



STAFFORDSHIRE
POLICE

Public Performance Meeting



20 November 2025

Data to 30/09/2025

Performance Team

October 2025



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1.1 Chief Constable's Foreword



"An outstanding local police service"



The force's performance has continued to improve over this reporting period which is testament to the exceptional work being carried out every day by our officers, staff and volunteers to make Staffordshire a safer place.

In May, we had HMICFRS (His Majesty's Inspectorate of Constabulary and Fire & Rescue Services) in force to complete our latest child protection inspection - it is clear to see how far we have come since our last inspection in 2023. While we are still awaiting the publication of the final report, we have received some early feedback from HMICFRS. The inspectorate has recognised our strengths in partnership working and the improvements we have made in our Public Protection Unit, particularly around the work of the harm reduction hubs to ensure early intervention to protect children.

They also highlighted areas where we need to improve around domestic abuse and responsiveness to those risks, particularly when dealing with missing children, and use of police protection powers. Improvement plans are already in place and the inspectors noticed that there is clear evidence and commitment to improving.

Over the last year, we have seen overall crime reported to us decrease by one per cent which is a reflection of our ability to problem solve issues with local communities at their root cause before they become a crime. This is particularly evident in the 13 per cent reduction we have seen in neighbourhood crime. The introduction of the Neighbourhood Policing Guarantee and funding from the government's Action Fund means we now have more dedicated resource to work with local communities.

Home burglaries have seen a substantial drop – with a 24 per cent reduction compared the previous 12 months. We continue to attend the scene of every home burglary unless there's a compelling reason not to. Our thorough investigations and strong lines of enquiry are leading to more convictions.

In recent years, significant strides have been made in addressing the complex issue of group-based offending, with a renewed focus on placing victims and survivors at the heart of the process. Continuous learning, adapting to new challenges, and incorporating feedback from victims and survivors has guided our efforts in working towards a safer society where group-based offending is effectively tackled, and victims and survivors are empowered and supported throughout their journey to recovery – whatever this may look like.

Our problem-solving teams have done tremendous work over the summer as part of extra patrols to target 19 different hot spot locations across the county. This strategy to reduce serious violence, knife crime and anti-social behaviour has resulted in at least 90 people being arrested by officers on targeted patrols and a sharp reduction in knife crime. These patrols are making communities safer and help us to engage closely with the people and businesses we proudly serve on a daily basis.

Our proactivity to tackle all other crime types continues with arrest rates up slightly and we are more focused on bringing perpetrators of crime to justice with our outcome rate up one per cent. We are also answering 999 calls quicker with the number of calls answered within 10 seconds, improving by two per cent compared to the previous 12 months.

We have seen an increase in certain crime types such as drug offences (+50 per cent), robbery (+26 per cent) and sexual offences (+3 per cent). Our teams already have plans in place to proactively target perpetrators of these specific crimes.

We have also launched a new community engagement strategy to drive increased confidence through enhanced support for victims and improved investigations. This includes providing regular updates to victims of crime on how their investigation is progressing via our dedicated victims' portal. It is pleasing to see an 11 per cent increase in victims' positive opinion following contact with Staffordshire Police.

Looking ahead to 2026, we are focused on our upcoming HMICFRS PEEL inspection which we hope will reflect the ongoing work to make improvements in our response and how we keep the people of Staffordshire safe.

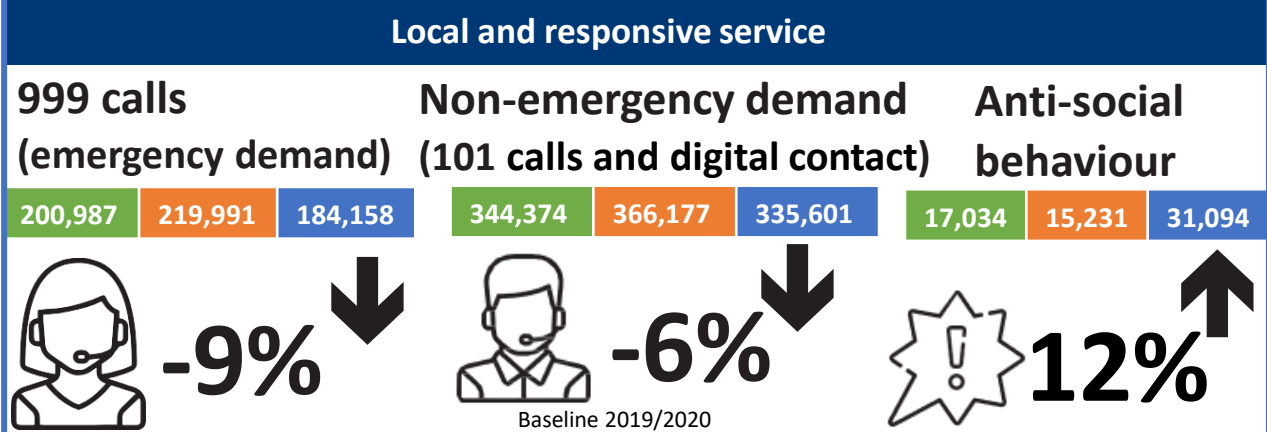
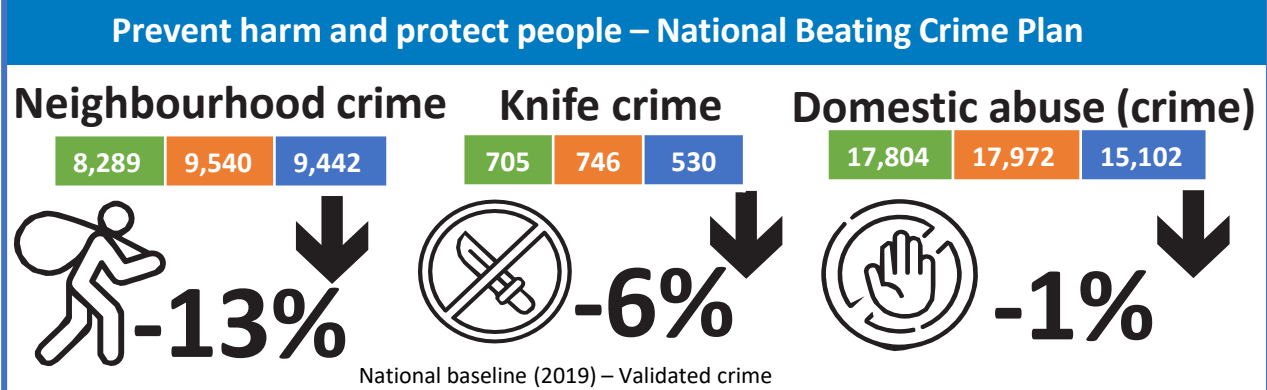
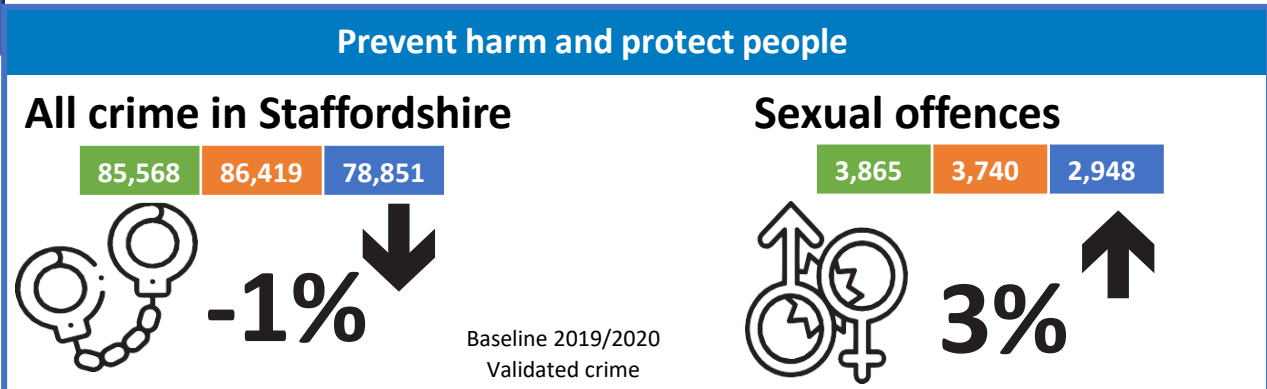
2. Key Headlines



"An outstanding local police service"

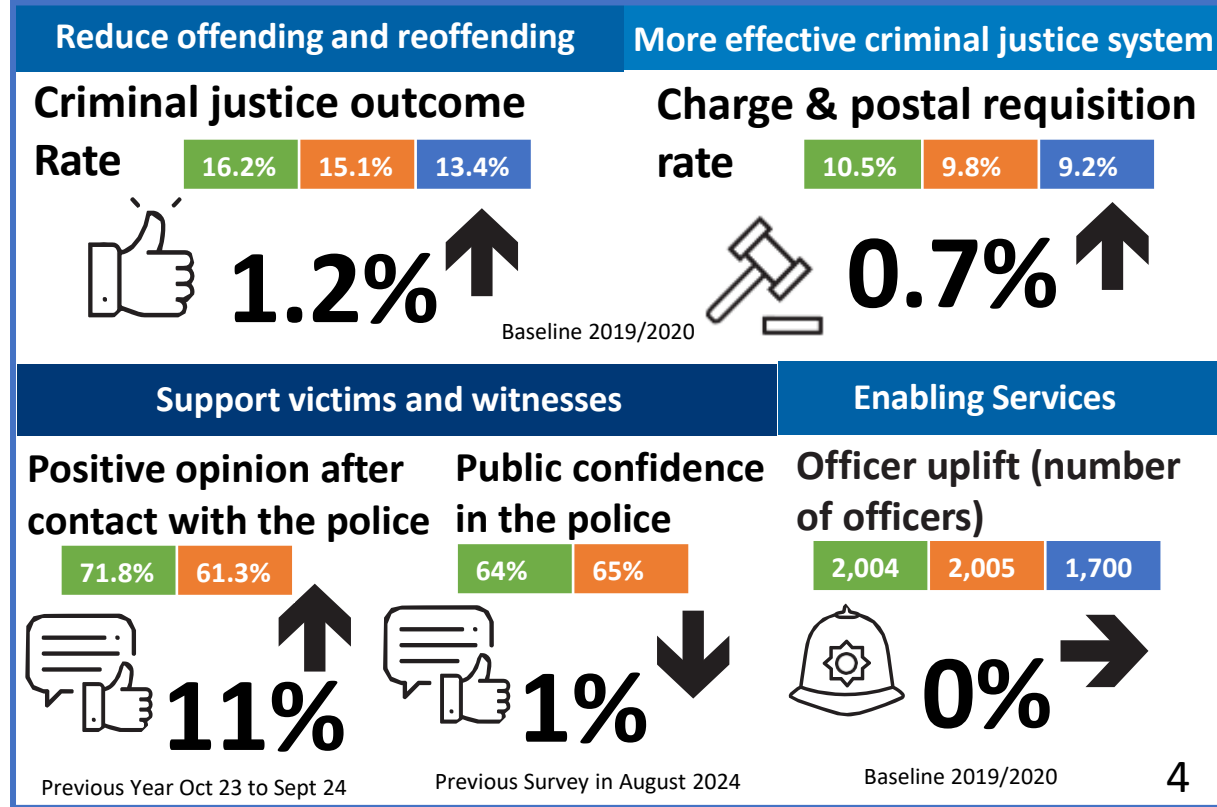


Staffordshire priorities including National Beating Crime Measures (NCPM)



Key

- Statistics from **01/10/2024 to 30/09/2025**
- Percentage shows change with previous year
- Statistics from **01/10/2023 to 30/09/2024** (Previous Year)
- Statistics from **2019/2020 baseline or National baseline for crime of calendar year 2019**



3. Local Crime Priorities

3.1 Rural crime



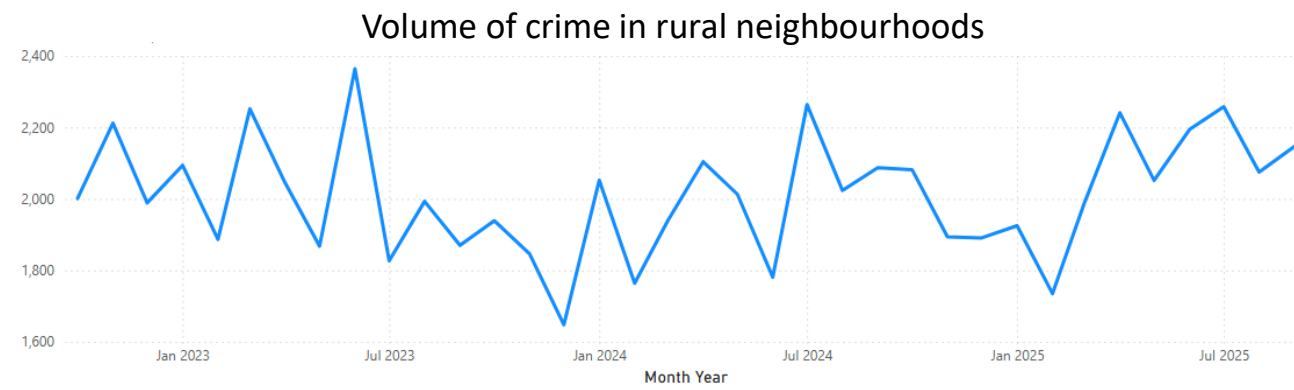
"An outstanding local police service"



Rural communities are the backbone of our county. They are places where people work hard, support one another, and contribute immensely to our way of life. It is, therefore, essential that everyone in our rural areas feels safe and secure. Unfortunately, rural crime poses unique challenges to our communities. From theft and burglary to wildlife crime and organised criminal activity, these offences can have a devastating impact on individuals, businesses, and the environment. This is why, as a force which is 70 per cent rural, we have developed a revised approach to how we tackle rural crime, protecting communities and bring offenders to justice through a dedicated proactive team, having additional officers trained to support rural crime prevention and working with partners to understand and combat the causes of crime in rural communities.

Rural Crime
 Any crime committed in a rural location where the victim is specifically targeted because of their connection to or involvement in the rural community, economy or area.

County Proactive and Rural Crime Team
 The team supports local policing teams with their identified risks and assist with the implementation of problem-solving interventions, safeguarding tactics, intelligence development and assessing vulnerability across the county.



LPT	Current 12 Months	Previous 12 Months	% Difference
Moorlands	3,539	3,226	9.70%
Newcastle	2,953	2,743	7.66%
Cannock	1,941	1,805	7.53%
South Staffs	5,325	5,041	5.63%
Stafford	2,852	2,736	4.24%
Lichfield	3,352	3,243	3.36%
Tamworth	1,279	1,273	0.47%
East Staffs	2,976	3,061	-2.78%
SOT South	660	705	-6.38%
Total	24,485	23,483	4.27%

SOT South has 2 RIAs which have been identified as rural, and there are no areas in SOT North which have been identified as rural.

HO Offence Group	Current 12 Months	Previous 12 Months	% Difference
⊞ Drug Offences	849	532	59.59%
⊞ Miscellaneous Crimes Against Society	737	585	25.98%
⊞ Robbery	195	162	20.37%
⊞ Public Order Offences	2,105	1,866	12.81%
⊞ Possession of Weapons Offences	281	252	11.51%
⊞ Sexual Offences	1,259	1,199	5.00%
⊞ Violence Against the Person	11,028	10,602	4.02%
⊞ Criminal Damage and Arson Offences	1,965	1,898	3.53%
⊞ Theft	6,071	6,387	-4.95%

3.2 Retail Crime



"An outstanding local police service"



We have seen some fantastic work through the summer period that has resulted in shoplifting and business robbery experiencing reductions throughout the period. The results have been achieved through:

1) Our commitment to town centres during the summer months – ensuring that local police officers and police community support officers are on foot in town centre areas every day. Our work

has been focused through a mixture of events with partners providing guidance to retailers and consumers whilst also focussing on the targeting of offenders.

2) Our commitment to problem solving ensuring that:

- We increase our focus on high volume repeat offenders
- Take a 'right first time' approach to offenders and outstanding suspects
- Working with victims to design out crime.

3) The results of this work during the summer period are:

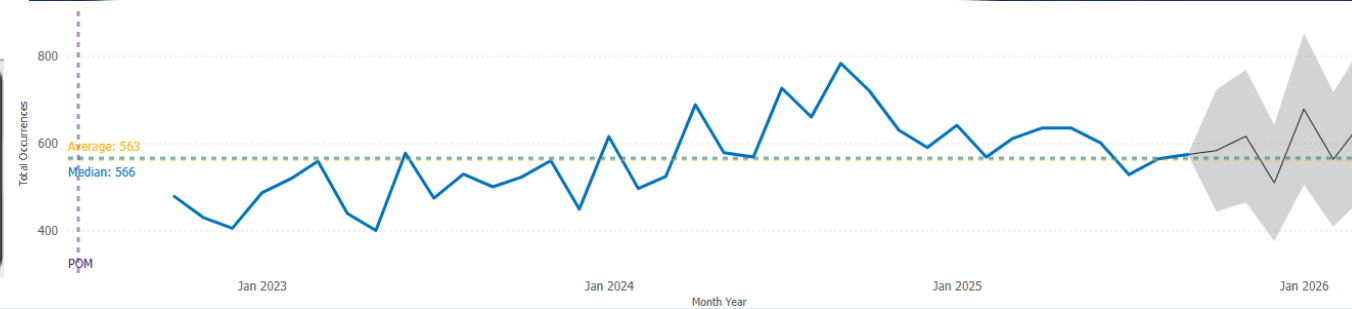
- Lowest monthly crime figures in 17 months
- June saw the highest outcome rate for these offences in five years (36.5 per cent)
- First time there has been a decline in May/June/July rather than increase in three years.

Shoplifting Crimes

Recorded Crime Current 12 vs Previous 12 complete Months

7,216!

Previous 12 Months: 7,091 (+1.76%)



Shoplifting crimes are stable, with a 1.8 per cent increase (+125) in the last 12 months compared to the previous 12 months.

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ Newcastle	906	614	292	47.56%
⊕ No LPT	175	152	23	15.13%
⊕ Tamworth	573	505	68	13.47%
⊕ Cannock	893	815	78	9.57%
⊕ SOT South	1,051	979	72	7.35%
⊕ Moorlands	378	362	16	4.42%
⊕ Stafford	667	658	9	1.37%
⊕ Lichfield	468	494	-26	-5.26%
⊕ SOT North	1,303	1,475	-172	-11.66%
⊕ South Staffs	229	284	-55	-19.37%
⊕ East Staffs	573	753	-180	-23.90%
Total	7,216	7,091	125	1.76%

Each local policing team has a business crime SPOC who assists in coordinating events and leading on initiatives. Our business crime SPOCS supported the delivery of the Business Crime week of action which started on 10 November 2025.

Safer Business Action Week (10 November 2025) involved higher footfall in town centre and retail heavy areas with a focus on education and prevention working with local retailers. Equally, businesses were encouraged to sign up to the 'safety of women charter' to help us realise our ambition of ensuring safe spaces and workplaces for women and girls.

Outcomes:

In the last 12 months 30.9 per cent (2,380) of shoplifting crimes had a criminal justice outcome. The majority of these are charges (1,974). The CJ outcome rate has increased (three per cent) compared to the previous 12 months.

In the last 12 months the majority 36.9 per cent (2,839) of shoplifting crimes were Investigation completed – no suspect identified, but there was a 1.4 per cent decrease compared to the previous 12 months.

Largest increases were charges +3.4 per cent (+421) and Victim declines or is unable to support action to identify an offender +3.6 per cent (+414).

National Comparison

Data is for the last 12-month period to the end of April 2025

Shoplifting – Second of eight in MSF and 12th of 42 forces. Nationally (6.67 per 1,000 population)

Business Robbery – fourth of eight in MSF and 24th of 42 forces. Nationally (0.09 per 1,000 population)

Business burglary – fifth of eight in MSF and 17th of 42 forces. Nationally (0.99 per 1,000 population).

3.3 Vehicle Crime



"An outstanding local police service"

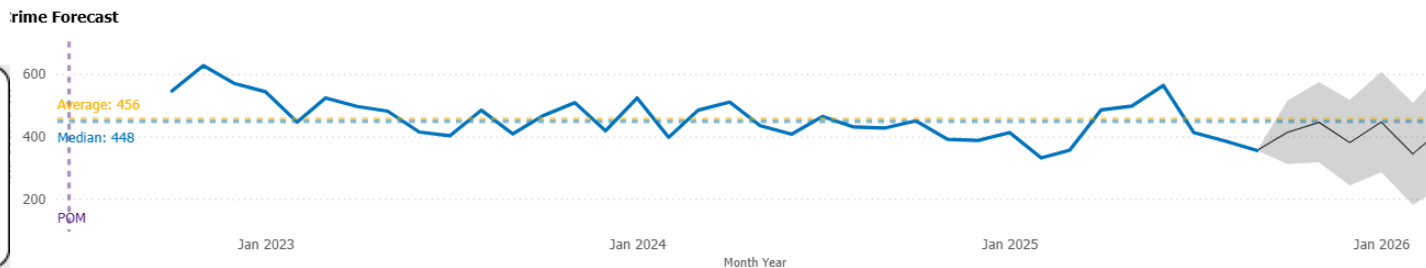


Vehicle Crimes

Recorded Crime Current 12 vs Previous 12 complete Months

4,853 ✓

Previous 12 Months: 5,286 (-8.19%)



Home Office Offence Groups Level 3 & 4

	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Vehicle Offences	4,853	5,286	-433	-8.19%
⊕ 37/2 Aggravated Vehicle Taking	134	103	31	30.10%
⊕ 126 Interfering with a Motor Vehicle	906	850	56	6.59%
⊕ 48 Theft or Unauthorised Taking of a Motor Vehicle	2,166	2,445	-279	-11.41%
⊕ 45 Theft from a Motor Vehicle	1,647	1,888	-241	-12.76%

National Comparison

Data is for the last 12-month period to the end of April 2025

All vehicle offences - fourth of eight MSF & 21st of 42 forces nationally (4.22 per 1,000 population)

Theft of motor vehicles- seventh of eight MSF and 36th of 42 forces nationally (2.09 per 1,000 population).

