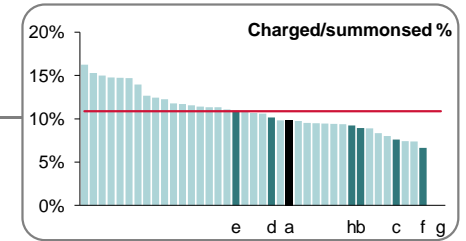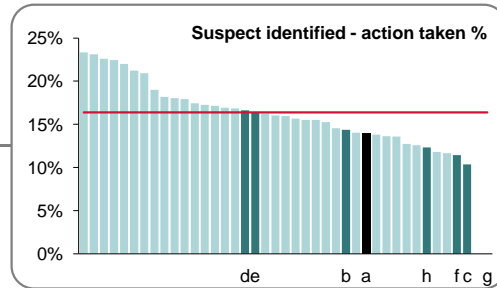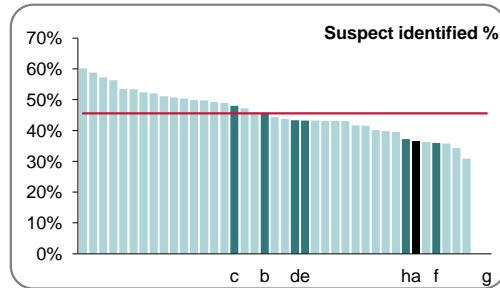
Offences and outcomes - Outcome percentage - Other crimes against society

What proportion of offences result in each outcome for crimes against society and how does this compare with the other forces?

Please see 'Offences and outcomes introduction' (from pages 56) for definitions.

Crimes against society include those with no identifiable victim, such as drug offences.

Note that
- Out of court (formal) includes caution and penalty notices for disorder.
- Out of court (informal) includes cannabis/khat warning and community resolution.

A full breakdown of outcomes is available from page 80.
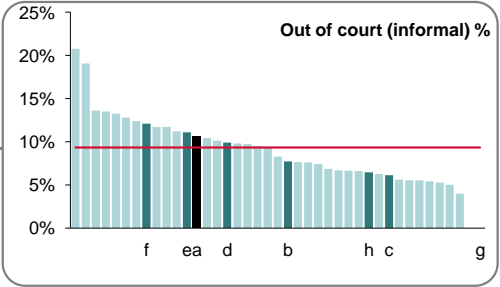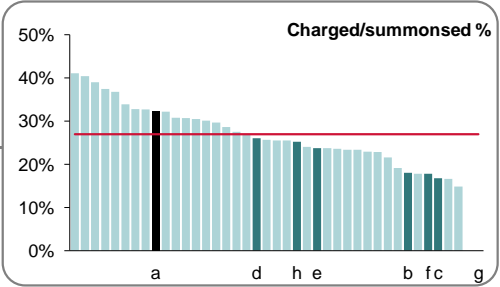
Charged/summonsed %

Suspect identified - action taken %

Out of court (formal) %

Out of court (informal) %

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Charged/summonsed

What proportion of offences result in charges/summons and how does this compare with the other forces?

> These charts and tables show the charge rates for all crime types compared with the England and Wales force average.
>
> The first chart shows the proportion of all offences where the outcome was a charge or summons.
>
> The actual percentage expected chart shows the force's actual charges compared with what would be expected if it were performing in line with all forces for each crime type. The expected value for the force would show as 100% if it were performing in line with all forces, so if the force's value is above 100%, this indicates that more offences are resulting in charges/summons for this force than the average.

	Offences	Outcomes	%	% E&W	Expected	Difference
Homicide	19	11	58%	59%	11	-0
Violence with injury	11,669	2,501	21%	17%	1,988	513
Violence without injury	16,816	2,690	16%	12%	1,991	699
Violence against the person	28,504	5,202	18%		3,990	1,212
Rape	1,595	90	6%	6%	100	-10
Other sexual offences	2,598	279	11%	10%	263	16
Sexual offences	4,193	369	9%		362	7
Robbery	1,007	186	18%	15%	154	32
Burglary	12,003	734	6%	6%	694	40
Vehicle offences	13,360	355	3%	4%	468	-113
Theft from the person	3,618	61	2%	2%	80	-19
Bicycle theft	5,638	94	2%	2%	127	-33
Shoplifting	16,764	3,395	20%	27%	4,608	-1,213
Other theft offences	19,431	584	3%	3%	654	-70
Theft offences	70,814	5,223	7%		6,630	-1,407
Criminal damage	17,674	1,061	6%	6%	1,137	-76
Arson	1,040	37	4%	5%	54	-17
Criminal damage & arson	18,714	1,098	6%	6%	1,191	-93
Victim-based crime	123,232	12,078	10%	0%	12,328	-250
Trafficking of drugs	890	409	46%	50%	448	-39
Possession of drugs	3,881	1,171	30%	32%	1,246	-75
Possession of weapons offences	1,090	512	47%	46%	497	15
Public order offences	4,194	1,206	29%	16%	669	537
Miscellaneous crimes	2,181	653	30%	25%	535	118
Other crimes against society	12,236	3,951	32%		3,395	556
Total	135,468	16,029	12%		15,709	320

% Charged/summonsed

Actual % Expected

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Out-of-court (formal)

What proportion of offences result in out-of-court (formal) outcomes and how does this compare with the other forces?

These charts and tables show the rates of out of court (formal) outcomes for all crime types compared with the England and Wales force average.