Theft from motor vehicles – second of eight MSF and 11th of 42 forces nationally (1.14 per 1,000 population)

For vehicle interference, fourth of eight MSF and 26th of 42 forces nationally (0.72 per 1,000 population).

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ Tamworth	542	466	76	16.31%
⊕ Cannock	476	427	49	11.48%
⊕ Newcastle	381	346	35	10.12%
⊕ Lichfield	636	658	-22	-3.34%
⊕ No LPT	25	27	-2	-7.41%
⊕ Moorlands	214	238	-24	-10.08%
⊕ SOT North	734	830	-96	-11.57%
⊕ South Staffs	519	617	-98	-15.88%
⊕ SOT South	635	767	-132	-17.21%
⊕ East Staffs	373	470	-97	-20.64%
⊕ Stafford	321	440	-119	-27.05%
Total	4,853	5,286	-433	-8.19%

Outcomes:

In the last 12 months, 5.7 per cent (295) of vehicle crimes had a criminal justice outcome. The majority of these are charges (271). The criminal justice outcome rate is decreasing slightly (-0.5 per cent) compared to the previous 12 months.

- For theft of motor vehicles, 7.0 per cent (174) had a criminal justice outcome. This has decreased by 1.6 per cent compared to the previous 12 months.
- For theft from motor vehicles, 4.1 per cent (72) had a criminal justice outcome. This has increased by 0.5 per cent compared to the previous 12 months.
- For vehicle interference, 5.2 per cent (49) had a criminal justice outcome. This has increased by 0.5 per cent compared to the previous 12 months.

In the last 12 months, the majority 72 per cent (3,722) of vehicle crimes were classed as investigation completed – no suspect identified, and there was a three per cent (-272) decrease compared to the previous 12 months.

3.4 Roads Policing - KSI



"An outstanding local police service"



The Road Crime Team (RCT) was introduced in October 2024 and they are working more closely with local policing teams addressing the concerns of residents in the communities. This includes targeting areas of criminality and a focus on initiatives to make Staffordshire roads safer places to be, concentrating on education and enforcement around speed, mobile phone, drink/drug driving and seat belt offences (fatal 4). It also focuses on more targeted offences around weight restrictions and insecure loads of good vehicles and tachograph offences. The team are also committed to delivering the Bike Safe programme to educate motorcycle riders and enhance their skills. They also support Community Speedwatch. The RCT has undertaken professional accreditation and meet the national profile and standard for roads policing officers.

- Increase in fatal collisions in the last 12 months to 42 collisions (increase of three), with 42 fatal casualties, this includes a number of possible deaths at the wheel/natural causes (awaiting inquest results)
- There is a large variance of fatal collisions when viewed month by month e.g. seven in December 2024
- Increase in slight injury collisions due to focus on recording practices due to lower levels being recorded in previous years.

Killed and serious injury (KSI) road traffic collisions have increased by 10.4 per cent (+40) compared to the previous year and have increased by 11.6 per cent (+44) in the last 12 months compared to the 2024 baseline. The number of fatal collisions has increased with a high degree of variance month-on-month and high volumes in a particular month will have a significant impact on the yearly comparison.

KSI	Last 12 Months	Previous 12 Months	12 month difference	12 month % change	Baseline (Calendar Year 2024)	Baseline Difference	% Change from Baseline
Fatal	42	39	3	7.7%	33	9	27.3%
Serious Injury	381	344	37	10.8%	346	35	10.1%
Total KSIs	423	383	40	10.4%	379	44	11.6%
Slight Injury	1361	1137	224	19.7%	1223	138	11.3%
Total	1784	1520	264	17.4%	1602	182	11.4%

Recent analysis of fatal collisions indicates:
 42 per cent of fatal casualties were 55 years of age or over
 24 per cent of fatal casualties were pedestrians
 24 per cent of fatal casualties were motorcyclists
 There was one fatally injured pedal cyclist.

Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25
2	5	7	1	3	3	5	3	3	2	4	4

3.4 Roads Policing – Motoring Offences



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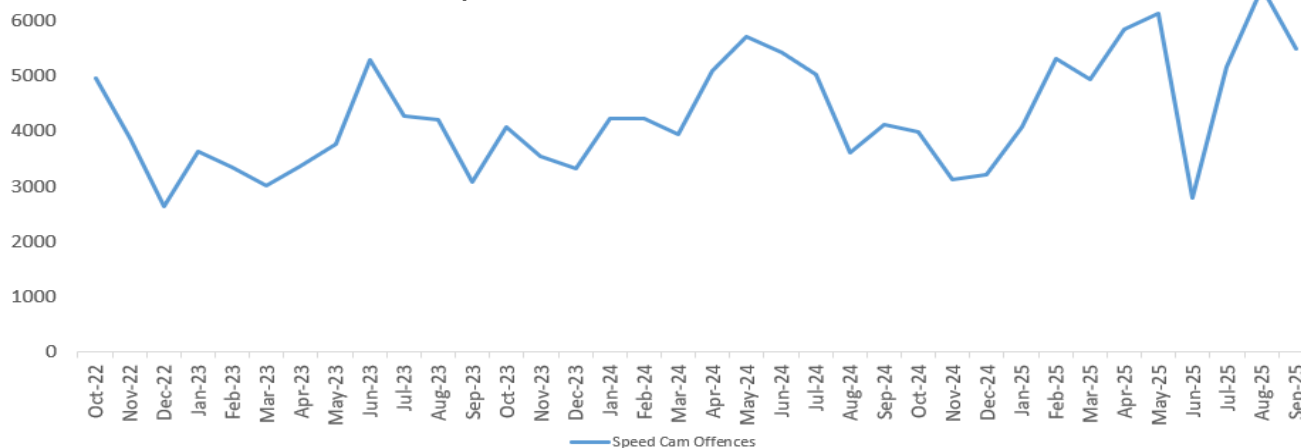


Motoring Offences	Last 12 Months (to Sep 25)	Previous 12 Months (to Sep 24)	12 month difference	12 month % change
Speed Camera Offences	56693	52353	4340	8.3%
Mobile Phone	1056	1489	-433	-29.1%
Seatbelt	636	1083	-447	-41.3%
No Insurance	2784	2212	572	25.9%
No MOT	573	404	169	41.8%
Due Care	1113	782	331	42.3%
Drink Driving Arrests	1042	1041	1	0.1%
Drug Driving Arrests	615	415	200	48.2%

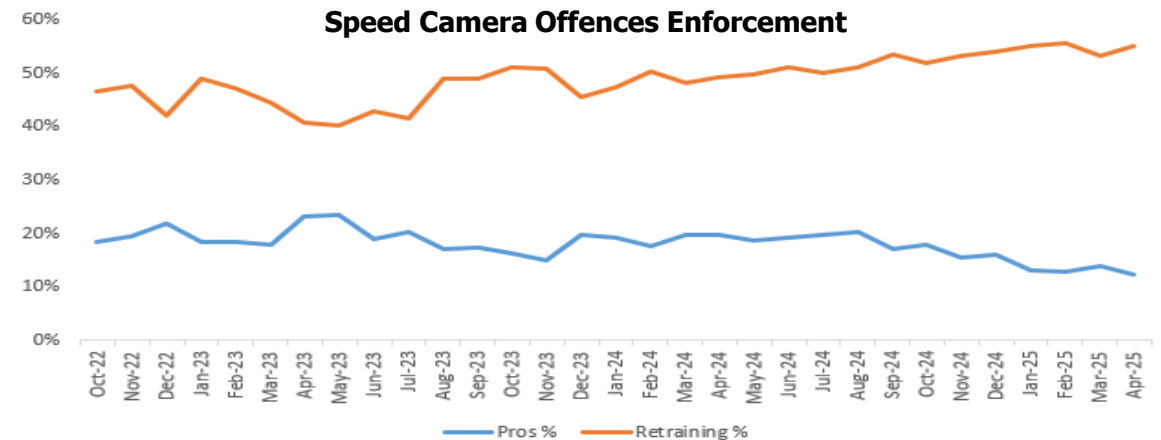
In the last 12 months (October 24 to September 25) tickets have been issued for offences relating to driving documents, manner of driving or condition of the vehicle.

- Eight per cent increase in speed camera offences in the last 12 months. This is related to higher activity in recent months due to increased resource availability (new camera van replacement)
- Reduction speed camera offences in June 2025 due to some issues in the availability of technology due to a system upgrade
- Significant increase of due care offences.

Speed camera offences



Speed Camera Offences Enforcement



	Current Year May-23 to Apr 24	Previous Year May-22 to Apr 23	12 month difference	12 month % Change
Speed Cam Offences	54375	49116	5259	10.7%
Prosecutions	8871	9211	-340	-3.7%
Pros %	16.3%	18.8%	-2.4%	
Retraining course	28690	23088	5602	24.3%
Retraining %	52.8%	47.0%	5.8%	

Data in relation to speed camera ticket disposals can only be reported on for the period up to six months prior to the data for offences. This is to allow for offenders to book and complete a retraining course if desired. Prosecutions are of those who fail to attend and complete a retraining course or elect for the matter to heard at court. Therefore, the disposal data shows the period May 2024 to April 2025.

3.4 Roads Policing – Community Speedwatch



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1 st January 2025 to 30 th September 2025	
Total number of monitoring sessions	1006
Total hours of monitoring	878 hours

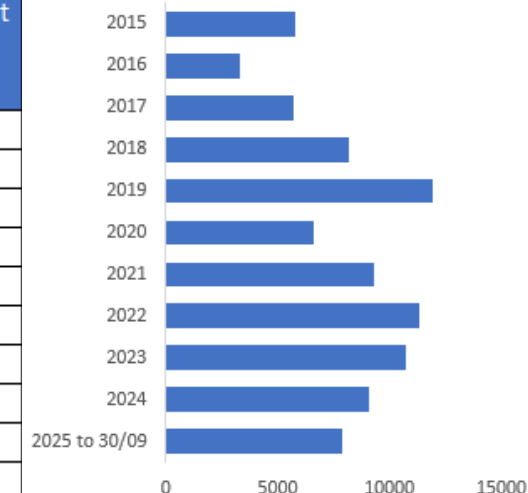
Volunteer Overview / Activity

Year	Number of Active Groups	Number of Active Volunteers	Number of Hours at the Roadside
2016	40	164	463
2017	52	251	749
2018	69	327	969
2019	69	369	1558
2020	64	325	828
2021	66	357	1242
2022	77	402	1261
2023	81	427	1123
2024	73	373	967
2025 to 30/09	73	369	830

Outcomes of Activity

Year	Number of 1st Warning Letters	Number of 2st Warning Letters	Percentage of Repeat Offenders	Number of Home Visits (3 or more offences)	Percentage of Offenders that Received a Home Visit
2015	5764	264	4.60%	27	0.50%
2016	3317	119	3.60%	5	0.20%
2017	5720	189	3.30%	13	0.20%
2018	8191	482	5.90%	54	0.70%
2019	11930	964	8.10%	180	1.50%
2020	6604	464	7.00%	70	1.10%
2021	9314	587	6.30%	73	0.80%
2022	11310	862	7.80%	114	1.10%
2023	10730	545	5.10%	37	0.30%
2024	9080	506	5.60%	36	0.40%
2025 to 30/09	7907	401	4.80%	46	0.60%

Number of 1st Warning Letters



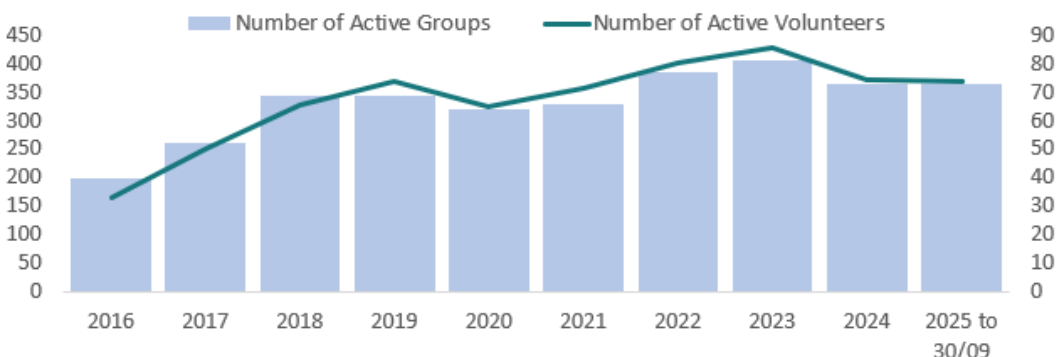
Ongoing Projects:

Instead of making Community Speedwatch bigger (growth of groups/volunteers) the plan is to make it better, and by doing so growth will follow.

We can achieve this by:

- Increasing the links with PCSOs to strengthen community engagement within policing
- Promote the use of volunteers in policing through Corporate Communications
- Further strengthen partnership working and good practice with neighbouring forces who operate Community Speedwatch
- Involve Community Speedwatch in more road safety operations with local policing teams, the Road Crime Team and the Safety Camera Team.

Number of Active Groups and Volunteers



4 Public Confidence and Victim Surveys

4.1 Public perception surveys



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Overall confidence in the local police

STAFFORDSHIRE	Type of Survey	Quarter Ending SNAPSHOT															
		2020 March	2021 March	2022 June	2022 December	2023 January	2023 June	2023 August	2023 September	2023 December	2024 March	2024 June	2024 August	2024 September	2024 December	2025 March	2025 August
CSEW Survey - National		67%			65%		67%		68%	67%	66%	64%		61%	64%	64%	
Survey - In-house		43%															
SMSR Survey -Commissioned				63%	68%		67%				65%	65%				62%	64%
			COVID	PRE-POM	6 months	9 month	1 year	1+year									
MSF	Type of Survey	2020	2021	2022	2022	2023	2023	2023	2023	2023	2024	2024	2024	2024	2024	2025	2025
CSEW Survey - National			March	March	June	December	January	June	August	September	December	March	June	August	September	December	March
Staffordshire		67%			65%		67%		68%	67%	66%	64%		61%	64%	64%	
Avon & Somerset		79%			71%		68%		66%	66%	66%	67%		67%	68%	68%	
Cheshire		80%			75%		74%		71%	72%	75%	73%		74%	76%	73%	
Derbyshire		69%			67%		65%		65%	67%	67%	65%		64%	60%	62%	
Essex		70%			67%		71%		70%	69%	65%	62%		62%	62%	65%	
Hampshire		76%			69%		66%		65%	65%	65%	67%		67%	66%	66%	
Hertfordshire		80%			75%		74%		75%	74%	72%	73%		74%	73%	74%	
Northamptonshire		77%			64%		55%		54%	53%	60%	61%		67%	70%	67%	

- Overall public confidence from Crime Survey England and Wales (CSEW) is at 64 per cent in March 2025. This is stable compared to December 2024 (the latest previously published CSEW results)
- The local SMSR Survey results for August 2025 have consistent public confidence levels of 64 per cent
- Perception of ASB is consistently an area of low confidence – Staffordshire was 41 out of 42 forces nationally and eight out of eight forces comparing MSF in March 2025
- There have been some notable decreases in confidence over the last 12 months in areas such as: police or council dealing with crime (a 9.8 per cent decrease since March 2024) and an increase in perceived levels of ASB (a 6.3 per cent increase since March 2025).

A local end to end Criminal Justice System (CJS) survey was implemented in March 2023 which has gathered 710 responses from victims and witnesses. Of which, 124 respondents attended court and could answer for the whole end to end process. The questions include communication with all Criminal Justice agencies, Victim’s rights and recovery and the majority of responses are positive across all areas. 68 per cent of respondents were satisfied with how the police kept them informed about the investigation. A new question set has been developed to gain insight into the uptake of victim support services and whether or not users have benefited from the service.

4.2 Improve Satisfaction among Victims



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Nationally, this will most likely be measured through the Crime Survey England and Wales. The force measures victim satisfaction through a locally designed survey and on a rolling 12-month basis. The surveys are based on victims of certain crime types. The force works closely with the OPFCC to identify potential changes or opportunities for bespoke or specific surveys.

	Oct 23 to Sep 24 (12 months)	Oct 24 to Sep 25 (12 months)	%Change
Q10-Before this incident took place, how would you describe your opinion of Staffordshire Police? - Positive	59.3%	70.4%	11.1%
Q46-As a result of contact with the Police on this occasion, has your opinion of Staffordshire Police changed in any way? - Positive	61.3%	71.8%	10.5%
Q13-How did you find making contact with the Police? - Easy	80.0%	79.5%	-0.5%
Q22-After your initial contact, did the Police get back in touch with you at all? - Yes/Not Req'd (Follow up)	79.0%	77.1%	-1.9%
Q30b-Thinking about your follow-up contact with the Police, how did you feel about the way in which you were kept informed about the investigation? - Satisfied (Kept Informed)	76.1%	83.5%	7.4%
Q37-Overall, how did you feel about the way that the incident was investigated? - Satisfied	80.6%	83.9%	3.3%
Q39-Did you feel that you needed additional support (i.e. counselling, specialist services etc) as a result of the incident? - Yes	9.2%	10.6%	1.4%

Gradual increase in positive opinions before police contact.

Positive opinions after police contact are increasing in line with satisfaction before contact.

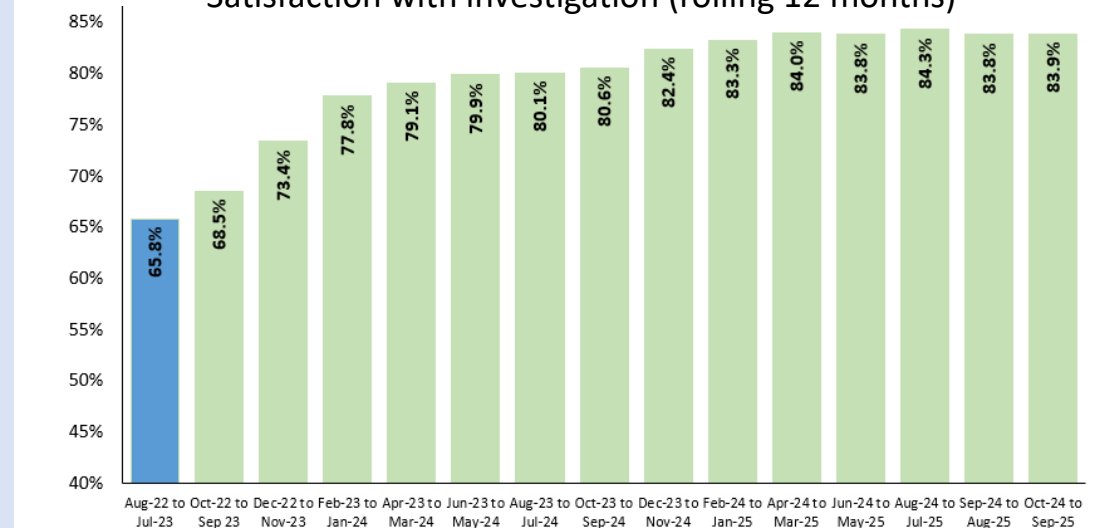
Initial contact remains stable at 79.5 per cent

Kept informed has increased in the last two years up to 83.5 per cent.

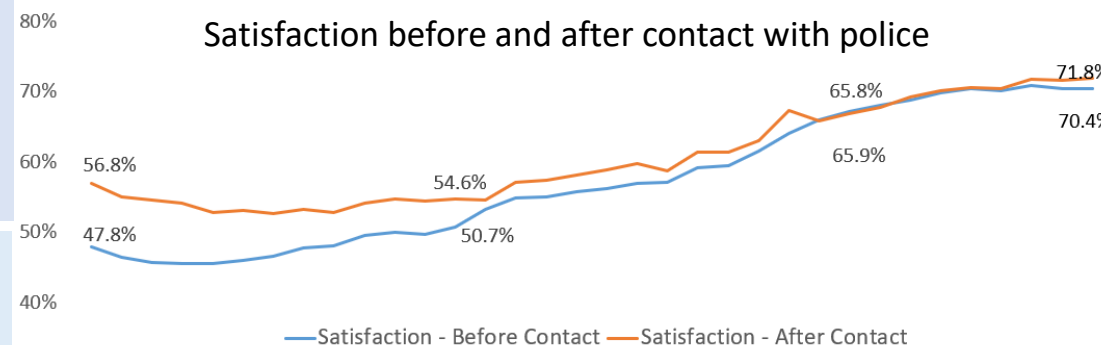
Increase in the satisfaction with the investigation (+3.3 per cent) compared to the previous year. This has continued to increase and has maintained a rate above 80 per cent since July 24.

People needing additional support remains stable.