The first chart shows the proportion of all offences where there was an out of court (formal) outcome.

The actual percentage expected chart shows the force's actual out of court (formal) outcomes compared with what would be expected if it were performing in line with all forces for each crime type. The expected value for the force would show as 100% if it were performing in line with all forces, so if the force's value is above 100%, this indicates that more offences are resulting in out of court (formal) outcomes for this force than the average.

	Offences	Outcomes	%	% E&W	Expected	Difference
Homicide	19	0	0%	0%	0	0
Violence with injury	11,669	516	4%	4%	451	65
Violence without injury	16,816	546	3%	3%	447	99
Violence against the person	28,504	1,062	4%		898	164
Rape	1,595	1	0%	0%	1	0
Other sexual offences	2,598	17	1%	1%	33	-16
Sexual offences	4,193	18	0%		34	-16
Robbery	1,007	2	0%	0%	2	-0
Burglary	12,003	24	0%	0%	29	-5
Vehicle offences	13,360	19	0%	0%	29	-10
Theft from the person	3,618	16	0%	0%	9	7
Bicycle theft	5,638	14	0%	0%	17	-3
Shoplifting	16,764	669	4%	4%	710	-41
Other theft offences	19,431	132	1%	1%	158	-26
Theft offences	70,814	874	1%		953	-79
Criminal damage	17,674	385	2%	2%	356	29
Arson	1,040	3	0%	1%	8	-5
Criminal damage & arson	18,714	388	2%	2%	364	24
Victim-based crime	123,232	2,344	2%	2%	2,251	93
Trafficking of drugs	890	50	6%	10%	92	-42
Possession of drugs	3,881	930	24%	20%	787	143
Possession of weapons offences	1,090	91	8%	8%	86	5
Public order offences	4,194	425	10%	3%	146	279
Miscellaneous crimes	2,181	45	2%	2%	50	-5
Other crimes against society	12,236	1,541	13%		1,162	379
Total	135,468	3,885	3%		3,412	473

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Out-of-court (informal)
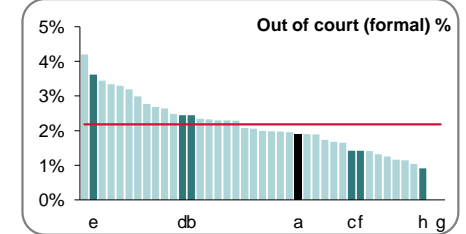
What proportion of offences result in out-of-court (informal) outcomes and how does this compare with the other forces?

These charts and tables show the rates of out of court (informal) outcomes for all crime types compared with the England and Wales force average.

The first chart shows the proportion of all offences where there was an out of court (informal) outcome.

The actual percentage expected chart shows the force's actual out of court (informal) outcomes compared with what would be expected if it were performing in line with all forces for each crime type. The expected value for the force would show as 100% if it were performing in line with all forces, so if the force's value is above 100%, this indicates that more offences are resulting in out of court (informal) outcomes for this force than the average.

	Offences	Outcomes	%	% E&W	Expected	Difference
Homicide	19	0	0%	0%	0	0
Violence with injury	11,669	507	4%	4%	506	1
Violence without injury	16,816	491	3%	3%	576	-85
Violence against the person	28,504	998	4%		1,082	-84
Rape	1,595	0	0%	0%	0	-0
Other sexual offences	2,598	13	1%	1%	21	-8
Sexual offences	4,193	13	0%		21	-8
Robbery	1,007	1	0%	0%	3	-2
Burglary	12,003	15	0%	0%	30	-15
Vehicle offences	13,360	8	0%	0%	27	-19
Theft from the person	3,618	19	1%	1%	21	-2
Bicycle theft	5,638	22	0%	1%	43	-21
Shoplifting	16,764	718	4%	8%	1,279	-561
Other theft offences	19,431	145	1%	2%	315	-170
Theft offences	70,814	927	1%		1,714	-787
Criminal damage	17,674	377	2%	3%	554	-177
Arson	1,040	8	1%	1%	15	-7
Criminal damage & arson	18,714	385	2%	3%	569	-184
Victim-based crime	123,232	2,324	2%	3%	3,389	-1,065
Trafficking of drugs	890	1	0%	2%	14	-13
Possession of drugs	3,881	1,127	29%	32%	1,234	-107
Possession of weapons offences	1,090	12	1%	4%	43	-31
Public order offences	4,194	123	3%	3%	141	-18
Miscellaneous crimes	2,181	31	1%	2%	43	-12
Other crimes against society	12,236	1,294	11%		1,476	-182
Total	135,468	3,618	3%		4,866	-1,248

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

% Outcome

Actual % Expected

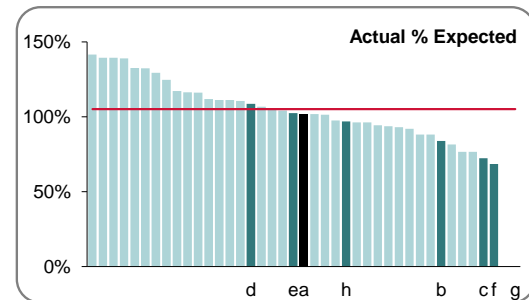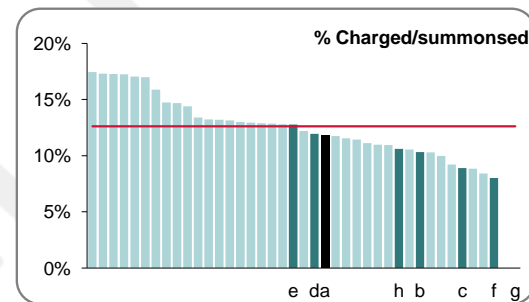**Offences and outcomes - Suspect identified - no action taken**

What proportion of offences have not had any action taken and how does this compare with the other forces?

These charts and tables show the rates of offences for which a suspect has been identified but no action has been taken for all crime types compared with the England and Wales force average.

The first chart shows the proportion of all offences where a suspect has been identified but no action had been taken.

The actual percentage expected chart shows the force's actual offences where a suspect has been identified but no action had been taken compared with what would be expected if it were performing in line with all forces for each crime type. The expected value for the force would show as 100% if it were performing in line with all forces, so if the force's value is above 100%, this indicates that more offences are resulting in a suspect being identified but no action taken for this force than the average.

	Offences	Outcomes	%	% E&W	Expected	Difference
Homicide	19	1	5%	10%	2	-1
Violence with injury	11,669	5,472	47%	55%	6,363	-891
Violence without injury	16,816	9,480	56%	63%	10,630	-1,150
Violence against the person	28,504	14,953	52%		16,995	-2,042
Rape	1,595	1,025	64%	60%	952	73
Other sexual offences	2,598	1,268	49%	52%	1,341	-73
Sexual offences	4,193	2,293	55%		2,292	1
Robbery	1,007	246	24%	26%	259	-13
Burglary	12,003	1,112	9%	8%	908	204
Vehicle offences	13,360	787	6%	6%	779	8
Theft from the person	3,618	312	9%	10%	370	-58
Bicycle theft	5,638	185	3%	7%	374	-189
Shoplifting	16,764	2,344	14%	14%	2,276	68
Other theft offences	19,431	3,186	16%	18%	3,413	-227
Theft offences	70,814	7,926	11%		8,120	-194
Criminal damage	17,674	2,452	14%	17%	2,978	-526
Arson	1,040	83	8%	13%	133	-50
Criminal damage & arson	18,714	2,535	14%	7%	3,111	-576
Victim-based crime	123,232	27,953	23%	5%	30,777	-2,824
Trafficking of drugs	890	79	9%	12%	106	-27
Possession of drugs	3,881	356	9%	9%	365	-9
Possession of weapons offences	1,090	327	30%	27%	293	34
Public order offences	4,194	1,426	34%	46%	1,946	-520
Miscellaneous crimes	2,181	641	29%	43%	927	-286
Other crimes against society	12,236	2,829	23%		3,638	-809
Total	135,468	30,782	23%		34,381	-3,599

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

Offences and outcomes - Investigation complete – no suspect identified

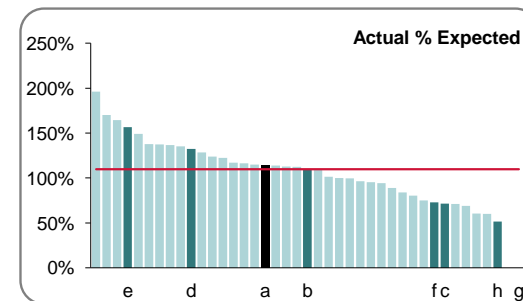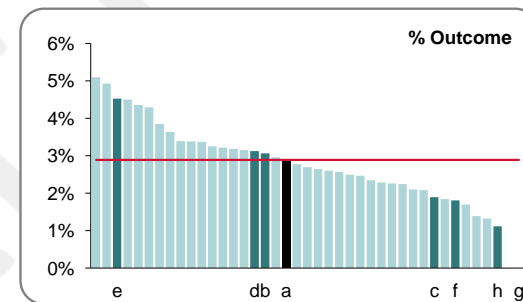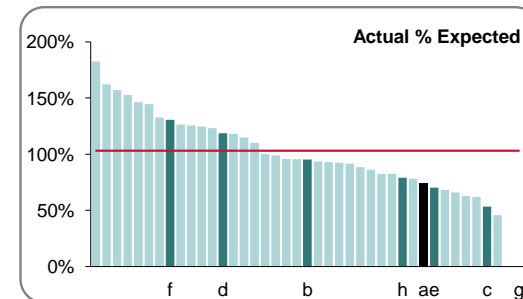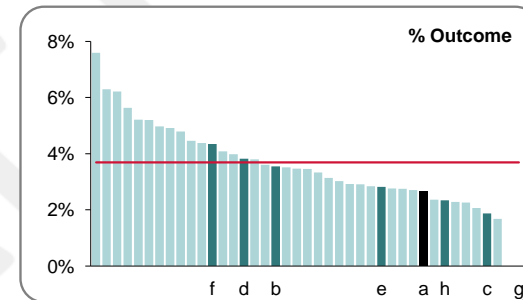What proportion of offences result in no suspect being identified and how does this compare with the other forces?

These charts and tables show the rates of offences for which have no suspect identified for all crime types compared with the England and Wales force average.

The first chart shows the proportion of all offences where no suspect has been identified.

The actual percentage expected chart shows the force's actual offences where no suspect has been identified compared with wha t would be expected if it were performing in line with all forces for each crime type. The expected value for the force would show as 100% if it were performing in line with all forces, so if the force's value is above 100%, this indicates that more offences are resulting in no suspect being identified for this force than the average.