Satisfaction with investigation (rolling 12 months)



Satisfaction before and after contact with police



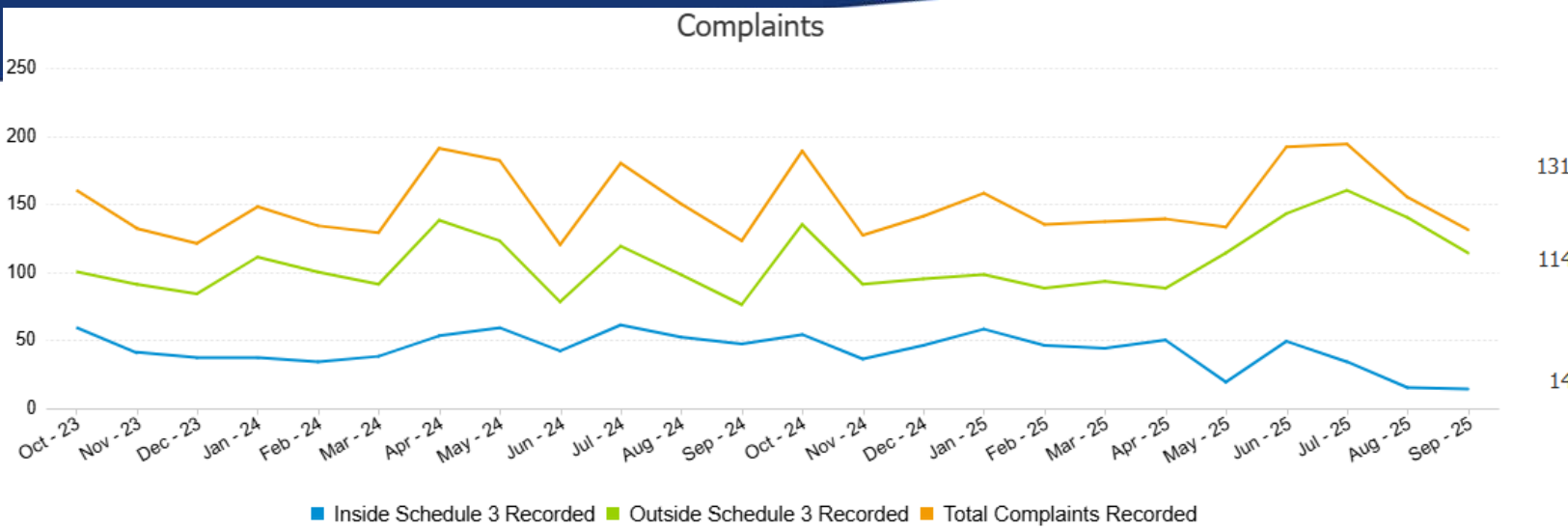
Focus on victims of domestic abuse: The force began surveying of victims of domestic abuse in April 2024 to develop and improve the service that victims of this crime type receive.

- Currently only a small volume of surveys have been completed (343 in the last 12 months compared to over 5,000 general victim of crime surveys)
- Key questions from the crime survey were retained in all surveys to assist with analysis
- The survey was introduced in June 2024 to assist with compliance with a statutory national return
- Satisfaction after contact with police is better for victims of domestic abuse surveyed compared to the general victims of crime survey at 76.5 per cent. Satisfaction with initial contact is also better for victims of domestic abuse surveyed compared to the general victims of crime survey at 91.9 per cent.

4.3 Local Complaints, reviews & IOPC bulletins



"An outstanding local police service"



DEFINITION

Complaints are described as Inside or Outside Schedule 3: **Inside Schedule 3** is a recorded complaint or investigation, with a right to review to the local policing body or the IOPC. **Outside Schedule 3** is a logged complaint. The allegation if proven must not justify misconduct proceedings and there is no Right to Review.

	Previous 12 Months	Last 12 Months	12 Month % Change
Inside Schedule 3	561	465	-17.1%
Outside Schedule 3	1,210	1,359	12.3%
Total Complaints	1,771	1,831	3.4%

Local Police Review Body (LPB) Decision	Last 12 Months	Proportion %
Outcome of complaint reasonable and proportionate	38	84.4%
Outcome of complaint not reasonable and proportionate	7	15.6%
Live	15	
Total:	60	

	Previous 12 Months	Last 12 Months	% Change
All Conduct Matters	150	190	26.67%

Triage
 PSD have triaged 72.8 per cent of all complaints (1,301) in the last 12 months.
 In September 2025, PSD triaged 86 per cent of all complaints (120).

Lessons Learned

For LPB decisions in the last 12 months, there have been 11 lessons learnt:

- four learning by reflection
- four organisational learning
- two where feedback was given to officers
- one had other action taken.

For conduct matters in the last 12 months, there have been 64 lessons learnt:

- 37 learning by reflection
- 23 reflective practice review processes
- three other outcomes i.e. advice given
- one organisational learning.

4.3 Local Complaints, reviews & IOPC bulletins



"An outstanding local police service"



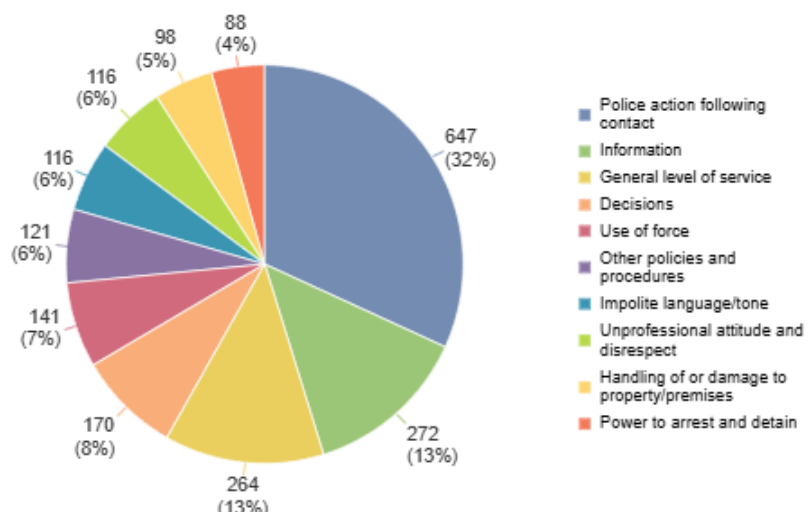
The Professional Standards Department (PSD) continue to have predicted increases in dissatisfaction reporting, predominantly at a lower level including the key themes of police action following contact and information provision. The successful introduction of the triage process to give timely reparation around low-level response, triage currently processes 83 per cent of all demand into PSD. This statistic is influenced by demand awaiting allocation or within the initial evidence-gathering phase. We anticipate performance will stabilise around 70% once these cases progress.

The success of the triage process is instrumental in keeping ownership of 98-99 per cent of all dissatisfaction within PSD and enabling front-line staff to continue to respond to the public. This performance is being maintained in the face of rising demand. Conduct matters are robustly managed and investigated. Outcomes for these meetings and hearings are reported on to ensure the force educates and reinforces the standards of professional behaviour expected of our staff.

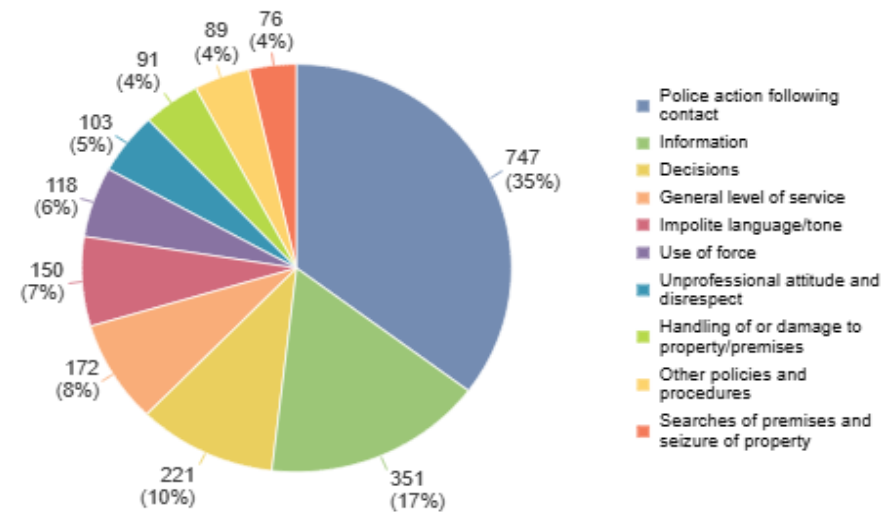
'Know the Line' training continues across the force, and includes abuse of position for sexual purposes, one of the most significant corruption threats facing policing. Staffordshire Police, like other forces across the country, have an increasing number of live investigations regarding this type of behaviour and we are doing all we can to educate officers and staff to understand what sexual misconduct is how to report matters. A force-wide action plan involving a range of stakeholders has been developed and ongoing activity continues, to reduce offending in the future. Recent misconduct hearings, highlighted in the media, demonstrate how these types of behaviours will not be tolerated.

Top three allegation types in the last 12 months: police action following contact (32 per cent), information (13 per cent) and decisions (13 per cent). These are the same top three allegation types as the previous 12 months.

Top 10 Allegation Types - Last 12 Months



Top 10 Allegation Types - Previous 12 Months



Independent Office for Police Conduct (IOPC) statistics evidence that Staffordshire is performing better than our most similar forces around timeliness for complaint handling and response to the public.

An IOPC report for three months (1 April 2025 to 30 June 2025) found that Staffordshire referred 22 cases through to the IOPC which has reduced from the same period last year (31) and is lower than our most similar forces, who averaged 34.

The force proactively scan incidents which are linked to any deaths or serious injury following contact with the police and refer these to the IOPC to ensure transparency.

Of these referrals, nine were independently investigated (by the IOPC), 17 were local investigations (conducted by Staffordshire Police and the final report sent to IOPC and any complaint if applicable), and four were deemed as no investigation necessary by the IOPC.

5. Contact and Local Policing



"An outstanding local police service"



Force contact covers telephony, digital contact, triage, front counters, contact managers, as well as support in training and contact systems administration. They handle incoming calls, digital contacts, crime and incidents reported via the force's website and an 'online' chat service 'live chat'. The force manages its contact services via our Force Contact Centre (FCC).

These contacts are classified as emergency, non-emergency, general enquiries and outgoing calls. Contact is also received from other partners and agencies such as ambulance and fire and rescue services.

What we are doing in the Force Contact Centre

Improving performance - On 3 December 2024, we launched our new digital service, the Victim's Portal. The service offers victims 24/7 access to a portal via the Staffordshire Police website, that provides all necessary details about open cases they have and gives them the ability to supply additional information. It enhances the service we give to victims of crime in Staffordshire, by offering two-way communication between the officer in the case (OIC) and victims, and supports the Victims' Code rights. The first phase of the launch looks specifically at volume crimes in these categories; vehicle crime, burglary and criminal damage. This is part of a number of improvements being made in our contact centre to give our staff and officers the right tools to do their job to provide an outstanding service to victims – one of our key force priorities. It also aims to reduce 101 repeat caller demand, as they will no longer need to call the contact centre to be put through to the OIC or to get an update on their crime report.

What we are doing in the Force Contact Centre

Quality - HMICFRS' last inspection found that the force had considerably improved the frequency and quality of its risk assessment process called THRIVE. Consistent THRIVE assessments are monitored through a performance system broken down by teams and individuals. This is supported by a quality and assurance team to remove the risk of positivity bias from the FCC staff reviewing the work of their colleagues. This greater understanding has promoted the improvement HMICFRS saw on last inspection where they observed THRIVE assessments of significant depth, understanding and quality.

Recruitment - There has been a comprehensive review of our recruitment and retention processes, leading to substantial enhancements in our approach. These improvements are expected to drive improved outcomes as new joiners are onboarded into Staffordshire FCC and undergo formal training and tutorship. The expected timeline for when the uplift impact will be felt is anticipated during quarter four of the financial year.

Strategic IT roadmap- In 2024, Staffordshire Police asked consultants to join the FCC to create a two-year technical roadmap focusing on resiliency, Smart STORM transformation, Salesforce implementation of victim's journeys and citizen portal, CRM and DR/BCM. Discovery exercise has been concluded leading to implementation of first iteration of Salesforce victim's journeys across 11 crime types as well as the citizen portal. The team continues to support the next wave of projects that address some of the key critical challenges within FCC.

5. Contact and Local Policing

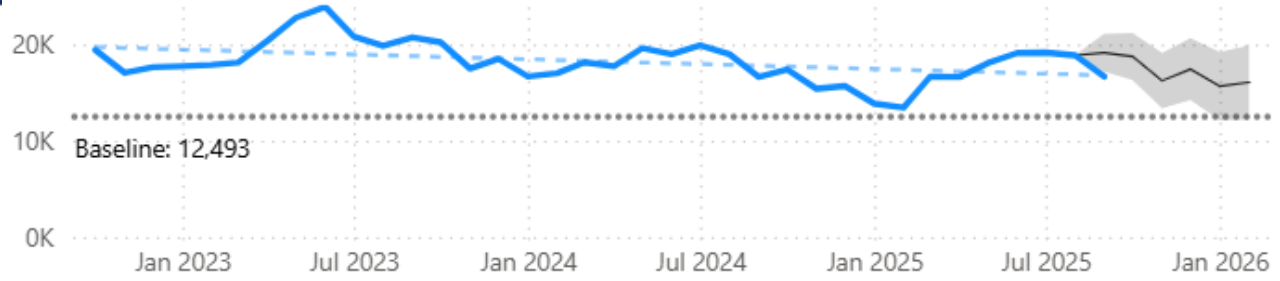
5.1 Emergency Calls



"An outstanding local police service"



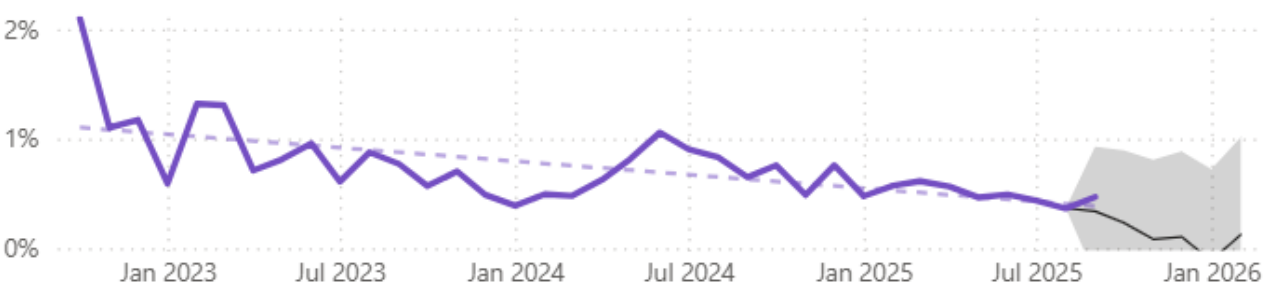
Volume of 999 calls



999 Calls	Current 12 Months	Previous 12 Months	Difference	% Difference	Daily Call Trend
	200,987	219,991	↓ -19004	-8.64%	

Volumes of 999 calls are reducing at nine per cent lower than the previous year. The last two months had similar volumes compared to the previous year.

Abandonment rate for 999 calls

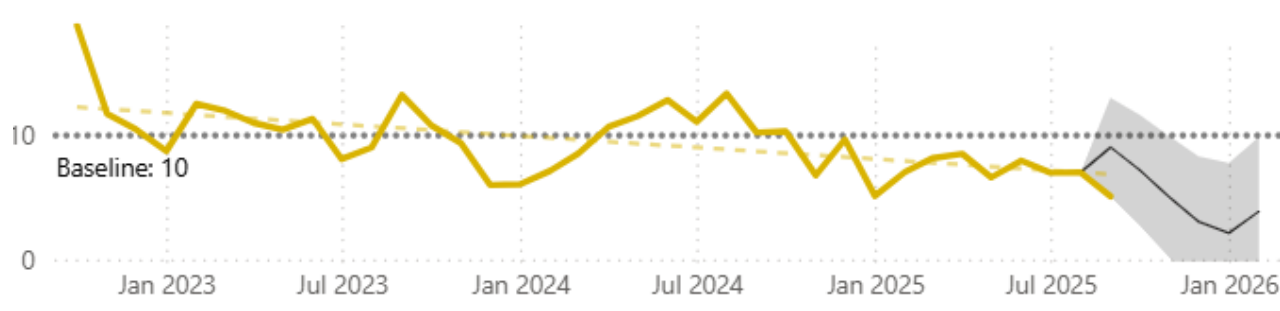


Abandon Rate %	Current 12 Months	Previous 12 Months	% Difference	Daily Abandon Trend
	0.53%	0.67%	↓ -0.14%	

Proportion of 999 calls answered within 10 seconds is 88.5 per cent in the last 12 months and has been stable since November 2022.

Good and stable performance with the 999 abandon rate remaining stable at one per cent or less since November 2022.

Average time to answer (seconds)



ATA (avg)	Current 12 Months	Previous 12 Months	Difference	Difference %	Daily ATA Trend
	7.47	9.90	↓ -2.43	-24.53%	

Average time to answer 999 calls has reduced by 25 per cent compared to the previous 12 months and the last twelve months had average times to answer all under 10 seconds.

National 999 Data

Data is for the last 12-month period to the end of September 2025

Nationally, the data for average time to answer and percentage of calls answered within 10 seconds is based on data from BT which is available on police.uk.

- For volume of 999 calls the last 12 months Staffordshire is **25th out of 42** forces with 197,424 calls (to end of September 25). This has decreased by 17,481 calls or 8.1 per cent compared to the previous 12 months.
- Average time to answer in seconds for 999 calls is 10.26 seconds in the 12 months to September 25, which is **37th out of 42** forces. This has improved by 2.7 seconds compared to the previous 12 months.
- 87.4 per cent of 999 calls were answered in under 10 secs in the last 12 months to September 25, and Staffordshire was **33rd out of 42** forces. This has improved by two per cent compared to the previous 12 months.

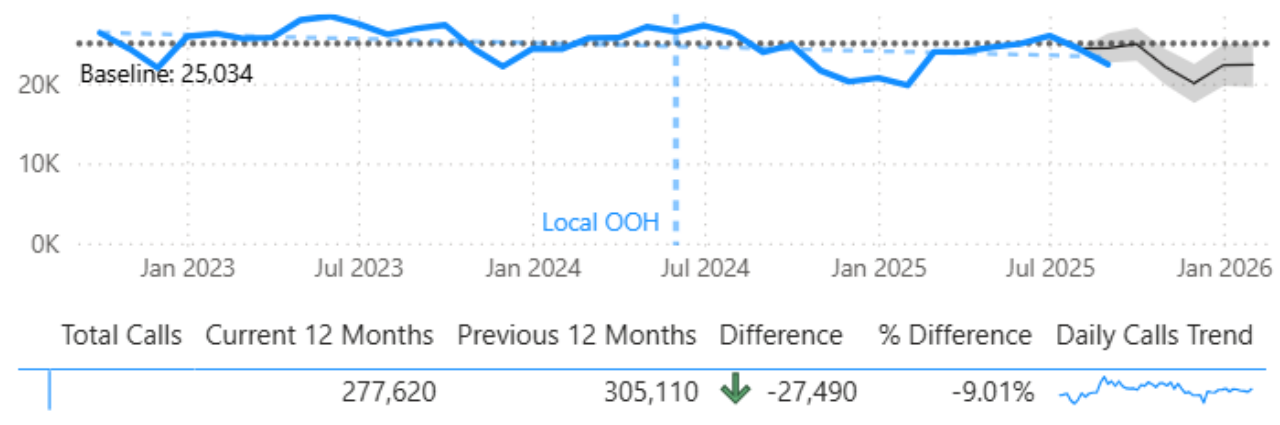
5.1 Non-Emergency Calls (First point of Contact)



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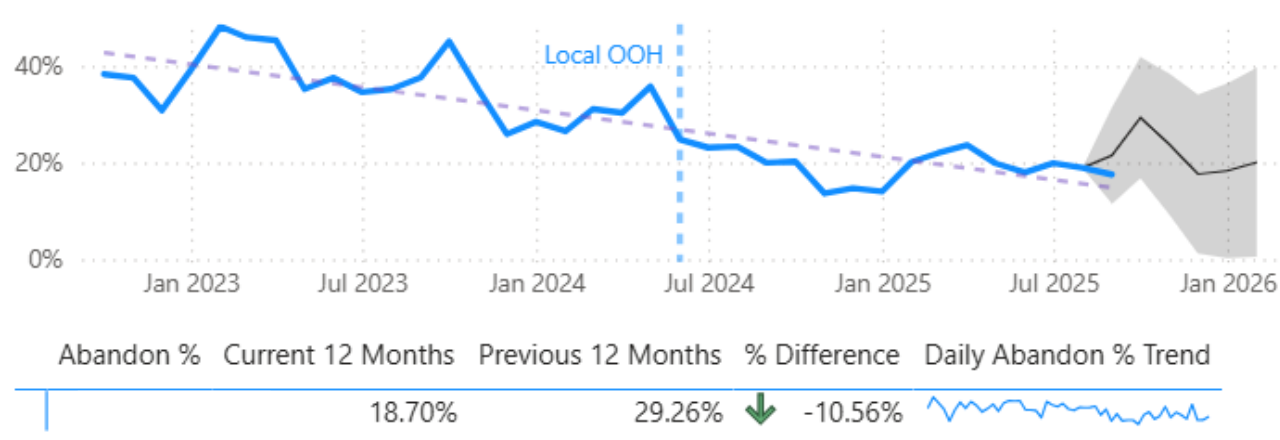


Volume of non-emergency calls



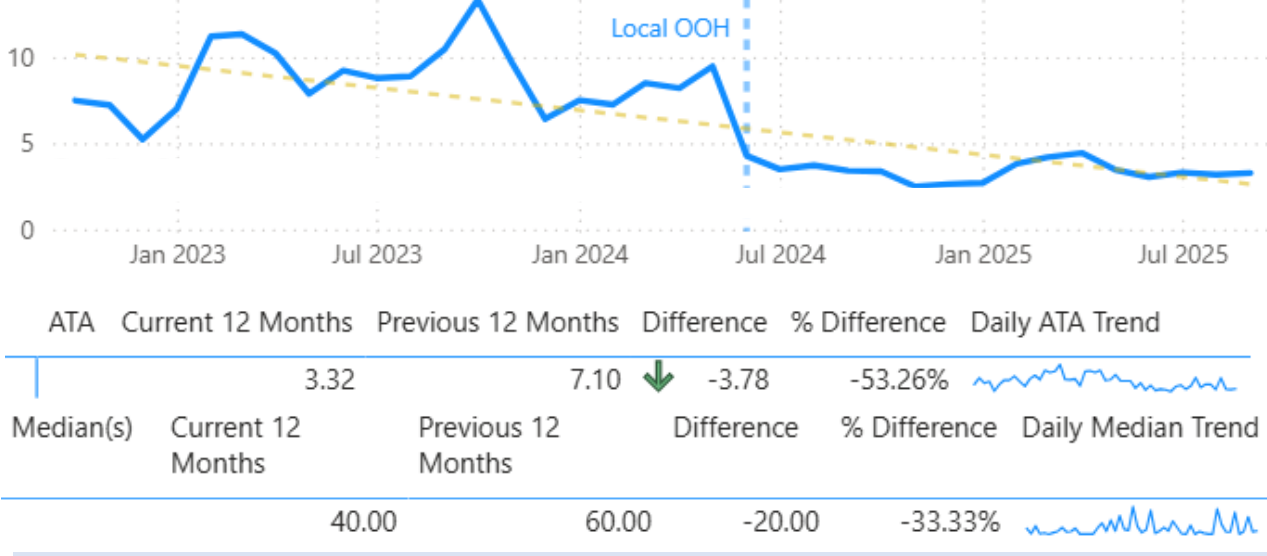
Volume of non-Emergency calls have reduced by nine per cent and are predicted to continue to follow the usual seasonal pattern.