	Offences	Outcomes	%	% E&W	Expected	Difference
Homicide	19	0	0%	1%	0	-0
Violence with injury	11,669	2,143	18%	15%	1,710	433
Violence without injury	16,816	2,758	16%	13%	2,239	519
Violence against the person	28,504	4,901	17%		3,949	952
Rape	1,595	46	3%	7%	108	-62
Other sexual offences	2,598	531	20%	18%	475	56
Sexual offences	4,193	577	14%		583	-6
Robbery	1,007	469	47%	51%	517	-48
Burglary	12,003	9,574	80%	81%	9,734	-160
Vehicle offences	13,360	11,782	88%	87%	11,574	208
Theft from the person	3,618	3,113	86%	83%	3,021	92
Bicycle theft	5,638	5,211	92%	88%	4,943	268
Shoplifting	16,764	8,839	53%	43%	7,136	1,703
Other theft offences	19,431	14,574	75%	73%	14,092	482
Theft offences	70,814	53,093	75%		50,500	2,593
Criminal damage	17,674	13,028	74%	69%	12,130	898
Arson	1,040	876	84%	75%	782	94
Criminal damage & arson	18,714	13,904	74%		12,912	992
Victim-based crime	123,232	72,944	59%		68,461	4,483
Trafficking of drugs	890	42	5%	6%	54	-12
Possession of drugs	3,881	60	2%	1%	29	31
Possession of weapons offences	1,090	67	6%	8%	87	-20
Public order offences	4,194	812	19%	26%	1,081	-269
Miscellaneous crimes	2,181	397	18%	16%	350	47
Other crimes against society	12,236	1,378	11%		1,601	-223
Total	135,468	74,322	55%		70,123	4,199
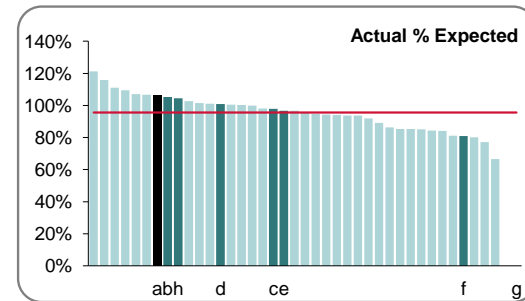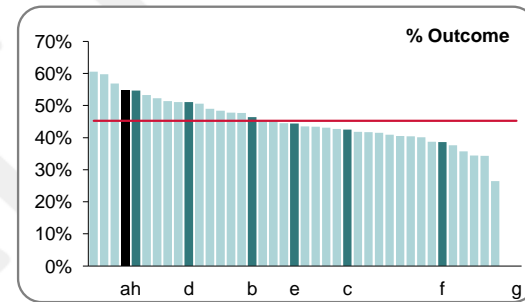
Source: Home Office Crime Outcome Statistics for year ending March 2017

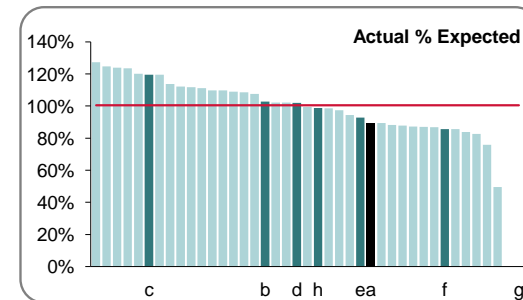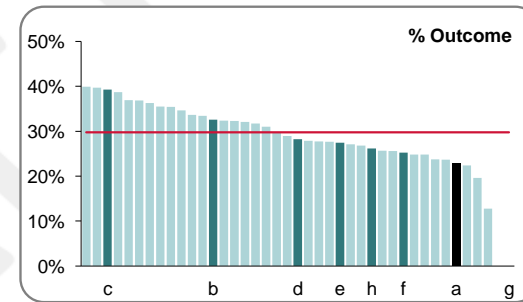Thames Valley

Offences and outcomes - Not yet assigned an outcome

What is the difference between recorded crime and the number of outcomes assigned in the period?

The table below show the number of offences which have not yet been assigned an outcome within the period. The figure below is a sum of
1) offences for which the investigation has not reached a point to assign an outcome, and
2) any differences between total outcomes and total offences recorded due to forces submitting crime and outcomes data, or the data being extracted, at different times. This may occasionally result in a negative number being displayed for some crime types.

Figures are presented here to illustrate to some degree the level of recorded crime for which the outcome is not known at this time but are indicative only. Inferences should not be drawn about forces' performance from this table.

	Offences	Outcomes	% of offences
Homicide	19	7	36.8%
Violence with injury	11,669	530	4.5%
Violence without injury	16,816	851	5.1%
Violence against the person	28,504	1,388	4.9%
Rape	1,595	433	27.1%
Other sexual offences	2,598	490	18.9%
Sexual offences	4,193	923	22.0%
Robbery	1,007	102	10.1%
Burglary	12,003	481	4.0%
Vehicle offences	13,360	355	2.7%
Theft from the person	3,618	96	2.7%
Bicycle theft	5,638	109	1.9%
Shoplifting	16,764	532	3.2%
Other theft offences	19,431	739	3.8%
Theft offences	70,814	2,312	3.3%
Criminal damage	17,674	363	2.1%
Arson	1,040	33	3.2%
Criminal damage & arson	18,714	396	2.1%
Victim-based crime	123,232	5,121	4.2%
Trafficking of drugs	890	309	34.7%
Possession of drugs	3,881	237	6.1%
Possession of weapons offences	1,090	81	7.4%
Public order offences	4,194	202	4.8%
Miscellaneous crimes	2,181	413	18.9%
Other crimes against society	12,236	1,242	10.2%
Total	135,468	6,363	4.7%

Source: Home Office Crime Outcome Statistics for year ending March 2017

Thames Valley

HMIC Value for Money Profile 2017 - Annexes 1 - 4

Annex 1 - Crime Codes

Offences included in each category

1. Victim-based crime
   1.1. Violence against the person
      1.1.1. Homicide

1	Murder	4.10	Corporate manslaughter
4.1	Manslaughter	4.2	Infanticide

      1.1.2. Violence with injury

2	Attempted murder	5E	Endangering life
4.3	Intentional destruction of a viable unborn child	6	Endangering railway passengers (outcomes only)
4.4	Causing death by dangerous driving	7	Endangering life at sea (outcomes only)
4.6	Causing death by careless driving under influence of drink or drugs	8F	Inflicting grievous bodily harm without intent (outcomes only)
4.7	Causing or allowing death of child or vulnerable person	8G	Actually bodily harm and other injury(outcomes only)
4.8	Causing death by careless or inconsiderate driving	8H	Racially or religiously aggravated inflicting grievous bodily harm without intent (outcomes only)
4.9	Causing death or serious injury by driving: unlicensed drivers etc.	8J	Racially or religiously aggravated actual bodily harm and other injury (outcomes only)
5A	Wounding or carrying out an act endangering life (outcomes only)	8K	Poisoning or female genital mutilation (outcomes only)
5B	Use of substance or object to endanger life (outcomes only)	8N	Assault with injury
5C	Possession of items to endanger life(outcomes only)	8P	Racially or religiously aggravated assault with injury
5D	Assault with intent to cause serious harm	37.1	Causing death by aggravated vehicle taking

      1.1.3. Violence without injury

3A	Conspiracy to murder	13	Child abduction
3B	Threats to kill	14	Procuring illegal abortion
8L	Harassment	36	Kidnapping
8M	Racially or religiously aggravated harassment	104	Assault without injury on a constable
8Q	Stalking	105A	Assault without injury
11	Cruelty to and neglect of children (outcomes only)	105B	Racially or religiously aggravated assault without injury
11A	Cruelty to children/young persons	106	Modern slavery
12	Abandoning child under two years (outcomes only)		

   1.2. Sexual offences
      1.2.1. Rape

19C	Rape of a female aged 16 and over	19F	Rape of a male aged 16 and over
19D	Rape of a female child under 16	19G	Rape of a male child under 16
19E	Rape of a female child under 13	19H	Rape of a male child under 13

(cont.)

1.2.2. Other sexual offences

17A	Sexual assault on a male aged 13 and over	70	Sexual activity etc with a person with a mental disorder
17B	Sexual assault on a male child under 13	71	Abuse of children through sexual exploitation
20A	Sexual assault on a female aged 13 and over	72	Trafficking for sexual exploitation
20B	Sexual assault on a female child under 13	73	Abuse of position of trust of a sexual nature
21	Sexual activity involving a child under 13	88A	Sexual grooming
22A	Causing sexual activity without consent	88C	Other miscellaneous sexual offences
22B	Sexual activity involving child under 16	88D	Unnatural sexual offences
23	Incest or familial sexual offences	88E	Exposure and voyeurism

1.3. Robbery

1.3.1 Robbery of business property

34A   Robbery of business property

1.3.2 Robbery of personal property

34B   Robbery of personal property

1.4. Theft offences

1.4.1. Burglary

1.4.1.1. Domestic burglary

28A	Burglary in a dwelling	28D	Attempted distraction burglary in a dwelling
28B	Attempted burglary in a dwelling	29	Aggravated burglary in a dwelling
28C	Distraction burglary in a dwelling		

1.4.1.2 Non-domestic burglary

30A	Burglary in a building other than a dwelling	31	Aggravated burglary in a building other than a dwelling
30B	Attempted burglary in a building other than a dwelling		

1.4.2. Vehicle offences

126	Interfering with a motor vehicle	45	Theft from vehicle
37.2	Aggravated vehicle taking	48	Theft or unauthorised taking of motor vehicle

1.4.3. Theft from the person

39   Theft from the person

1.4.4. Bicycle theft

44   Theft or unauthorised taking of a pedal cycle

1.4.5. Shoplifting

46   Shoplifting

1.4.6. Other theft offences

35	Blackmail	43	Dishonest use of electricity
40	Theft in a dwelling other than from an automatic machine or meter	47	Theft from automatic machine or meter
41	Theft by an employee	49	Other theft
42	Theft of mail	49A	Making off without payment

(cont.)