Abandonment rate for non-emergency calls



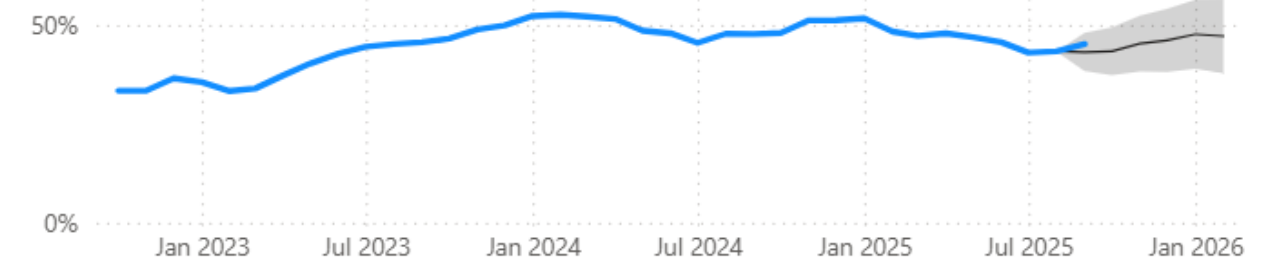
Triage abandon rate in the last 12 months is 19 per cent. This has reduced in the last two months to 18.3 per cent.

Average time to answer (minutes)



Stable trend in average time to answer between May and September 2025. Since May 2025, the average time to answer has reduced to less than four minutes. Stable trend in median time to answer since December 2023, since May 2025 the median time to answer is less than a minute. Proportion of non-emergency calls answered within two minutes is stable between 53 and 65 per cent in the last 12 months.

Resolved by triage



The proportion of all non-emergency calls **answered** by triage is 82 per cent in last 12 months. Approximately 50 per cent of triage calls are resolved each month.

5.1 Non Emergency Calls – Post Triage

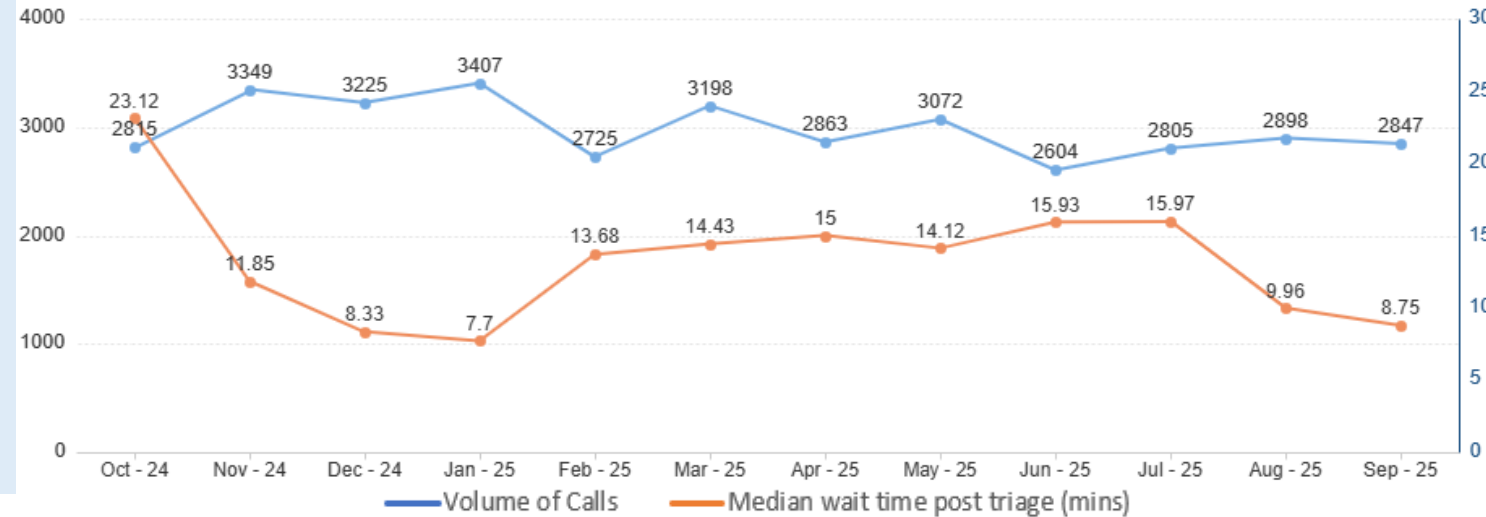


"An outstanding local police service"

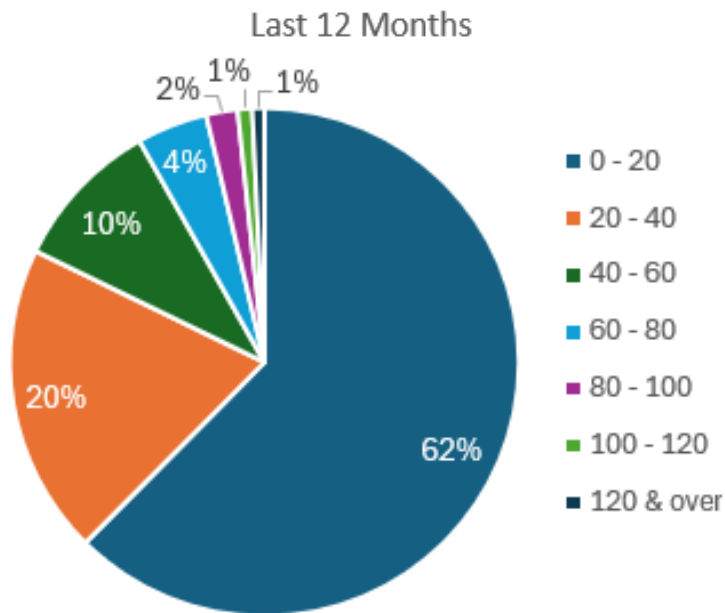


When a triage call taker decides that the caller needs to speak to an operator with specialist training, the call is transferred to a separate queue. These callers then wait for an available call taker to pick up their call. These call takers also answer emergency (999) calls. In times of peak demand, these 999 calls are prioritised over non-emergency calls. This can lead to increased wait times between speaking to triage and waiting for an available call taker. 39.5 per cent of callers choose not to wait to speak to a local call taker and hang up. 65 per cent of these are within the first 20 minutes of waiting.

Median wait time and volume of calls
Triage to Local - Last 12 Months



Wait time for Local Queue before answer (post Triage) in Mins



Time bands (mins)	Volume of Answered Calls	%
0 - 20	22353	62.4%
20 - 40	7084	19.8%
40 - 60	3444	9.6%
60 - 80	1610	4.5%
80 - 100	714	2.0%
100 - 120	328	0.9%
120 & over	275	0.8%
Total	35808	

Time bands (mins)	Volume of Answered Calls	%
0 - 5	11373	31.8%
5 - 10	4550	12.7%
10 - 15	3578	10.0%
15 - 20	2852	8.0%

The majority (62 per cent) of callers who are transferred from triage to the local queue for further assistance, spend less than 20 minutes waiting for their call to be answered, almost a third are answered within five minutes.

5.1 Non-Emergency Calls (Digital)



"An outstanding local police service"



Digital Contacts
Data to end
September 2025

Previous 12 Months	Last 12 Months	Difference	% Change	Last Month
61065	67128	6063	10%	5298

Last 12 months
Single Online Home (94 per cent)
Live Chat (six per cent)

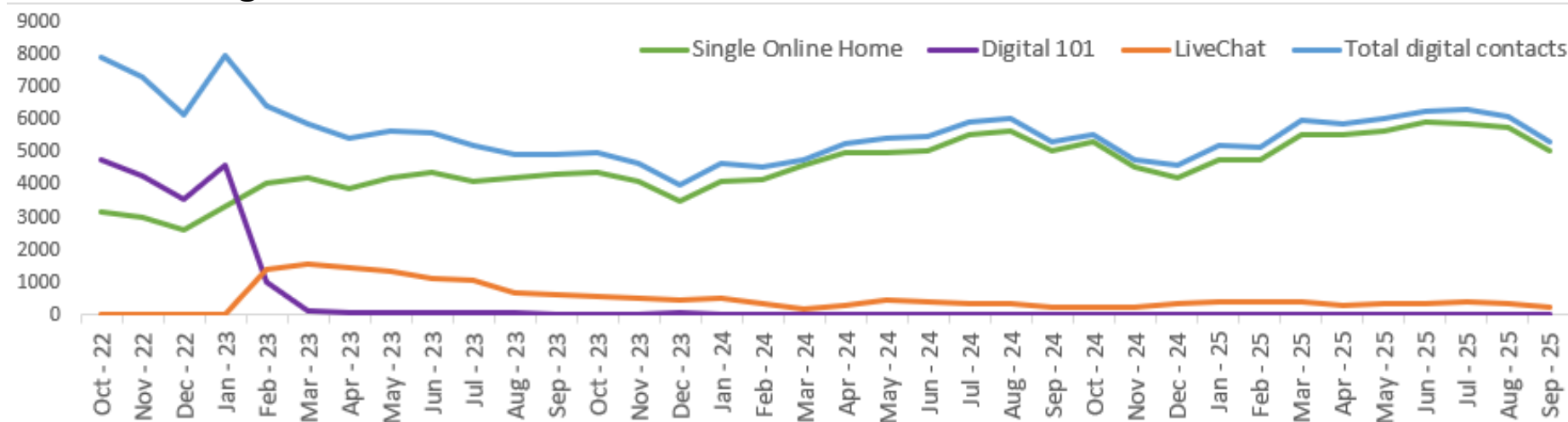
Single Online Home (SOH)	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Total
Online crime report	1893	1626	1502	1479	1417	1789	1888	1812	1793	1788	1735	1505	20227
Contact us Control Room	1095	950	910	1134	1076	1163	1263	1224	1326	1307	1281	1280	14009
Contact us Other Departments	873	813	739	959	976	866	737	756	823	873	838	837	10090
Road traffic incident	439	343	313	365	420	553	473	469	565	620	528	441	5529
Anti-social behaviour	328	276	266	307	318	429	507	548	620	549	547	325	5020
An Existing case or report	280	217	222	254	264	332	339	383	368	354	381	266	3660
Feedback/ Complaints	173	128	102	133	108	230	163	234	241	152	133	119	1916
Contact us Domestic Abuse	135	109	93	75	90	104	108	107	104	144	187	182	1438
Contact us Missing	65	40	38	27	41	45	43	68	45	62	57	36	567
Contact us Sexual Offences	40	42	29	41	34	38	34	44	56	36	46	38	478
ACR Inbox										4	6	2	12
Total	5321	4544	4214	4774	4744	5549	5555	5645	5941	5889	5739	5031	62946

The table shows the different types of single online home forms the public have with Staffordshire Police. In addition to these, there is also an option for live chat.

The Single Online Home (SOH) forms are either sent to the contact centre or to other departments within the force. This includes domestic abuse, missing persons and sexual offences which are dealt with by the contact centre (35 per cent) online crime reports, anti-social behaviour and road traffic incidents which are dealt with by the Investigation Bureau (46 per cent) and firearms, FOI, information rights service, and your area are looked at by other departments across the force (19 per cent).

Since early 2023, the majority of digital contact with Staffordshire Police is via the force website through single online home. Contact can also be made via police.uk.

Volume of digital contacts over time



5.1 Victims Portal



"An outstanding local police service"



This service is the first in a number of improvements being made in our contact centre to give our staff and officers the right tools to do their job to provide an outstanding service to victims – one of our key force priorities.

The 'Victim's Journey' sends messages to a victim of crime for specific crime types – burglary residential, vehicle crimes, criminal damage, fraud, malicious communications, suspicious incident, community nuisance, environmental crime including fly tipping.

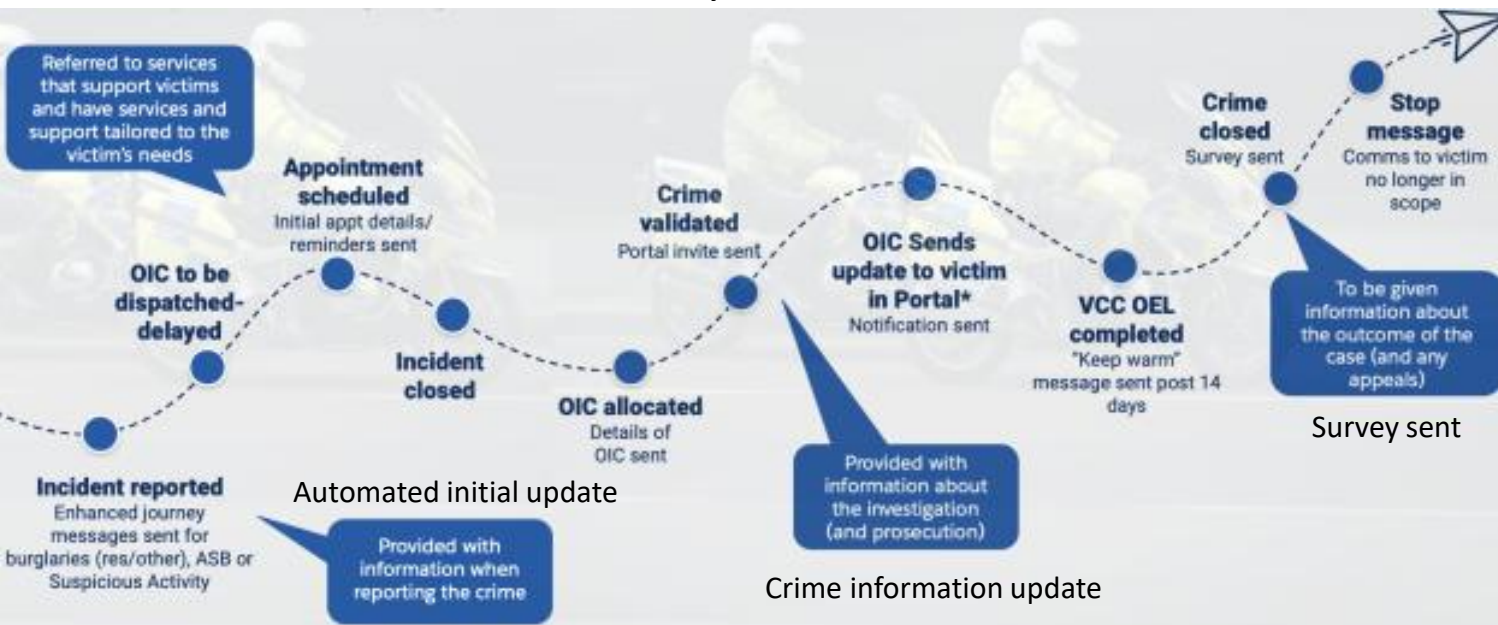
This will help to keep the victim informed all the way through their journey with us. Burglary, vehicle crime and criminal damage have been launched first.



An online home where victims can:

- ✓ Find their crime reference number
- ✓ Find their OIC's name & work email address
- ✓ Access support services
- ✓ View CSI & crime prevention advice
- ✓ Search knowledge articles on topics about crime and policing
- ✓ Make additional reports via a link to the force website
- ✓ Find links to other agencies: Gov, councils & Ask the Police

Victim's Journey and Portal Flow



So far since the launch of the victim's portal (phase 1) on 3 December 2024, there have been 62,228 automated initial updates sent to victims via text message or email.

There have been 40,702 crime information updates sent to victims via text message or email.

There have been 11,400 surveys sent to victims via text message or email when crimes/incidents have been closed.

22.2 per cent of victims choose to utilise the Victim's Portal in order to track, monitor and keep updated about the progress of their crime/incident, they can utilise this service to make contact with the officer in the case (OIC).

The service sends additional information to victims of burglary and anti-social behaviour. It sends reminders for appointments booked and updates around resourcing of incidents.

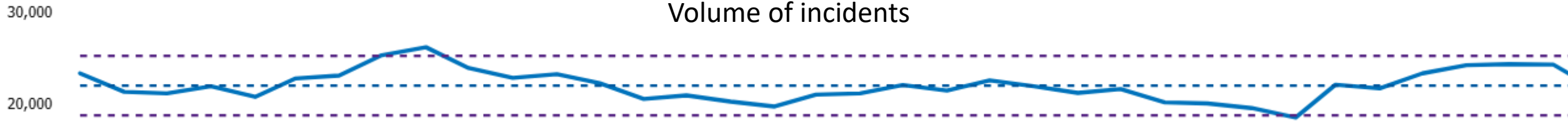
Context – Incidents



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Volume of incidents



Incident Group	Current 12 Months	Previous 12 Months	Difference	% Difference
Transport	41,004	31,797	9,207	28.96%
ASB	14,961	12,329	2,632	21.35%
Administration	24,439	20,228	4,211	20.82%
Alarm	1,550	1,471	79	5.37%
Police Generated	1,236	1,181	55	4.66%
Other	3	3	0	0.00%
Domestic	25,793	25,802	-9	-0.03%
Crime	64,552	66,555	-2,003	-3.01%
Public Safety/Welfare	81,489	85,445	-3,956	-4.63%
Duplicate/Out of Force	6,095	9,988	-3,893	-38.98%
Total	261,122	254,799	6,323	2.48%

LPT	Current 12 Months	Previous 12 Months	Difference	% Difference
Cannock	18,877	17,043	1,834	10.76%
Lichfield	18,387	16,665	1,722	10.33%
South Staffs	19,891	18,142	1,749	9.64%
Newcastle	24,402	22,425	1,977	8.82%
Moorlands	14,593	13,432	1,161	8.64%
Tamworth	13,384	12,481	903	7.23%
Stafford	29,683	28,038	1,645	5.87%
East Staffs	22,695	22,822	-127	-0.56%
SOT South	38,878	39,474	-596	-1.51%
	419	439	-20	-4.56%
No LPT	24,233	25,567	-1,334	-5.22%
SOT North	35,680	38,271	-2,591	-6.77%
Total	261,122	254,799	6,323	2.48%

All Incidents

Incidents Current vs Previous 12 Months

261,122!