1.5. Criminal damage and arson
  1.5.1. Criminal damage
    58A   Criminal damage to a dwelling
    58B   Criminal damage to a building other than a dwelling
    58C   Criminal damage to a vehicle
    58D   Other criminal damage
    58E   Racially or religiously aggravated criminal damage to a dwelling (outcomes only)

    58F   Racially or religiously aggravated criminal damage to a building other than a dwelling (outcomes only)
    58G   Racially or religiously aggravated criminal damage to a vehicle (outcomes only)
    58H   Racially or religiously aggravated other criminal damage (outcomes only)
    58J   Racially or religiously aggravated criminal damage

  1.5.2. Arson
    56A   Arson endangering life

    56B   Arson not endangering life

2. Other crimes against society
  2.1. Drug offences
    2.1.1. Trafficking of drugs
      92A   Trafficking in controlled drugs

    2.1.2. Possession of drugs
      92C   Other drug offences
      92D   Possession of controlled drugs (excl. Cannabis)

      92E   Possession of controlled drugs (Cannabis)

  2.2. Possession of weapons offences
    10A   Possession of firearms with intent
    10B   Possession of firearms offences
    10C   Possession of other weapons

    10D   Possession of article with blade or point
    81   Other firearms offences
    90   Other knives offences

  2.3. Public order offences
    9A   Public fear, alarm or distress
    9B   Racially or religiously aggravated public fear, alarm or distress
    62   Treason (outcomes only)
    62A   Violent disorder

    63   Treason felony (outcomes only)
    64   Riot (outcomes only)
    65   Violent disorder (outcomes only)
    66   Other offences against the State or public order

  2.4. Miscellaneous crimes
    15   Concealing an infant death close to birth
    24   Exploitation of prostitution
    26   Bigamy
    27   Soliciting for the purposes of prostitution
    33   Going equipped for stealing, etc
    33A   Making, supplying or possessing articles for use in fraud
    38   Profiting from or concealing knowledge of the proceeds of crime
    53H   Making or supplying articles for use in fraud (outcomes only)
    53J   Possession of articles for use in fraud (outcomes only)
    54   Handling stolen goods
    59   Threat or possession with intent to commit criminal damage
    60   Forgery or use of false drug prescription
    61   Other forgery
    61A   Possession of false documents
    67   Perjury
    68   Libel (outcomes only)
    69   Offender Management Act offences
    75   Betting, gaming and lotteries (outcomes only)

    76   Aiding suicide
    78   Immigration Acts (outcomes only)
    79   Perverting the course of justice
    80   Absconding from lawful custody
    802   Dangerous driving
    814   Fraud, forgery etc associated with vehicle or driver records
    82   Customs and Revenue offences (outcomes only)
    83   Bail offences
    84   Trade descriptions etc (outcomes only)
    85   Health and Safety offences (outcomes only)
    86   Obscene publications etc
    87   Protection from eviction (outcomes only)
    89   Adulteration of food (outcomes only)
    91   Public health offences (outcomes only)
    94   Planning laws (outcomes only)
    95   Disclosure, obstruction, false or misleading statements etc
    96   Wildlife
    99   Other notifiable offences

(cont.)

3. Fraud offences

51	Fraud by company director (outcomes only)		53D	Fraud by false representation: other frauds (outcomes only)
52	False accounting (outcomes only)		53E	Fraud by failing to disclose information (outcomes only)
53B	Preserved other fraud and repealed fraud offences (pre Fraud Act 2006) (outcomes only)		53F	Fraud by abuse of position (outcomes only)
53C	Fraud by false representation: cheque, plastic card and online bank accounts (not PSP) (outcomes only)		55	Bankruptcy and insolvency (outcomes only)

* At March 2013 ONS publication crime code 53B was categorised under fraud offences.

Crime committed against children

Offences included in each category
  Crime against children
    Rape

19D	Rape of a female child under 16
19E	Rape of a female child under 13
19G	Rape of a male child under 16
19H	Rape of a male child under 13

    Sexual offences / abuse

17B	Sexual assault on a male child under 13
20B	Sexual assault on a female child under 13
21	Sexual activity involving a child under 13
22B	Sexual activity involving child under 16
71	Abuse of children through sexual exploitation
73	Abuse of position of trust of a sexual nature
88A	Sexual grooming

    Cruelty / other

11	Cruelty to and neglect of children (outcomes only)
11A	Cruelty to children/young persons
4.3	Intentional destruction of a viable unborn child
4.7	Causing or allowing death of child or vulnerable person
12	Abandoning child under two years (outcomes only)
13	Child abduction
15	Concealing an infant death close to birth

Other offences against children not included
    (It is not possible to distinguish between adult and child victims within these crime types.)

23	Incest or familial sexual offences
86	Obscene publications etc
99	Other notifiable offences

Annex 2 - Outcome types

The outcome groups are used in this section two are noted below with their corresponding outcome type from the Home Office outcome framework.

Charged/Summonsed - **1.**

Out-of-court (formal) - **2. 3. & 6.**

Action taken

Out-of-court (informal) - **7.&8.**

Suspect identified

Taken into consideration - **4**.

All Outcome

Evidential difficulties (suspect identified; victim supports action) - **15.**

No action taken

Evidential difficulties (suspect identified; victim does not support action) - **14.&16.**

Prosecution prevented or not in the public interest - **5., 9, 10, 11, 12, 13,17 & 21**

Investigation complete - no suspect identified (including evidential difficulties - suspect not identified; victim does not support action) - **18.**

Not yet assigned an outcome

Note
Definitions of outcome types are on the following page

Outcome 20 "action undertaken by another body/agency" was introduced from April 2015. As this outcome does not relate to police activity, offences with this outcome have been excluded from pages 60 to 85 of the profiles. These outcomes account for 0.8% of total offences. For this reason some overall offence figures may appear different to the offences stated in section 1 and those published by the Home Office and HMICFRS' PEEL reports.