Previous 12 Months: 254,799 (+2.48%)

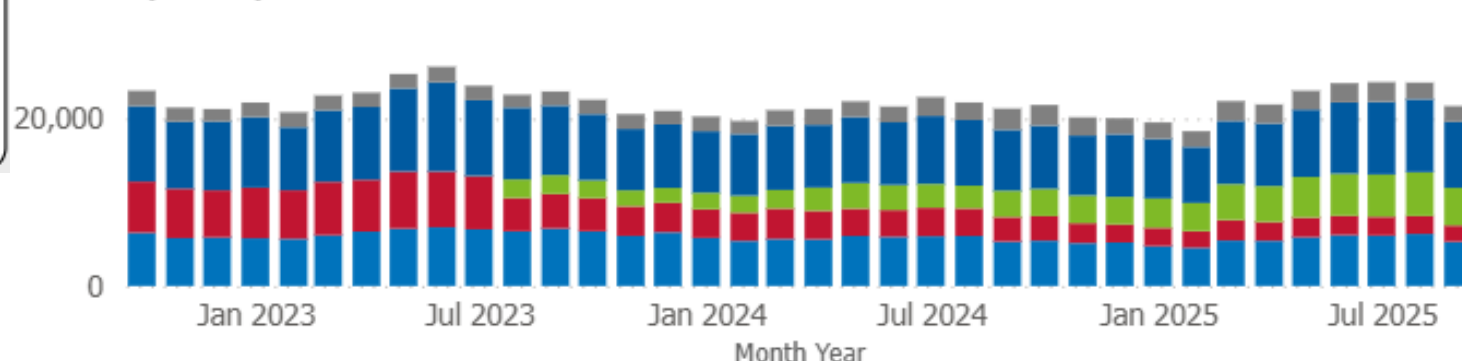
Resourced Incidents

Incidents Current vs Previous 12 Months

148,569✓

Previous 12 Months: 156,839 (-5.27%)

Demand by Priority



● (Blank) ● Grade 1 ● Grade 2 ● Grade 3 ● Other ● Res Centre

DEFINITION

Grade 1 – Immediate (attendance in 15 mins)

Grade 2 – Priority (attendance in 2 hours)

Grade 3 - Scheduled

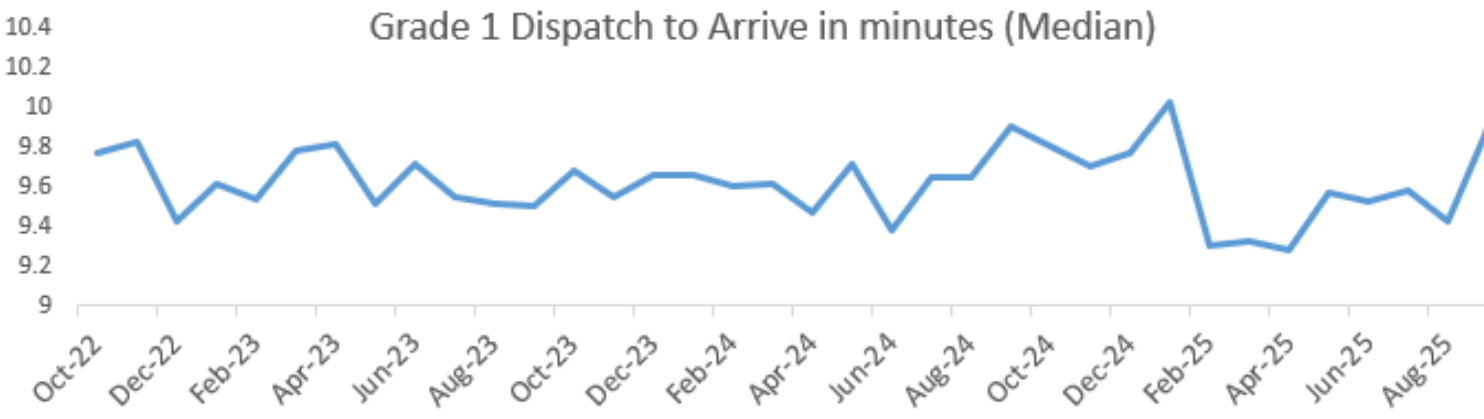
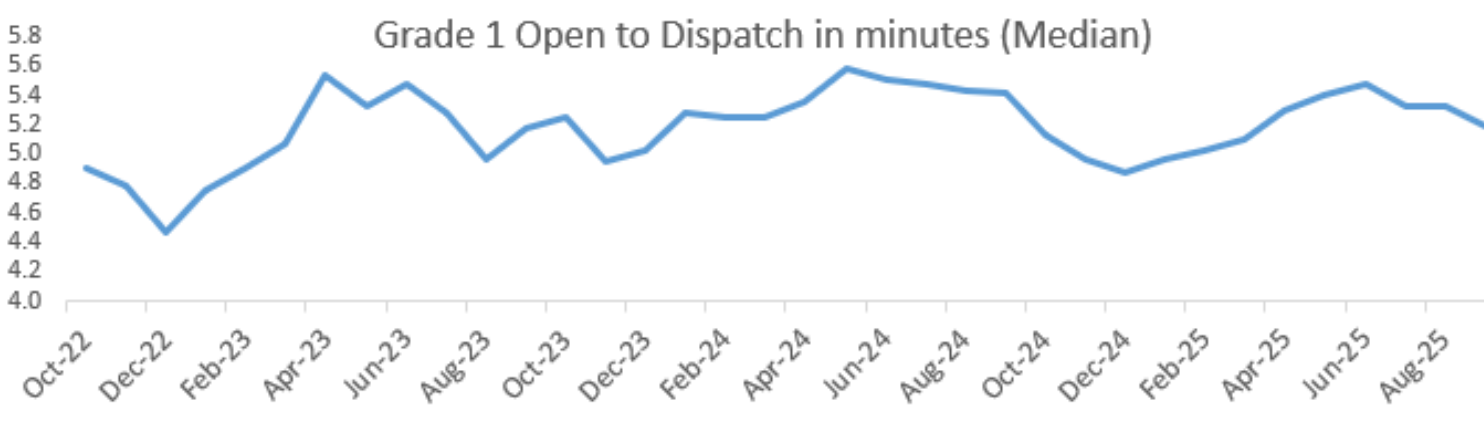
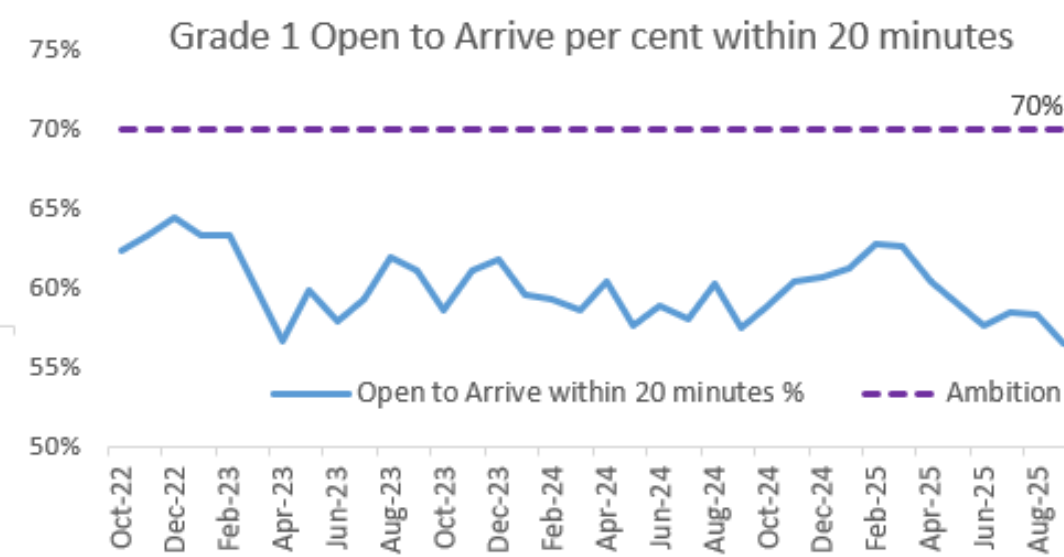
Res Centre – desk based investigation

Other includes telephone resolved, CID, and police generated

5.2 Response: Grade 1



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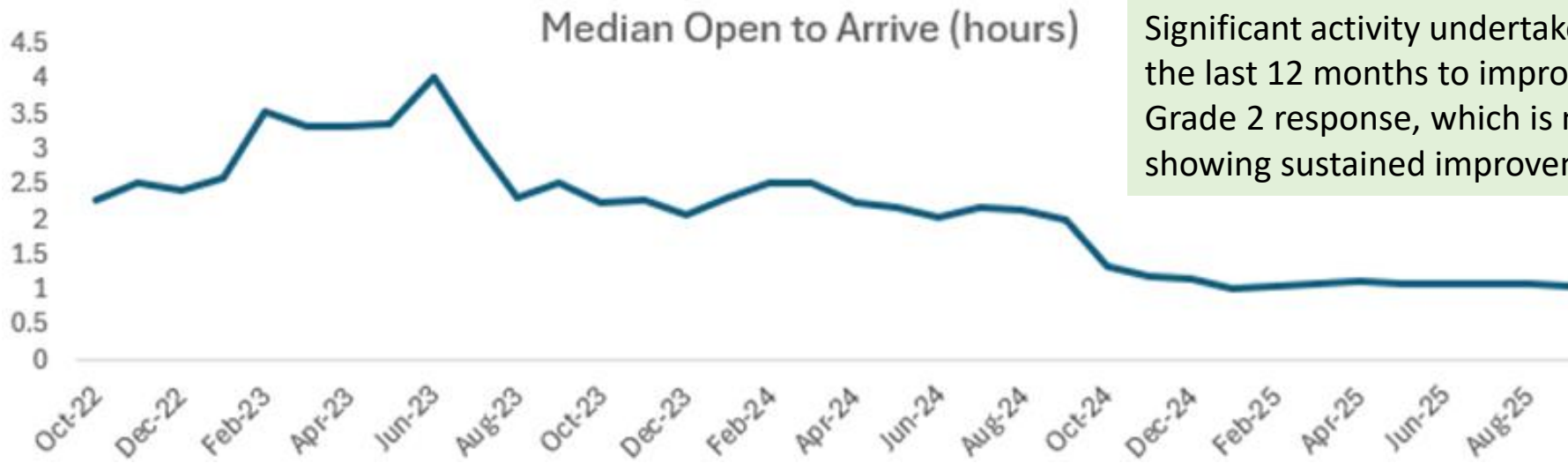
Last 12 months						
Incident Group	Median Open to Arrive (mins)	% Open to Arrive within 20 Minutes	Median Open to Dispatch (mins)	Median Dispatch to Arrive (mins)	Resourced Incidents	% Resourced
Other	10.27	100.00%	2.58	7.68	1	100.0%
Alarm	11.65	79.85%	2.73	7.87	1,206	97.9%
Crime	14.43	68.62%	4.58	8.27	14,836	99.5%
ASB	15.97	62.90%	5.28	9.03	2,426	98.0%
Domestic	17.22	60.68%	5.48	9.83	12,214	99.9%
Administration	16.35	58.87%	5.15	8.85	530	89.7%
Public Safety/Welfare	17.05	58.74%	5.83	9.40	20,202	98.6%
Police Generated	16.12	53.87%	1.62	8.57	297	98.0%
Transport	18.58	52.83%	4.97	12.10	12,149	96.0%
Duplicate/Out of Force	23.37	38.80%	9.33	10.88	366	92.2%
Total	16.6	60.69%	5.17	9.60	64,227	98.4%

Please note the axes are zoomed in to show the small amounts of variation each month

5.2 Response: Grade 2



"An outstanding local police service"



Significant activity undertaken in the last 12 months to improve Grade 2 response, which is now showing sustained improvement.

G2 Incidents Current vs Previous 12 Months
23,083 ✓
 Previous 12 Months: 33,670 (-31.44%)

All geographical LPT areas have seen median G2 response times under two hours for the last 10 months.

Domestic Grade 2 incidents take longer to attend due to requirement to send double crewed officers.

Grade 2 Incident Groups	Total Incidents	Resourced Incidents	% Change	Median Open to Arrival (mins)	% Change	% Open to Arrive within 2 Hours	Difference	% Open to Arrive within 24 Hours	Difference	Median Open to Dispatch (mins)	% Change	Median Dispatch to Arrive (mins)	% Change
Alarm	41	35	29.6%	20.9	-24.5%	80.5%	15.8%	82.9%	12.3%	8.9	-11.0%	8.8	-11.2%
Transport	3,591	2,259	12.8%	40.4	-6.2%	49.3%	-0.2%	56.0%	-1.7%	15.1	-12.7%	17.2	7.8%
ASB	2,957	2,474	-12.5%	43.8	-25.3%	62.8%	14.7%	75.4%	7.7%	22.1	-37.9%	12.3	1.3%
Administration	1,077	865	-26.3%	55.3	-48.7%	54.9%	23.0%	74.5%	21.4%	25.8	-56.4%	16.0	1.1%
Public Safety/Welfare	10,383	9,251	-18.6%	64.3	-22.1%	61.3%	13.4%	84.2%	10.2%	33.1	-30.0%	18.1	-4.6%
Police Generated	161	131	-43.0%	81.5	-37.6%	44.1%	10.6%	71.4%	15.9%	47.8	-29.7%	22.9	-15.8%
Crime	4,416	4,005	-52.0%	90.1	-78.2%	49.2%	25.9%	80.0%	33.0%	54.1	-83.2%	19.9	-18.2%
Duplicate/Out of Force	1,295	907	-14.9%	96.1	-47.4%	37.7%	12.0%	65.0%	14.3%	56.1	-52.1%	22.0	-11.1%
Domestic	3,327	3,155	-52.4%	206.8	-82.7%	32.5%	19.0%	81.7%	38.4%	149.7	-84.7%	27.5	-31.7%
All Incidents	27,249	23,083	-31.4%	69.93	-50.4%	62.5%	21.4%	91.1%	20.8%	37.38	-59.9%	18.63	-14.1%

Enhanced Video Response (EVR) 1,532 incidents have been considered for EVR between 27/11/2024 and 10/10/2025. 41 per cent (623) resulted in an enhanced video response. 25% per cent (153) of those were received as Grade 2's and 34 per cent (213) of those that received an EVR were High Risk.

5.3 Reducing Neighbourhood Crime

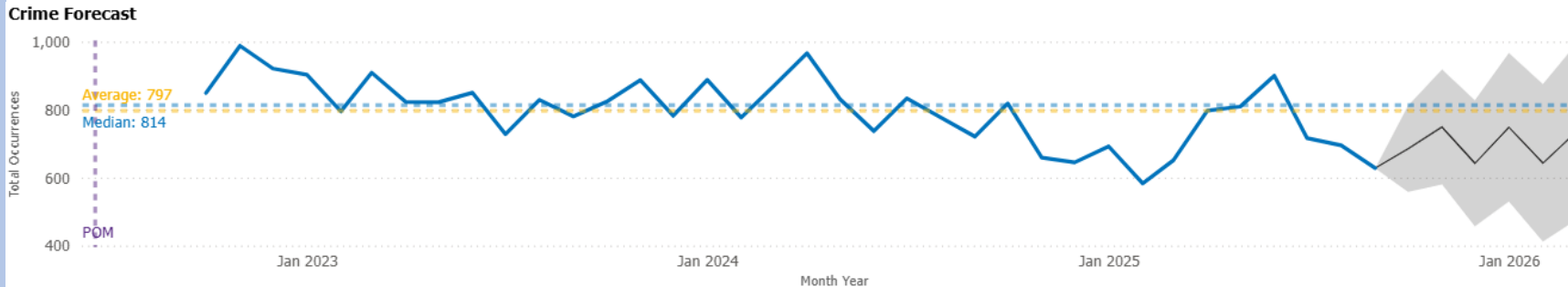


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Neighbourhood Crime (Beating Crime Plan)

Recorded Crime Current 12 vs Previous 12 complete Months
8,289 ✓
 Previous 12 Months: 9,540 (-13.11%)



Attendance at burglary (home) incidents is 93 per cent in the last 12 months. Further reviews continue to support all home burglaries have been attended. However, when the incident is closed prior to the attendance, the time arrived (TA) is not captured in the data.

DEFINITION
The definition for Neighbourhood Crime derives from the National Beating Crime Plan
 Neighbourhood crime includes:

- Burglary residential
- Personal robbery
- Theft from vehicles
- Theft of vehicles
- Vehicle interference
- Theft from a person.

Neighbourhood Crime (DCPP definition)

HO Offence Group L3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Robbery of Personal Property	716	720	-4	-0.56%
Vehicle Offences	4,853	5,286	-433	-8.19%
Theft from the Person	260	297	-37	-12.46%
Residential Burglary of Unconnected Building	556	716	-160	-22.35%
Residential Burglary of a Home	1,904	2,521	-617	-24.47%
Total	8,289	9,540	-1,251	-13.11%

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ Cannock	710	688	22	3.20%
⊕ Newcastle	707	712	-5	-0.70%
⊕ Moorlands	411	418	-7	-1.67%
⊕ Tamworth	787	807	-20	-2.48%
⊕ Lichfield	890	918	-28	-3.05%
⊕ No LPT	31	32	-1	-3.13%
⊕ South Staffs	814	899	-85	-9.45%
⊕ SOT North	1,350	1,644	-294	-17.88%
⊕ East Staffs	684	846	-162	-19.15%
⊕ SOT South	1,306	1,728	-422	-24.42%
⊕ Stafford	604	848	-244	-28.77%
Total	8,289	9,540	-1,251	-13.11%

Visible neighbourhood policing is key to modern policing: we need all our communities to have trust and confidence in what we do, as when this is the case, communities engage more, support us more, and together help us tackle crime. But being visible in the heart of our communities remains key. We focus our patrols on known hotspots, using intelligence provided by our communities and our partner organisations to identify where we can have most impact and utilise problem solving methodologies to resolve the issues.

5.4 Tackling Anti-Social Behaviour



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The Neighbourhood Policing Guarantee staffing uplift has been used to create two new intervention teams in Stoke-on-Trent, and to uplift the County Proactive and Rural Crime Teams so that there are now three: north, east and west that have four intervention officers and four proactive officers per site.

These teams work a neighbourhood shift pattern and can be tasked for problem solving initiatives. When not committed, they are briefed to focus on high-volume hotspots with guided by the local policing teams and problem-solving coordinators with a bias towards town centres. This will impact ASB naturally as the high-volume repeats and hotspots will be adopted as problems by the local policing teams.

Officers have been carrying out extra shifts across 19 different locations as part of our strategy to reduce crime and anti-social behaviour affecting local people and businesses. Since 6 May this year, we've put our resources and effort into making sure we tackle the main concerns of local communities, including anti-social behaviour, serious violence and knife crime. Using extensive local crime data in a problem-solving approach, we've carefully designed patrol plans for officers to carry out increased visibility and engagement in the areas most affected by crime in Staffordshire.

Here's the results just under five months for the areas we've targeted: A ten per cent decrease in overall crime; Knife crime reduction of 26 per cent; A four per cent reduction in serious violence; more than 90 arrests made by officers on targeted patrols; at least 160 stop searches carried out; 3,900 different engagements recorded with local people; 2,700 separate retail engagements recorded; 1,400 recorded engagements with licences premises; 47 drug seizures; and 65 vehicle seizures. *(Data from 1 May 2025 to 29 September 2025 when compared to the same period last year).*

These patrols are making communities safer and are helping us to engage closely with the people and businesses we proudly serve on a daily basis. Efforts are based on objective data and analysis to ensure our resources are used efficiently and effectively, working closely in partnership with communities to identify solutions, and more importantly, to act upon them. It comes following a £1-million allocation to the Staffordshire Commissioner for Police, Fire & Rescue and Crime to tackle knife crime, serious violence and anti-social behaviour. The national Action Fund pot is linked to the government's Safer Streets Mission to halve knife crime in 10 years and crack down on ASB.

While anti-social behaviour (ASB) remains a key area of focus across these hotspot areas, we have seen a nine per cent increase in associated reports. While we're working extremely hard to tackle this type of crime by serving dispersal orders, using our policing powers with local authorities and acting proactively to stop offenders, we've also self-reported a number of these incidents while speaking to people and businesses as part of these patrols. This means more ASB is being recorded, which in turn means we can take more action to tackle the problem.

DEFINITION

The definition for Anti-social behaviour types

Community nuisance ASB

A condition, thing or person which causes trouble, annoyance, inconvenience or offence to the local community in general rather than to an individual victim. Includes behaviours which are beyond the bounds of acceptability. This may vary between communities who will have different ideas about what is socially acceptable.

Personal nuisance ASB

Is targeted at an individual or group and is likely to cause concern, stress or irritation and have an impact on people's quality of life, from a minor annoyance to disruption to mental or emotional wellbeing.

Environmental ASB

Individuals or groups who impact on their surroundings including natural, built and social environments, this includes public, shared and private spaces.

Repeat anti-social behaviour

- 22 per cent (946) of suspects/offenders have been linked to more than one ASB occurrence in the last 12 months. 55 per cent (4,520) repeat suspects or offenders were linked to two ASB occurrences. Increase in repeat suspects or offenders of nine per cent compared to previous year (+82)
- 12 per cent (717) of victims have reported more than one ASB occurrence in the last 12 months. 65 per cent (467) of repeat victims have experienced two ASB occurrences. Increase in repeat victims of twenty per cent compared to previous year (+121)
- 22 per cent (2,161) of addresses have reported more than one ASB occurrence in the last 12 months. 55 per cent (1,178) of repeat addresses have experienced two occurrences. Increase in repeat locations of six per cent compared to previous year (+117)
- Repeat ASB suspects are the subject of focus by the local policing teams and partners to deter ongoing behaviour, which results in improved tracking and monitoring of behaviour and proactive reporting of instances to support problem solving.