Outcome Types

Outcome 1   Charge / Summons: A person has been charged or summonsed for the crime (irrespective of any subsequent acquittal at Court).

Outcome 2   Caution – youths: A youth offender has been cautioned by the police.

Outcome 3   Caution – adults: An adult offender has been cautioned by the police.

Outcome 4   Taken into Consideration (TIC): The offender admits the crime by way of a formal police interview and asks for it to be taken into consideration by the court. There must be an interview where the suspect has made a clear and reliable admission of the offence and which is corroborated with additional verifiable auditable information connecting the suspect to the crime.

Outcome 5   Offender died: The offender has died before proceeding could be initiated.

Outcome 6   Penalty Notices for Disorder: A Penalty Notice for Disorder (or other relevant notifiable offence) has been lawfully issued under Section 1 – 11 of the Criminal Justice and Police Act 2001.

Outcome 7   Cannabis/Khat Warning: A warning for cannabis or khat possession has been issued in accordance with College of Policing guidance. Note: Khat warnings were introduced from 24 June 2014 and numbers are likely to be small.

Outcome 8   Community Resolution: A Community Resolution (with or without formal (Restorative Justice) has been applied in accordance with College of Policing guidance.

Outcome 9   Not in public interest (CPS): Prosecution not in the public interest (CPS decision). The Crown Prosecution Service (CPS) by virtue of their powers under the Criminal Justice Act 2003 decides not to prosecute or authorise any other formal action.

Outcome 10   Not in public interest (Police) (from April 2014): Formal action against the offender is not in the public interest (Police decision).

Outcome 11   Prosecution prevented – suspect under age (from April 2014): Prosecution prevented – named suspect identified but is below the age of criminal responsibility.

Outcome 12   Prosecution prevented – suspect too ill (from April 2014): Prosecution prevented – Named suspect identified but is too ill (physical or mental health) to prosecute.

Outcome 13   Prosecution prevented – victim/key witness dead/too ill (from April 2014): Named suspect identified but victim or key witness is dead or too ill to give evidence.

Outcome 14   Evidential difficulties: suspect not identified; victim does not support further action (from April 2014): Evidential difficulties victim based – named suspect not identified. The crime is confirmed but the victim declines or is unable to support further police action to identify the offender.

Outcome 15   Evidential difficulties (suspect identified; victim supports action) (from April 2014): Evidential difficulties named suspect identified – the crime is confirmed and the victim supports police action but evidential difficulties prevent further action. This includes cases where the suspect has been identified, the victim supports action, the suspect has been circulated as wanted but cannot be traced and the crime is finalised pending further action.

Outcome 16   Evidential difficulties: suspect identified; victim does not support further action (from April 2014): Evidential difficulties victim based – named suspect identified. The victim does not support (or has withdrawn support from) police action.

Outcome 17   Prosecution time limit expired (from April 2014): Suspect identified but prosecution time limit has expired (from April 2014).

Outcome 18   Investigation complete –no suspect identified (from April 2014): The crime has been investigated as far as reasonably possible – case closed pending further investigative opportunities becoming available.

Outcome 19   National Fraud Intelligence Bureau filed (NFIB only) (from April 2014): A crime of fraud has been recorded but has not been allocated for investigation because the assessment process at the NFIB has determined there are insufficient lines of enquiry to warrant such dissemination.

Outcome 20   Action undertaken by another body/agency (from April 2015): Further action resulting from the crime report will be undertaken by another body or agency other than the police, subject to the victim (or person acting on their behalf) being made aware of the action being taken. Note: during 2014/15 (and therefore in this publication), these were included within outcome 18.

Outcome 21   Not in the public interest – suspect identified (from January 2016) Further investigation resulting from the crime report that could provide evidence sufficient to support formal action being taken against the suspect is not in the public interest – police decision.

Source: Home Office Crime Outcome Statistics for year ending March 2017, as published October 2017

Annex 3 – POA Categories

POA data are split into 12 categories, which sub-divide into headings as follows:

POA estimates are used for all cost and workforce data unless stated otherwise. These data are tak
- a. Neighbourhood policing
- b. Incident (response) management
- c. Local investigation *
- d. Specialist community liaison
- e. Local policing command team and support overheads

2) Dealing with the public
- a. Front desk
- b. Central communications unit
- c. Dealing with the public command team and support overheads

3) Criminal justice arrangements
- a. Custody
- b. Police doctors/nurses and surgeons
- c. Criminal justice
- d. Police national computer
- e. Criminal record bureau
- f. Coroner assistance
- g. Fixed penalty schemes (central ticket office)
- h. Property officer / stores
- i. Criminal justice arrangements command team and support overheads

4) Road policing
- a. Traffic units
- b. Traffic wardens / police community support officers - traffic
- c. Vehicle recovery
- d. Casualty reduction partnership
- e. Road policing command team and support overheads

9) National policing
- a. Secondments (out of force)
- b. Counter terrorism / special branch
- c. NPCC projects / initiatives
- d. Hosting national services
- e. Other national policing requirements

10) Support functions
- a. Human resources
- b. Finance
- c. Legal
- d. Fleet services
- e. Estates / central building costs
- f. Information communication technology
- g. Professional standards
- h. Press and media
- i. Performance review / corporate development
- j. Procurement
- k. Training
- l. Administration support
- m. Force command
- n. Support to associations and trade unions
- o. Social club support and force band
- p. Insurance / risk management
- q. Catering

5) Operational support
- a. Operational Support Command Team and Support Overheads
- b. Air operations
- c. Mounted police
- d. Specialist terrain
- e. Dogs section
- f. Advanced public order
- g. Airport and ports policing unit
- h. Firearms unit
- i. Civil Contingencies and events *(events no longer a seperate category)*

6) Intelligence
- a. Intelligence command team and support overheads
- b. Intelligence analysis / threat assessments
- c. Intelligence gathering

7) Investigations
- a. Investigations command team and support overheads
- b. Major investigation unit
- c. Economic crime (including regional asset recovery team)
- d. Specialist investigation units
- e. Serious and organised crime unit
- f. Local investigation/ prisoner processing*
- g. Cyber crime

8) Investigative support
- a. Scenes of crime officers
- b. External forensic costs
- c. Fingerprint / internal forensic costs
- d. Photographic image recovery
- e. Other forensic services
- f. Investigative support command team and support overheads

11) Police & Crime Commissioner
- a. Cost of the democratic process
- b. Office of Police Crime Commissioner
- c. Share of any Formal Shared Service Arrangement
- d. Commissioned services

12) Central costs
- a. Revenue contribution to capital
- b. Capital financing
- c. Pensions and exit costs

13) Public protection
- a. Witness protection
- b. Child protection
- c. Adult protection
- d. Joint teams
- e. Public protection command team and support overheads

* Local investigation is included under local policing rather than investigations

Annex 4 - Coding of POA categories

Local policing

V	Neighbourhood policing
V	Incident (response) management
V	Specialist community liaison
V	Local command team and support overheads

Dealing with the public

F	Front desk
F	Central communications unit
F	Command team and support overheads

Road policing

V	Traffic units
V	Traffic wardens / PCSOs - traffic
F	Vehicle recovery
F	Casualty reduction partnership
F	Command team and support overheads

Operational support

F	Command team and support overheads
F	Air operations
V	Mounted police
F	Specialist terrain
V	Dogs section
F	Advanced public order
F	Airports and ports policing unit
V	Firearms unit
O	Civil contingencies and events

Intelligence

O	Command team and support overheads
O	Intelligence analysis / threat assessments
F	Intelligence gathering

Public protection

F	Witness protection
F	Child protection
F	Adult protection
F	Joint teams
F	Command team and support overheads

Investigations

F	Command team and support overheads
F	Major investigations unit
F	Economic crime (including regional asset recovery team)
F	Specialist investigation units
F	Serious and organised crime unit
F	Local investigation/ prisoner processing*
F	Cyber crime

Investigative support

F	Scenes of crime officers
O	External forensic costs
O	Fingerprint / internal forensic costs
O	Photographic image recovery
O	Other forensic services
O	Command team and support overheads

Criminal justice arrangements

F	Custody
F	Police doctors / nurses and surgeons
O	Criminal justice
O	Police national computer
O	Criminal records bureau
O	Coroner assistance
O	Fixed penalty schemes (central ticket office)
B	Property officer / stores
O	Command team and support overheads

Support functions

B	Human resources
B	Finance
B	Legal services
B	Fleet services
B	Estates / central building costs
B	Information communication technology
O	Professional standards
B	Press and media
B	Performance review / corporate development
B	Procurement
B	Training
B	Administration support
O	Force command
B	Support to associations and trade unions
B	Social club support and force band
B	Insurance / risk management
B	Catering

Police and Crime Commissioner

X	Cost of the democratic process
X	Cost of police crime commissioner
X	Office of police crime commissioner
X	Other costs

Central costs

X	Revenue contribution to capital
X	Capital financing
X	Pensions and exit costs

National policing

X	Secondments (out of force)
X	Counter terrorism / special branch
X	ACPO projects / initiatives
X	Hosting national services
X	Other national policing requirements

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V = Visible operational front line
F = Non-visible front line
O = Frontline support
B = Business support
X = Excluded (not coded)
```

Local investigation is included here under local policing rather than investigations

Outliers

This page provides the areas in which the force is an outlier in costs. The force's figures are compared to the spend of other forces. To be flagged as an outlier, the spend must be one of the highest 10% or lowest 10% of forces and the effect of the difference is greater than £1 per head of population. The difference (Diff) calculations are the net cost of the difference in spend to the average per head of all forces.

	£m	£/head	Avg	Diff £m
OVERALL COSTS				
Earned income	-39.8	-16.7	-8.1	-20.4
National policing	31.3	13.2	4.6	20.3
Non Staff Costs	**£m**	**% staff cost**	**Avg**	**Diff £m**
Transport related expenses	13.3	4.1	2.3	5.7
Earned Income	**£m**	**£/head**	**Avg**	**Diff £m**
Total earned income	-39.8	-16.7	-8.1	-20.4
COSTS BY OBJECTIVE	**£m**	**£/head**	**Avg**	**Diff £m**
NRE by objective group				
Investigations	11.7	4.9	7.7	-6.6
Local policing				
Local investigation/prisoner processing***	65.9	27.7	12.8	35.5
Specialist community liaison	3.2	1.4	3.5	-5.0
Total exc local investigation	85.3	35.8	53.1	-41.0
Investigations				
Serious and organised crime unit	2.6	1.1	2.3	-3.0
Investigations	11.7	4.9	7.7	-6.6
Support functions				
Performance review	2.9	1.2	2.4	-2.7
All other support functions	7.0	2.9	4.0	-2.6