5.4 Tackling Anti-Social Behaviour



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11.8%
(+1,803)

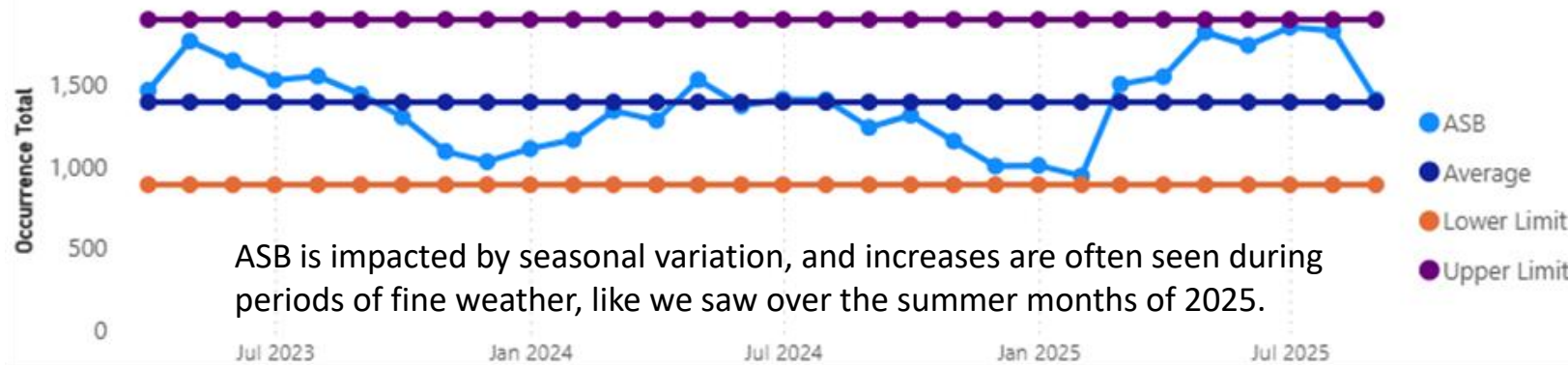
17,034

Current Complete 12 Months

15,231

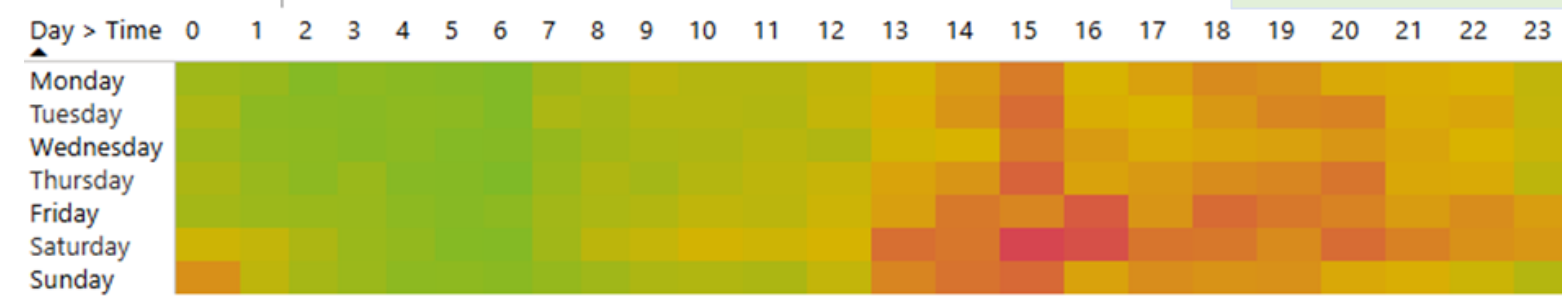
Previous Complete 12 Months

ASB Control Chart



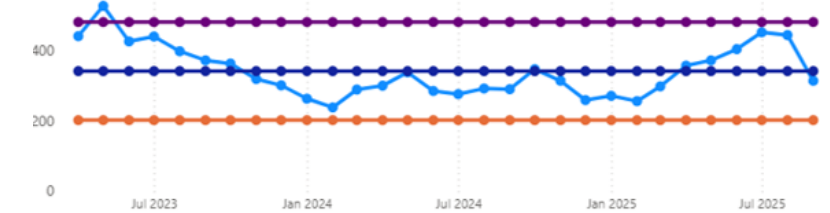
Occurrence Type	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
ASB - Environmental - E3	304	214	90	42.06%
ASB - Personal Nuisance - E1	4,076	3,542	534	15.08%
ASB - Community Nuisance - E2	12,654	11,475	1,179	10.27%
Total	17,034	15,231	1,803	11.84%

All ASB types have seen an increase in the current 12 months compared to the previous 12 months. ASB Community makes up 74% of ASB reported, followed by 24% personal nuisance and 2% environmental.

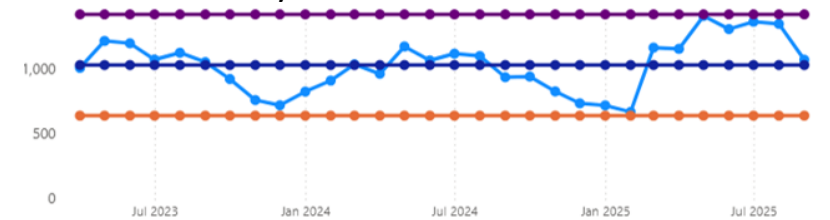


LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Out of Force	18	12	6	50.00%
No LPT	20	14	6	42.86%
Moorlands	1,090	768	322	41.93%
Newcastle	2,132	1,676	456	27.21%
Cannock	1,231	998	233	23.35%
Tamworth	877	725	152	20.97%
Lichfield	986	816	170	20.83%
South Staffs	785	658	127	19.30%
SOT South	3,532	3,214	318	9.89%
East Staffs	1,309	1,214	95	7.83%
Stafford	1,662	1,573	89	5.66%
	1		1	1.00%
SOT North	3,401	3,564	-163	-4.57%
Total	17,034	15,231	1,803	11.84%

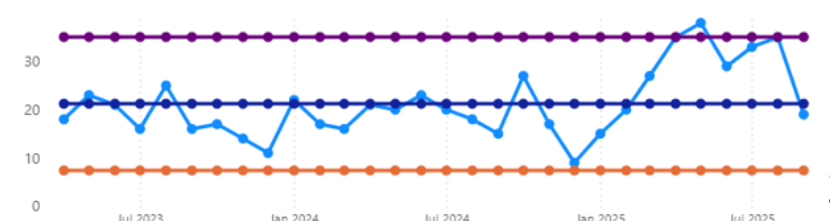
ASB Personal Nuisance



ASB Community Nuisance



ASB Environmental Nuisance



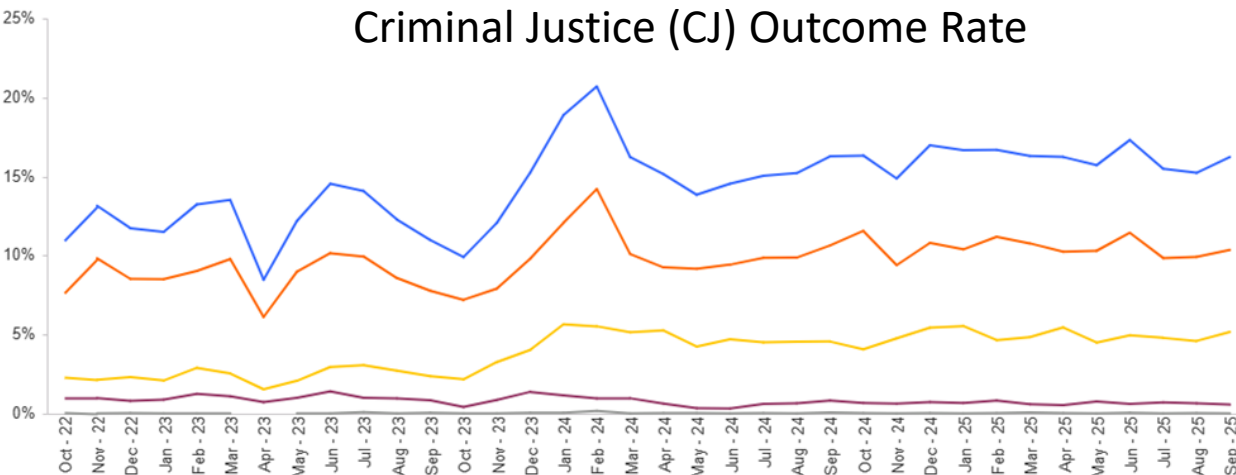
5.5 Outcomes



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Criminal Justice (CJ) Outcome Rate



Outcome Sub-Group Rates	Previous 12 Months	Last 12 Months	Change (Diff.)	Jun - 25	Jul - 25	Aug - 25	Sep - 25
16: Victim declines/withdraws support - named suspect identified	26.9%	26.9%	-0.1%	26.4%	27.7%	27.8%	26.5%
18: Investigation Completed - No suspect identified	27.3%	25.4%	-1.9%	25.2%	24.3%	24.9%	24.6%
15: Suspect identified - Evidential Difficulties	17.3%	18.2%	0.8%	17.9%	19.1%	19.6%	20.0%
1: Charge/Postal requisition	9.8%	10.5%	0.7%	11.4%	9.8%	9.9%	10.4%
14: Victim declines/unable to support action to identify offender	8.1%	9.6%	1.5%	9.6%	9.6%	9.5%	9.4%
8: Community resolution	4.4%	4.9%	0.5%	5.0%	4.8%	4.6%	5.2%
20: Other body/agency has investigation primacy	2.4%	2.1%	-0.3%	2.1%	2.1%	1.5%	1.8%
3: Adult Conditional Caution/Caution	0.6%	0.5%	-0.1%	0.5%	0.4%	0.5%	0.3%
21: Police - named suspect, investigation not in the public interest	0.6%	0.4%	-0.1%	0.3%	0.5%	0.4%	0.3%
12: Named suspect identified but is dead or too ill (physical or mental health) to prosecute	0.4%	0.4%	-0.1%	0.3%	0.4%	0.4%	0.3%
17: Suspect identified but prosecution time limit expired	0.3%	0.3%	0.0%	0.2%	0.1%	0.2%	0.4%
22: Diversionary, educational or intervention activity, has been undertaken and there is no public interest to continue	0.6%	0.3%	-0.3%	0.2%	0.2%	0.1%	0.3%
2: Youth Conditional Caution/Caution	0.2%	0.2%	0.0%	0.1%	0.3%	0.2%	0.2%
11: Named suspect below age of criminal responsibility	0.1%	0.2%	0.1%	0.2%	0.1%	0.2%	0.1%
4: TIC (taken into consideration)	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%	0.1%
13: Named suspect but victim/key witness deceased or too ill	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%
10: Police - formal action not in public interest	0.7%	0.1%	-0.6%	0.1%	0.0%	0.0%	0.1%
5: Offender has died	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
9: CPS - prosecution not in public interest	0.0%	0.0%	0.0%	0.0%	0.1%		0.0%

DEFINITIONS

- Criminal justice outcomes include charges and out of court disposals such as cautions and community resolutions.
- Outcome 16 is where the victim does not support the investigation and a suspect has been identified.
 - Unable to progress investigation includes: crimes with no identified suspect; suspect has been identified but there are evidential difficulties and crimes which are not in the public interest to prosecute.
 - Prosecution prevented is where the suspect, victim or key witness is too ill to prosecute
 - Other includes where another agency has the lead in the investigation or the offender has died.
 - Diversionary activity is where education or intervention activity has been put in place and therefore it is not in the public interest to take any further action.

Outcome Rate	Previous 12 Months	Last 12 Months	Change (Diff.)	Jun - 25	Jul - 25	Aug - 25	Sep - 25
CJ Outcomes	15.0%	16.2%	1.1%	17.3%	15.5%	15.2%	16.2%
Outcome 16	26.9%	26.9%	-0.1%	26.4%	27.7%	27.8%	26.5%
Unable to Progress Investigation	54.4%	53.9%	-0.4%	53.3%	53.8%	54.6%	54.8%
Diversionary Activity (Outcome 22)	0.6%	0.3%	-0.3%	0.2%	0.2%	0.1%	0.3%
Prosecution Prevented	0.7%	0.7%	0.0%	0.6%	0.6%	0.6%	0.4%
Other	2.4%	2.1%	-0.3%	2.1%	2.1%	1.6%	1.8%

National Comparison

Staffordshire ranks **19th in the 42 forces** for charge and postal requisition rate to April 2025, and **fourth in its eight most similar forces** at 10.5 per cent.

The Crime Bureau apply the correct outcomes and close all force crime. The department has been established for almost two years and have improved the quality of the force's outcome data, ensuring that the information we provide which is disclosable through any of the statutory obligations and data sharing agreements worked under by the Central Disclosure Unit is accurate.

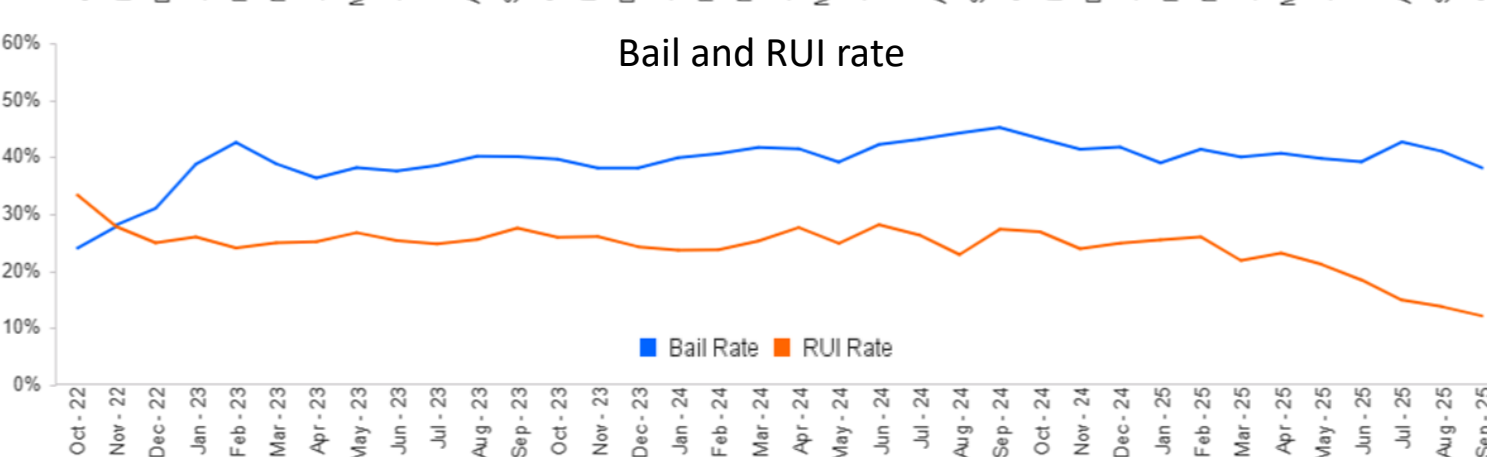
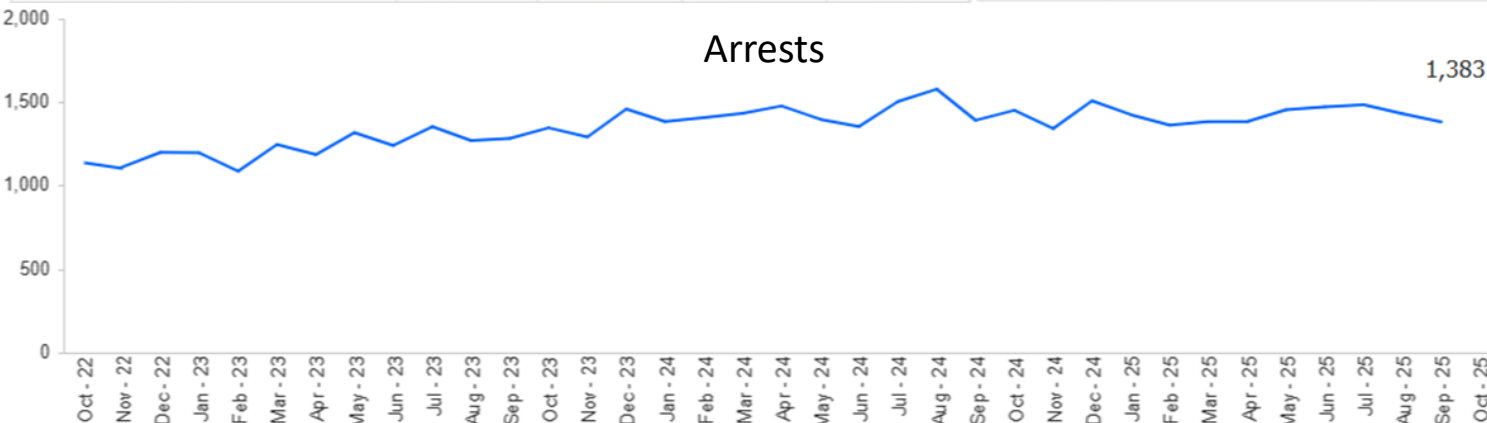
Context - Custody



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Custody	Previous 12 Months	Last 12 Months	12 Month Difference	12 Month % Change	Jun - 25	Jul - 25	Aug - 25	Sep - 25
Arrests	17,031	17,090	59	0.3%	1,473	1,486	1,431	1,383
Average Detention Duration (hours)	18.1	14.9	-3.2	-17.8%	15.46	14.65	15.6	14.48
Children in Custody	913	944	31	3.4%	70	97	83	79
Average Detention Duration (hours)	10.4	9.7	-0.71	-6.8%	8.92	9.71	10.93	11.88
Waiting Times in Custody	35.4	32.0	-3.37	-9.5%	35.31	36.06	38.44	34.43
Bail Rate	41.2%	40.7%	-0.5%		39.2%	42.7%	41.0%	38.1%
Released Under Investigation Rate	25.5%	21.0%	-4.5%		18.4%	14.9%	13.7%	12.1%
Voluntary Attendees	3,221	3,096	-125	-3.9%	268	273	262	226



Overall arrest volumes are stable +0.3 per cent compared to the previous year. Children account for 5.5 per cent of detainees in the last 12 months, and child arrest volume has increased slightly by 3.4 per cent compared to the previous year.



Bail Rate

Bail rate since January 2023 has been around 40 per cent. Recent months have remained around 40 per cent, unusually the latest month (September 25) has a lower bail rate of 38.1 per cent compared to July's 42.7 per cent.

Waiting Times

Decrease in average waiting times at force level of 3.37 minutes in the last 12 months compared to the previous 12 months.

Voluntary Attendance

Volumes of voluntary attendees have decreased compared to the previous 12 months (-3.9 per cent).

Context – Conviction & Prosecution Rates



"An outstanding local police service"



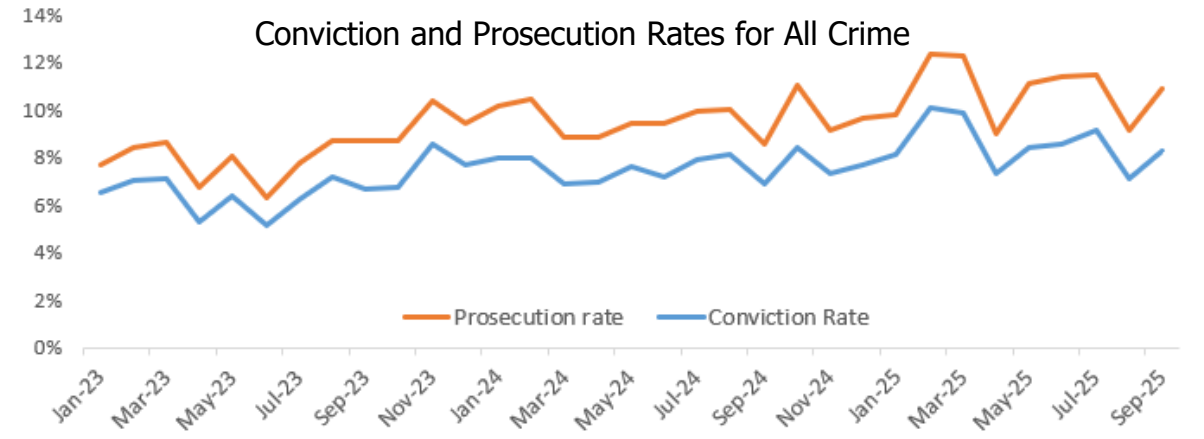
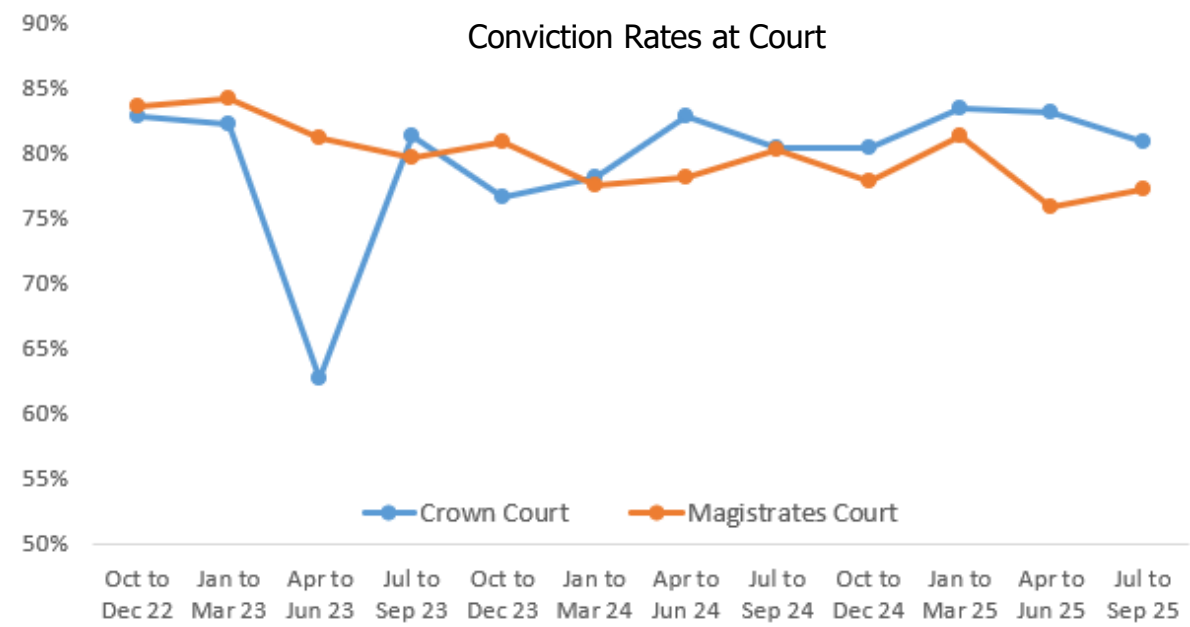
Local data from the CPS has been used to understand criminal justice and its timeliness in Staffordshire. The information for crime to court and crime to conviction at court is based on rates, rather than volumes for a more balanced comparison.

- 9.5 per cent of all crimes in the last 12 months (October 24 to September 25) are prosecuted at court which has increased by 1.1 per cent compared to the previous 12 months.
- 7.5 per cent of all crimes in the last 12 months (October 24 to September 25) end in a conviction at court which has increased by 0.8 per cent compared to the previous 12 months.
- Finalised cases in the last 12 months (October 24 to September 25) have increased by 9.2 per cent compared to the previous 12 months, and have increased significantly by 13.1% from the 2019/20 baseline.

	Previous 12 Months	Last 12 Months	Difference	% Change	Baseline (Apr 19 to Mar 20)	% Change from baseline
All Crime	86405	85477	-928	-1.1%	79699	7.2%
Finalised Cases	8206	9042	836	9.2%	7998	13.1%
Convictions at Court	6501	7113	612	8.6%	6875	3.5%

	Previous 12 Months	Last 12 Months	% Change	Baseline (Apr 19 to Mar 20)	% Change from baseline
Crime to Court rate	9.5%	10.6%	1.1%	10.0%	0.5%
Crime to Conviction rate	7.5%	8.3%	0.8%	8.6%	-0.3%

Conviction Rate	Previous 12 Months	Current 12 Months	Change	Oct to Dec 24	Jan to Mar 25	Apr to Jun 25	Jul to Sep 25
Crown Court	79.1%	82.0%	2.9%	80.4%	83.5%	83.1%	80.8%
Magistrates Court	79.2%	78.0%	-1.2%	77.9%	81.4%	75.9%	77.2%



- Magistrates' court convictions rates have reduced (-1.2 per cent) compared to the previous 12 months
- Crown court convictions rates have increased (2.9 per cent) compared to the previous 12 months.

Staffordshire's conviction rates for magistrates' courts are slightly lower compared to our regional forces and noticeably lower than nationally. However, crown courts conviction rates are slightly above regional forces and the national conviction rates in the latest quarter.

6. Preventing and Protecting



"An outstanding local police service"



The National Beating Crime Plan (July 2021) focuses on three key areas:

- Reducing homicide, serious violence and neighbourhood crime
- Exposing and ending hidden harms and prosecuting perpetrators
- Building capability and capacity to deal with fraud and online crime

It sets out how we will together deliver on our shared vision of fewer victims, peaceful neighbourhoods and a safer country.

Six measures will be introduced to help focus effort on key national priorities, allow performance to be measured and help to demonstrate value for money in policing.

The priority measures are:

- reduce murder and other homicide
- reduce serious violence
- disrupt drugs supply and county lines
- reduce neighbourhood crime
- improve satisfaction among victims, with particular focus on victims of domestic abuse
- tackle cyber crime.

The crime data in the Beating Crime Plan is measured using the recorded date of the crime, when it has been checked and validated, rather than the date the crime was reported to the police.

Context – All Crime



"An outstanding local police service"



Home Office Offence Groups Level 2 & 3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Drug Offences	3,202	2,133	1,069	50.12%
⊕ Trafficking of Drugs <i>Offences added from October 24</i>	1,059	498	561	112.65%
⊕ Possession of Drugs	2,143	1,635	508	31.07%
Robbery	972	767	205	26.73%
⊕ Robbery of Business Property <i>Offences added from April 25</i>	257	47	210	446.81%
⊕ Robbery of Personal Property	715	720	-5	-0.69%
Miscellaneous Crimes Against Society	2,105	1,741	364	20.91%
Public Order Offences	8,349	7,971	378	4.74%
Possession of Weapons Offences	1,141	1,096	45	4.11%
Sexual Offences	3,856	3,741	115	3.07%
⊕ Rape	1,333	1,275	58	4.55%
⊕ Other Sexual Offences <i>Offences added from April 24</i>	2,523	2,466	57	2.31%
Violence Against the Person	36,332	36,705	-373	-1.02%
⊕ Stalking and Harassment	15,076	14,799	277	1.87%
⊕ Violence without Injury	11,431	11,472	-41	-0.36%
⊕ Violence with Injury	9,825	10,434	-609	-5.84%
Criminal Damage and Arson Offences	7,176	7,772	-596	-7.67%
⊕ Arson	459	454	5	1.10%
⊕ Criminal Damage	6,717	7,318	-601	-8.21%
Theft	22,309	24,441	-2,132	-8.72%
⊕ Shoplifting	7,212	7,091	121	1.71%
⊕ Vehicle Offences	4,852	5,286	-434	-8.21%
⊕ Other theft	5,749	6,444	-695	-10.79%
⊕ Theft from the Person	260	297	-37	-12.46%
⊕ Burglary Business and Community	1,109	1,301	-192	-14.76%
⊕ Bicycle theft	667	787	-120	-15.25%
⊕ Residential Burglary of Unconnected Building <i>Used from April 23</i>	557	716	-159	-22.21%
⊕ Residential Burglary of a Home <i>Used from April 23</i>	1,903	2,519	-616	-24.45%
Total	85,442	86,367	-925	-1.07%



Recorded crime has decreased by one per cent compared to the previous 12 months. Volumes are also stable in most LPTs with Stoke North, East Staffs and Stafford showing a most significant decreasing trends. Newcastle and Cannock have more crime than in the previous year, as do Moorlands, Tamworth and South Staffs.

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ No LPT	18	11	7	63.64%
⊕ Newcastle	186	162	24	14.81%
⊕ Cannock	8,695	7,829	866	11.06%
⊕ Moorlands	7,618	7,051	567	8.04%
⊕ Stafford	5,411	5,162	249	4.82%
⊕ Tamworth	5,783	5,601	182	3.25%
⊕ South Staffs	5,748	5,604	144	2.57%
⊕ Lichfield	6,065	6,014	51	0.85%
⊕ SOT South	14,863	15,094	-231	-1.53%
⊕ Stafford	8,760	9,198	-438	-4.76%
⊕ East Staffs	8,193	8,980	-787	-8.76%
⊕ SOT North	14,172	15,699	-1,527	-9.73%

The force looks at crime groups based on Home Office categories to match with data published on ONS.

6.1 Reduce murder & other homicide (NCPM)



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Murders have a devastating impact on the victim's family and the wider community. Murders across Staffordshire are predominantly committed by people who know the victim. We have experienced a broad range of murders that range from domestic murder, child murder to drug/criminal dispute related murder. Alcohol, drug misuse and mental health are common factors in murder investigations. Many of these murders are the result of broader social issues and require a long-term holistic approach to breaking the generational cycle of violence. Staffordshire Police, together with the Staffordshire Commissioner's Office, local authorities, health trusts, education, Probation and the voluntary sector have established a Staffordshire and Stoke-on-Trent Violence Reduction Alliance to tackle violence at the root cause.

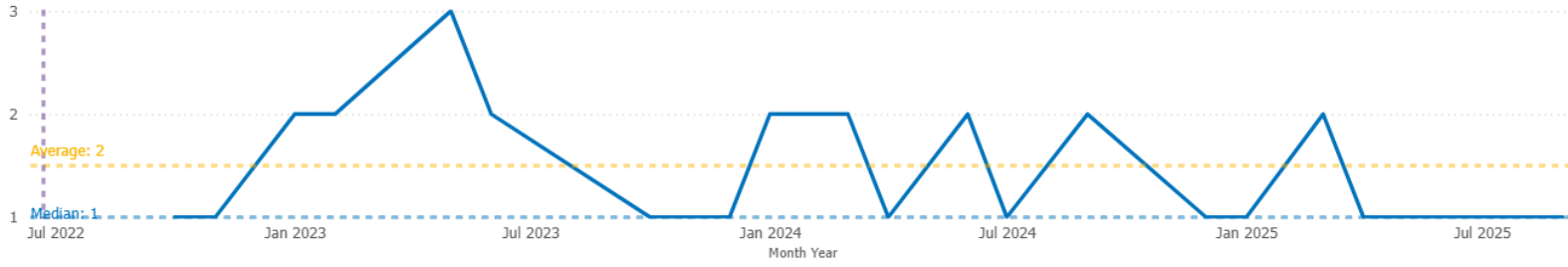
HO Offence Group L4	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference	BCP Crime (2019)	Difference (BCP)	% Difference (BCP)
1 Murder	4	11	-7	-63.64%	7	-3	-42.86%
4/1 Manslaughter	1	2	-1	-50.00%	2	-1	-50.00%
Total	5	13	-8	-61.54%	9	-4	-44.44%

DEFINITION

Definition in the National Beating Crime Plan:

Homicide: the killing of a person at the hand of another.

Crime Over Time



Non-domestic homicides have decreased by 50 per cent compared to the previous year. They account for 80 per cent in the last 12 months, compared to 62 per cent in the previous 12 months.

Recorded Crime Current 12 vs Previous 12 complete Months

4 ✓

Previous 12 Months: 8 (-50%)

Domestic homicides have reduced by 80 per cent compared to the previous year. They account for 20 per cent in the last 12 months, compared to 38 per cent in the previous 12 months.

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ Lichfield	1		1	1.00%
⊕ Cannock	1	1	0	0.00%
⊕ Newcastle				0.00%
⊕ No LPT				0.00%
⊕ SOT North				0.00%
⊕ South Staffs				0.00%
⊕ Stafford	2	3	-1	-33.33%
⊕ SOT South	1	3	-2	-66.67%
⊕ East Staffs		3	-3	-100.00%
⊕ Moorlands		1	-1	-100.00%
⊕ Tamworth		2	-2	-100.00%
Total	5	13	-8	-61.54%

Recorded Crime Current 12 vs Previous 12 complete Months

1 ✓

Previous 12 Months: 5 (-80%)

6.2 Reduce Serious Violence (NCPM)



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Definition change - Knife crime definition has been amended to **exclude glass and broken bottles** from the weapon types to align with the ADR and NDQIS (National Data Quality Improvement Service) ensuring a cross-police force methodology.

DEFINITION

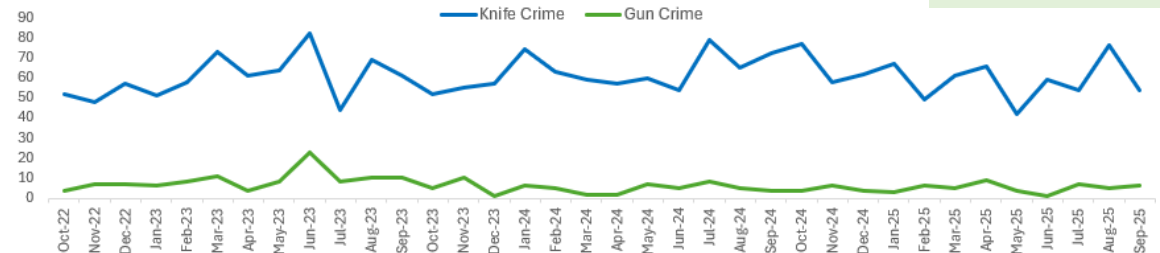
Knife Crime: Specific violence, sexual offences and robbery crimes involving the use of a weapon that is sharp and capable of piercing the skin, which is not limited to just knives.

Gun Crime: Crime where a firearm is used (fired, or as a blunt instrument) to cause injury to a person or is used as a threat.

Knife Crime
(DCPP definition – part of Serious Violence)

Home Office Offence Groups Level 2 & 3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Robbery	245	226	19	8.41%
⊕ Robbery of Business Property	46	13	33	253.85%
⊕ Robbery of Personal Property	199	213	-14	-6.57%
Sexual Offences	25	14	11	78.57%
⊕ Other Sexual Offences	7	3	4	133.33%
⊕ Rape	18	11	7	63.64%
Violence Against the Person	455	507	-52	-10.26%
⊕ Violence with Injury	414	466	-52	-11.16%
⊕ Violence without Injury	41	41	0	0.00%
Total	725	747	-22	-2.95%

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ Moorlands	43	32	11	34.38%
⊕ SOT North	175	144	31	21.53%
⊕ Lichfield	37	33	4	12.12%
⊕ Stafford	69	67	2	2.99%
⊕ No LPT	2	2	0	0.00%
⊕ SOT South	164	165	-1	-0.61%
⊕ Newcastle	49	53	-4	-7.55%
⊕ Tamworth	46	56	-10	-17.86%
⊕ Cannock	52	65	-13	-20.00%
⊕ South Staffs	40	56	-16	-28.57%
⊕ East Staffs	49	76	-27	-35.53%
Total	725	747	-22	-2.95%



LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
⊕ SOT South	12	5	7	140.00%
⊕ East Staffs	9	4	5	125.00%
⊕ SOT North	11	9	2	22.22%
⊕ Stafford	8	7	1	14.29%
⊕ Moorlands	6	6	0	0.00%
⊕ Tamworth	3	4	-1	-25.00%
⊕ South Staffs	6	9	-3	-33.33%
⊕ Newcastle	4	11	-7	-63.64%
⊕ Cannock	1	3	-2	-66.67%
⊕ Lichfield	8	8	0	0.00%
Total	60	60	0	0.00%

In May and November, along with partners, we take part in a national week of action aimed to tackle knife crime. A range of activities are undertaken to reduce repeat offenders and focus on hotspot locations, alongside engagement activity including increased prevention targeted at young people and within schools. The force has also obtained knife wands which are to be placed in police cars and have supported the knife bleed kits in publicly accessible locations.

Gun Crime
(DCPP definition – part of Serious Violence)

Home Office Offence Groups Level 2 & 3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Robbery	6	3	3	100.00%
Violence Against the Person	27	19	8	42.11%
⊕ Violence with Injury	14	7	7	100.00%
⊕ Stalking and Harassment	3	3	0	0.00%
⊕ Violence without Injury	10	12	-2	-16.67%
Miscellaneous Crimes Against Society	1	1	0	0.00%
Public Order Offences	5	5	0	0.00%
Criminal Damage and Arson Offences	8	10	-2	-20.00%
Possession of Weapons Offences	13	22	-9	-40.91%
Total	60	60	0	0.00%

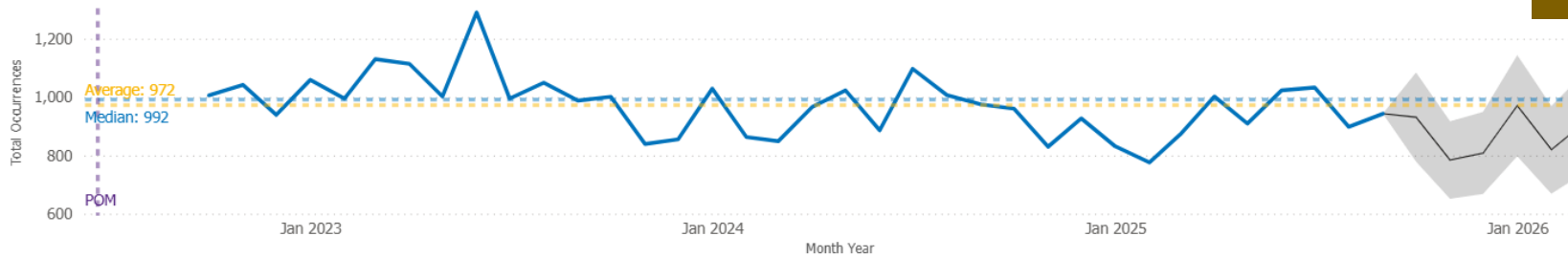
6.2 Serious Violence



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Serious Violence Nationally, this will be measured through hospital admissions of under 25s for assault with a sharp object, and police recorded information of offences involving discharge of a firearm. A proxy measure using crime data is used to show our position.



Serious violence has decreased by 3.6 per cent (-404) in the last 12 months compared to the previous 12 months and has seen a 15.7 per cent (1,464) increase compared to the national Beating Crime Plan baseline.

DEFINITION

Definition in the National Beating Crime Plan:

Serious violence - includes crimes that involve knives or guns which can have life-changing consequences, personal and business robbery and violence with injury

Violence with Injury is split into a number of types.

- Volumes of assault with injury (8N) have decreased by 6.1 per cent (-566) compared to the previous 12 months but have increased by 10.6 per cent (834) compared to the national baseline
- Volumes of assault with intent to cause serious harm (5D) have increased by 5.5 per cent (31) compared to the previous 12 months but have increased by 32 per cent (145) compared to the national baseline.
- Volumes of Assault with Injury on a Constable (8S) have decreased by 16.6 per cent (-60) compared to the previous 12 months but have increased by 96 per cent (148) compared to the national baseline.
- Other types of violence with injury have smaller volumes of offences, which can lead to percentage changes looking more significant.
- New offences were added to endangering life (5E) in April 2024, these were: causing danger to road users, sending or showing flashing images electronically with intent to harm and encouraging/ assisting self harm. This will account for the 93 per cent increase seen in the current 12 months.
- Assault with Injury on emergency worker (8T) was introduced in April 2020. Therefore, there are no crimes recorded in the baseline year (2019).

Home Office Offence Groups 3 & 4	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference	BCP Crime (2019)	Difference (BCP)	% Difference (BCP)
Robbery	972	767	205	26.7%	796	176	22.1%
34A Robbery of Business Property	257	47	210	446.8%	84	173	206.0%
34B Robbery of Personal Property	715	720	-5	-0.7%	712	3	0.4%
Violence with Injury	9,825	10,434	-609	-5.8%	8,537	1,288	15.1%
2 Attempted Murder	17	10	7	70.0%	14	3	21.4%
4/7 Cause or Allow Death or Serious Physical Harm to a Child or Vulnerable Person		3	-3	-100.0%	1	-1	-100.0%
5D Assault with Intent to cause Serious Harm	598	567	31	5.5%	453	145	32.0%
5E Endangering Life	56	29	27	93.1%	6	50	833.3%
8N Assault with Injury	8,694	9,260	-566	-6.1%	7,860	834	10.6%
8P Racially or Religiously Aggravated Assault with Injury	58	70	-12	-17.1%	49	9	18.4%
8S Assault with Injury on a Constable	302	362	-60	-16.6%	154	148	96.1%
8T Assault with Injury on an Emergency Worker (other than a constable)	100	133	-33	-24.8%		100	100.0%
Serious Violence	10,797	11,201	-404	-3.6%	9,333	1,464	15.7%

6.2 Reduce Serious Violence (NCPM)



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Serious Violence (DCPP definition robbery & Violence with Injury)

Home Office Offence Groups 3 & 4	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Robbery	972	767	205	26.7%
34A Robbery of Business Property	257	47	210	446.8%
34B Robbery of Personal Property	715	720	-5	-0.7%
Violence with Injury	9,825	10,434	-609	-5.8%
Serious Violence	10,797	11,201	-404	-3.6%

Serious violence has decreased by four per cent compared to the previous year, most of the decrease is in violence with injury. Business robbery has seen a large percentage increase due to a change in the recording of thefts from shops which involve assaults, these were recorded as separate offences prior to April 2025. These are now recorded as business robberies.

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
No LPT	17	14	3	21.43%
Moorlands	805	736	69	9.38%
SOT South	2,085	1,985	100	5.04%
Newcastle	1,055	1,006	49	4.87%
Cannock	957	920	37	4.02%
South Staffs	720	740	-20	-2.70%
Tamworth	712	751	-39	-5.19%
SOT North	1,726	1,879	-153	-8.14%
East Staffs	1,002	1,151	-149	-12.95%
Stafford	1,075	1,244	-169	-13.59%
Lichfield	647	773	-126	-16.30%
	1	2	-1	-50.00%
Total	10,797	11,201	-404	-3.61%

VAWG (DCPP definition)

Home Office Offence Groups 3 & 4	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference	BCP Crime (2019)	Difference (BCP)	% Difference (BCP)
Other Sexual Offences	2,523	2,466	57	2.31%	1,860	663	35.65%
Rape	1,333	1,275	58	4.55%	942	391	41.51%
8L Harassment	8,726	8,553	173	2.02%	4,053	4,673	115.30%
8M Racially or Religiously Aggravated Harassment	342	279	63	22.58%	219	123	56.16%
8Q Stalking	3,927	3,996	-69	-1.73%	705	3,222	457.02%
8R Malicious Communications	795	678	117	17.26%	4,064	-3,269	-80.44%
8R Malicious Communications - Replaced by 088/15		46	-46	-100.00%	98	-98	-100.00%
8U Controlling or Coercive Behaviour	1,286	1,247	39	3.13%		1,286	1286.00%
VAWG	18,932	18,540	392	2.11%	11,941	6,991	58.55%

VAWG has increased by two per cent compared to the previous year. Domestic crimes account for 38 per cent (7,188) of violence against women and girls, compared to non-domestic crimes which account for 62 per cent (11,744) in the last 12 months.

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
	8	1	7	700.00%
No LPT	56	45	11	24.44%
Cannock	1,810	1,620	190	11.73%
South Staffs	1,384	1,257	127	10.10%
Moorlands	1,388	1,271	117	9.21%
SOT South	3,241	3,051	190	6.23%
Newcastle	1,922	1,822	100	5.49%
Tamworth	1,192	1,178	14	1.19%
Stafford	2,125	2,116	9	0.43%
Lichfield	1,300	1,303	-3	-0.23%
East Staffs	2,013	2,071	-58	-2.80%
SOT North	2,502	2,805	-303	-10.80%
Total	18,932	18,540	392	2.11%

Volumes of violence against women and girls will have been impacted by the changes in recording of conduct crimes (harassment, stalking or controlling/coercive behaviour) following changes made in the June 2023 which impacts on the recent data when compared to the 2019 baseline.

6.2 Reduce Serious Violence (NCPM)



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Domestic Abuse (Crime only)

Home Office Offence Groups Level 2 & 3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Sexual Offences	893	692	201	29.05%
Other Sexual Offences	344	233	111	47.64%
Rape	549	459	90	19.61%
Possession of Weapons Offences	137	119	18	15.13%
Miscellaneous Crimes Against Society	326	285	41	14.39%
Robbery	45	41	4	9.76%
Theft	924	923	1	0.11%
Drug Offences	3	3	0	0.00%
Violence Against the Person	13,687	14,023	-336	-2.40%
Stalking and Harassment	6,295	6,309	-14	-0.22%
Violence without Injury	4,076	4,224	-148	-3.50%
Violence with Injury	3,315	3,484	-169	-4.85%
Homicide	1	5	-4	-80.00%
Death or Serious Injury Caused by Unlawful Driving		1	-1	-100.00%
Public Order Offences	909	939	-30	-3.19%
Criminal Damage and Arson Offences	857	947	-90	-9.50%
Total	17,781	17,972	-191	-1.06%

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
No LPT	49	41	8	19.51%
Newcastle	1,919	1,762	157	8.91%
South Staffs	1,296	1,204	92	7.64%
SOT South	3,164	3,091	73	2.36%
Tamworth	1,199	1,176	23	1.96%
	1		1	1.00%
Moorlands	1,243	1,266	-23	-1.82%
Cannock	1,540	1,570	-30	-1.91%
East Staffs	1,810	1,887	-77	-4.08%
Stafford	1,797	1,884	-87	-4.62%
SOT North	2,582	2,796	-214	-7.65%
Lichfield	1,187	1,295	-108	-8.34%
Total	17,781	17,972	-191	-1.06%

Domestic Abuse remains stable with a slight decrease of one per cent compared to the previous year.

Hate (Crime only)

Home Office Offence Groups Level 2 & 3	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Miscellaneous Crimes Against Society	15	10	5	50.00%
Robbery	6	4	2	50.00%
Theft	12	10	2	20.00%
Public Order Offences	904	795	109	13.71%
Violence Against the Person	939	840	99	11.79%
Violence without Injury	230	195	35	17.95%
Stalking and Harassment	618	534	84	15.73%
Violence with Injury	91	111	-20	-18.02%
Criminal Damage and Arson Offences	53	62	-9	-14.52%
Sexual Offences	9	12	-3	-25.00%
Possession of Weapons Offences	7	14	-7	-50.00%
Drug Offences		1	-1	-100.00%
Total	1,945	1,748	197	11.27%

LPT	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference
Newcastle	165	133	32	24.06%
East Staffs	224	184	40	21.74%
Stafford	222	186	36	19.35%
SOT South	419	352	67	19.03%
Cannock	144	125	19	15.20%
Lichfield	111	101	10	9.90%
	3		3	3.00%
SOT North	345	342	3	0.88%
South Staffs	118	118	0	0.00%
Tamworth	112	115	-3	-2.61%
Moorlands	81	87	-6	-6.90%
No LPT	2	5	-3	-60.00%
Total	1,945	1,748	197	11.27%

Hate type breakdown: Racial increased by 13 per cent (+160), Sexual orientation increased by four per cent (+11), transgender increased by six per cent (+3), disability increased by 19 per cent (+24) and religion reduced by six per cent (-4).

Hate crime has increased by 11 per cent compared to the previous year. Majority is racial 73 per cent

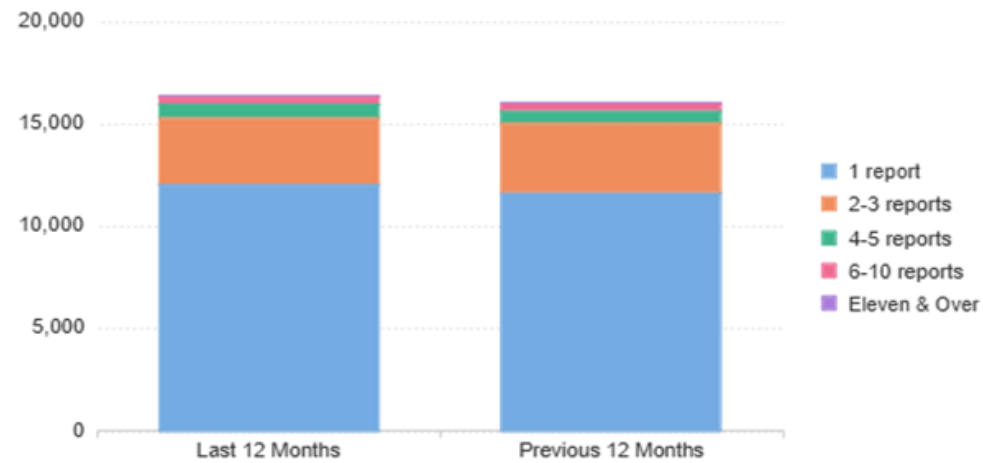
6.2 Domestic Abuse



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Number of Victims of Domestic Abuse (Crime & Non Crime)



Groups	Last 12 Months			Previous 12 Months		
	Victims	% Repeats	Crimes	Victims	% Repeats	Crimes
1 report	12024		12024	11619		11619
2-3 reports	3331	76.3%	7557	3432	76.9%	7822
4-5 reports	670	15.4%	2918	633	14.2%	2771
6-10 reports	299	6.9%	2147	318	7.1%	2300
Eleven & Over	63	1.4%	883	82	1.8%	1311
Total	16387	26.6%	25529	16084	27.8%	25823

Op Encompass

In February 2021, the force implemented Op Encompass, which notifies schools of children living with, or exposed to domestic abuse. Schools have automatically received **37,706** notifications regarding children following a domestic incident, although some children will have had of more than one notification sent in this period.

In the last 12 months, 73 per cent (12,024) of victims of domestic abuse made one report in a 12-month period, 20 per cent (3,331) of victims made two or three reports in the last 12-month period and six per cent (1,032) of victims of domestic abuse have experienced domestic abuse four or more times in the last 12-month period. These proportions have not changed significantly over the last 12 months with similar proportions (seventy-two per cent) of victims only making one report of domestic abuse. The proportion of victims making two or three reports has also reduced (minus one per cent) the proportion of victims reporting domestic abuse on four or more occasions remains stable.

Outcomes:

In the last 12 months, 12 per cent (2,206) of domestic abuse crime had a criminal justice outcome, of these ten per cent were charged or had a postal requisition (1,821). Community resolutions have been utilised 257 times (1.4 per cent) for domestic abuse in the last 12 months. The criminal justice outcome rate has increased slightly (0.2 per cent) compared to the previous 12 months.

In the last 12 months, the majority, 60.5 per cent (11,306) of domestic abuse were outcome 16 (victims declines/withdraws support), and there was a 2.4 per cent increase compared to the previous 12 months.

In the last 12 months, 25.5 per cent (4,765) of domestic abuse had an outcome where we were unable to progress the investigation, which has decreased by 2.2 per cent compared to the previous 12 months.

6.3 Disrupt drugs supply and county lines (NCPM)

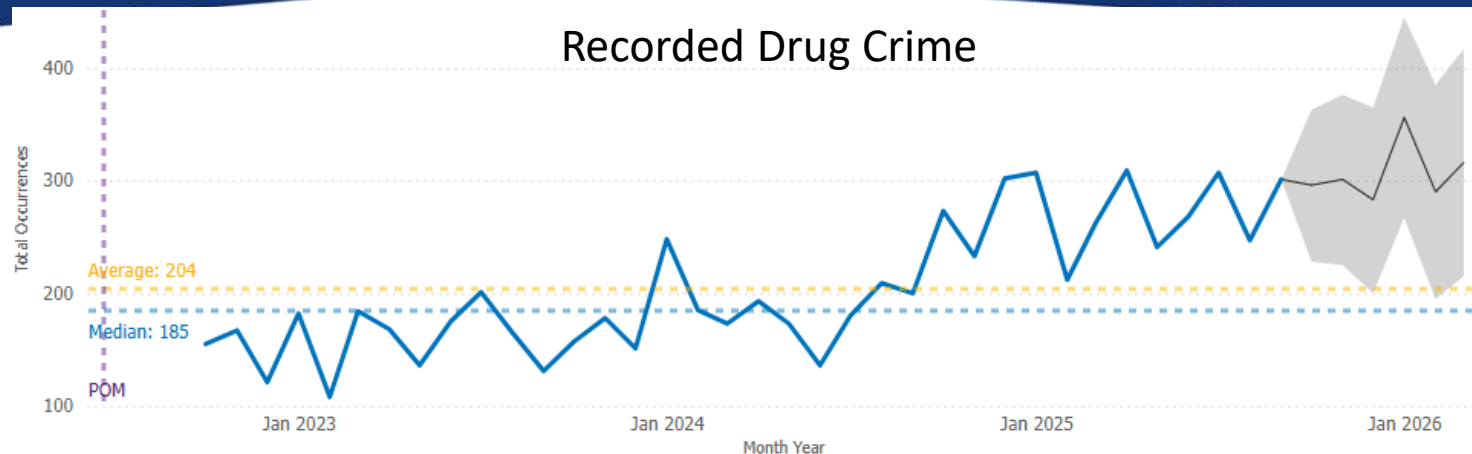


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Nationally, this will be measured through police recorded drug-related homicides and Office for Health Improvement and Disparities police referrals into drug treatments.

Whilst drug activity is widespread, it is the more densely populated areas that generally attract the largest focus from organised crime groups involved in this criminality. Drugs is often a force priority with a number of significant operations in existence at any one time, tracked via force tasking and tackled through a combination of intervention and prevention work with partners. The work utilises local policing resources, Early Intervention and Prevention Unit (EIPU) and the Knowledge Hub, alongside proactive pursue targeting through operations and investigations owned by our dedicated proactive teams, tackling the highest levels of criminality and those causing misery to communities.



The volume of drugs offences recorded has increased in the last nine months after a number of years of stability. The main volume is possession offences, especially possession of cannabis. It is worth noting that, although a single crime is recorded, one offence could relate to a large quantity or value of drugs, especially for offences of supply. Since October 2024, there has been an increase in the volume of importation of drugs offences, linked to the identification of parcels containing drugs intended for Staffordshire residents. This accounts for over half of the increase. These are classified under the trafficking of drugs and equate to 537 additional crimes in the last 12 months.

HO Offence Group L2	Current Complete 12 Months	Previous Complete 12 Months	Difference	% Difference	BCP Crime (2019)	Difference (BCP)	% Difference (BCP)
Drug Offences	3,202	2,133	1,069	50.12%	1,976	1,226	62.04%
Possession of Drugs	2,143	1,635	508	31.07%	1,539	604	39.25%
92A Trafficking in Controlled Drugs	16		16	16.00%	1	15	1500.00%
92C Other Drug Offences	1	1	0	0.00%	4	-3	-75.00%
92D Possession of Controlled Drugs (excluding Cannabis)	656	519	137	26.40%	429	227	52.91%
92E Possession of Controlled Drugs (Cannabis)	1,470	1,115	355	31.84%	1,105	365	33.03%
Trafficking of Drugs	1,059	498	561	112.65%	437	622	142.33%
92A Trafficking in Controlled Drugs	1,059	498	561	112.65%	437	622	142.33%

Initially, drugs offences are given a temporary drugs code while the type of drugs seized are confirmed through forensic testing. There is a gap between the date the offences are identified and when the crimes are recorded.

6.3 Disrupt drugs supply and county lines (NCPM)



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County Lines

DEFINITION

Definition: "A term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal line'. They are likely to exploit children and vulnerable adults to move and store the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons."

The force had a successful county lines intensification week in June:

The highlights of the week of action were:

- 44 arrests
- 29 people safeguarded
- 15 cuckoo address visits
- 2.6kg of cocaine seized
- £103,880 cash seized
- Countless knives taken off the streets
- Six drug lines recovered as Type 1 closures (the closure of a county line through the arrest and charge of a line holder)

Geographical Impact

Most of the currently identified county lines originate from the West Midlands and primarily impact areas in the southern part of the county. Nevertheless, we maintain ongoing scanning for county lines emerging from other regions. The towns most consistently affected are Burton-upon-Trent, Cannock, and Tamworth, all of which have a significant population of Class A drug users and benefit from strong road and rail connectivity.

During this reporting period, 285 arrests have been made—slightly more than the previous year. We continue to work in close partnership with the West Midlands County Lines Task Force, with a sharpened focus on targeting the heads of drug lines operating from the West Midlands. This approach ensures that lines are swiftly dismantled and brought to a successful conclusion, preventing the cycle of vulnerable individuals being recruited, arrested, and replaced.

A total of 32 Type 1 drug line closures have been achieved this year – where the line has been seized and the line holder charged with a drug supply offence – compared to 20 closures in the previous reporting year. This increase reflects our strategic shift toward targeting the root causes of county lines activity, rather than focusing solely on drug runners, who are often vulnerable individuals and Class A drug users exploited by the line.

We have successfully maintained the number of mapped county lines in Staffordshire at 13 or fewer for the past two years. This demonstrates our continued commitment to making Staffordshire a hostile environment for county lines operations, especially when compared to significantly higher activity in neighbouring regions.

6.3 Disrupt drugs supply and county lines (NCPM)



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Cannabis cultivation

Cannabis factories in Staffordshire are predominantly located in privately rented residential properties that have been converted for cultivation purposes. This year, several large-scale grows have again been identified across the force area, including large-scale commercial premises. Organised cannabis cultivation is closely linked to poly-criminality, often involving modern slavery and human trafficking (MSHT). The majority of individuals arrested in connection with these operations have been Albanian nationals.

01/01/2025 to 31/08/2025 = **94 cannabis grows in Staffordshire** were identified where we can identify the location was procured for cannabis cultivation (this excludes low level grows for personal use).

Of note this is a decrease compared to previous years at the same stage:

105 in 2024, 114 in 2023 and 121 in 2022.

Of the 94 grows, **46 were in Stoke-on-Trent**. Again, this is a decrease compared to previous years;

72 in 2024 , 81 in 2023 and 72 in 2022.

Following a review of the 46 grows in Stoke during 2025, we can identify links to **Albanian criminality at 26 of them**. Compared to the last two previous years this has decreased in comparison;

28 in 2024, 35 in 2023 and 20 in 2022.

Monkey Dust

Monkey dust is a Class B drug belonging to the substituted cathinones family. It typically appears as a crystalline powder in various colours (white, off-white, yellow, pale brown, or orange) and is most commonly smoked using a pipe, though it can also be swallowed. The substance is highly addictive and unpredictable, suppressing pain perception and inducing intense hallucinations, often resulting in severe paranoia.

Force Response – Operation Rivent

Operation Rivent is Staffordshire Police's strategic response to tackling the impact of monkey dust. The operation focuses on:

- Disrupting and enforcing against the organised criminal networks responsible for its supply.
- Collaborating with partner agencies to support individuals affected by monkey dust use.

Key Threats Identified:

- **Sexual exploitation** of vulnerable individuals through the provision of monkey dust.
- **Financial exploitation and cuckooing**, particularly targeting vulnerable tenants.
- **Risks to rough sleepers and homeless individuals**, who are disproportionately affected.
- **Threats to emergency service personnel and healthcare workers** treating users.
- **Stoke-on-Trent remains a central hub** for monkey dust activity, with dealers travelling from Stafford to purchase the drug.
- **Local distribution networks** are supplied by individuals importing monkey dust into Stoke.
- **Public safety concerns**, with the visible effects of Monkey Dust use impacting community wellbeing in public spaces.

6.4 Tackle Cybercrime & Fraud Focus (NCPM)

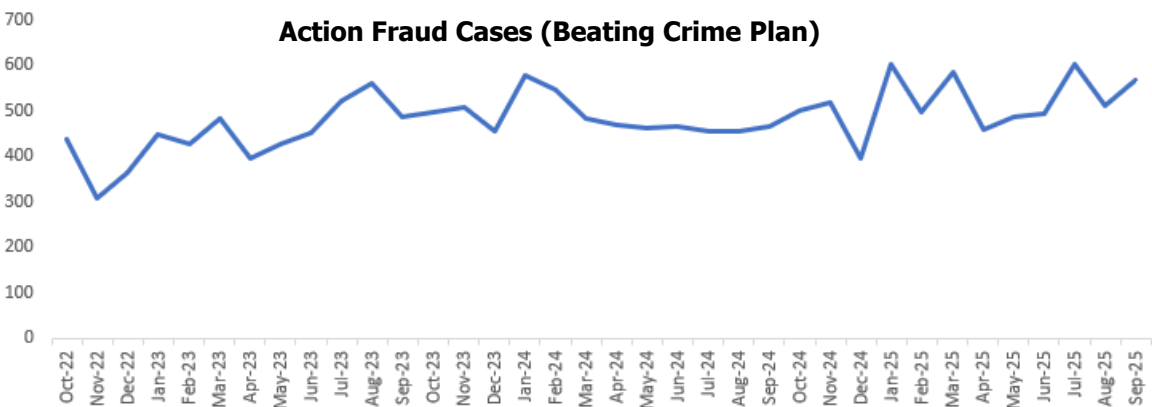


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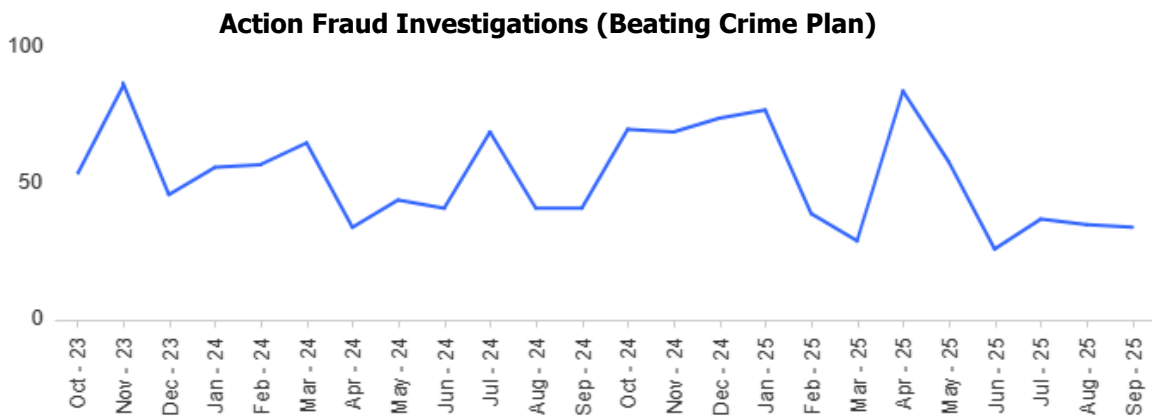


Nationally, this will be measured through cyber aware tracker and the Department for Digital, Culture, Media and Sport survey.

Action Fraud Cases (Beating Crime Plan)



Action Fraud Investigations (Beating Crime Plan)



Of the Action Fraud cases in the last 12 months reported by Staffordshire residents to Action Fraud, 17 per cent were identified as cyber-crime (this includes hacking and computer viruses/malware), and 83 per cent were identified as fraud (this includes online shopping and banking fraud).

Fraud has now been included as a specific subject on the HMICFRS PEEL Inspections.

DEFINITION

Fraud - techniques used by fraudsters have a widespread impact. It includes the security of our online activity (e.g. fraudulent messages claiming to be from Government or business). Fraudsters are quick to adapt to change and exploit weaknesses in new systems or new technologies.

Cyber Crime – stealing personal information or hacking into business systems to use as ransom or disruption

Staffordshire is using a local proxy measure to measure cybercrime which incorporates cyber-dependent crimes which are managed nationally by the City of London Police. The National Fraud Intelligence Bureau (NFIB) review and disseminate investigations to local forces which were recorded by Action Fraud. Cyber-enabled crimes are crimes owned by Staffordshire Police which have a cyber/online element to them.

Action Fraud cases are reported to National Action Fraud and some cases are forwarded to Staffordshire Police to investigate.

DCPP National Beating Crime Plan Indicators - Fraud	Last 12 Months	Previous 12 Months	12 Month Difference	12 Month % Change	Baseline (Jan to Dec 2019)	Baseline Difference	% Change From Baseline
Cases reported to Action Fraud	6224	5844	380	6.5%	4840	1384	28.6%
Fraud Investigations	632	635	-3	-0.5%	1092	-460	-42.1%
Proportion of cases investigated	10.2%	10.9%		-0.7%	22.6%		-12.4%

Fraud Outcome Rates	Last 12 Months	Previous 12 Months	12 Month % Change	Baseline (Jan to Dec 2019)	% Change From Baseline
CJ Outcomes	11.6%	8.3%	3.2%	11.6%	0.0%
Diversionary Activity (Outcome 22)	0.2%	0.3%	-0.2%	0.0%	0.2%
Other	5.7%	19.4%	-13.7%	13.6%	-7.9%
Outcome 16	17.9%	13.5%	4.3%	9.0%	8.9%
Prosecution Prevented	0.8%	0.2%	0.6%	0.0%	0.8%
Unable to Progress Investigation	63.9%	58.3%	5.7%	65.9%	-2.0%
All Outcomes	632	635	-0.5%	1099	-42.5%

7. Supporting Victims



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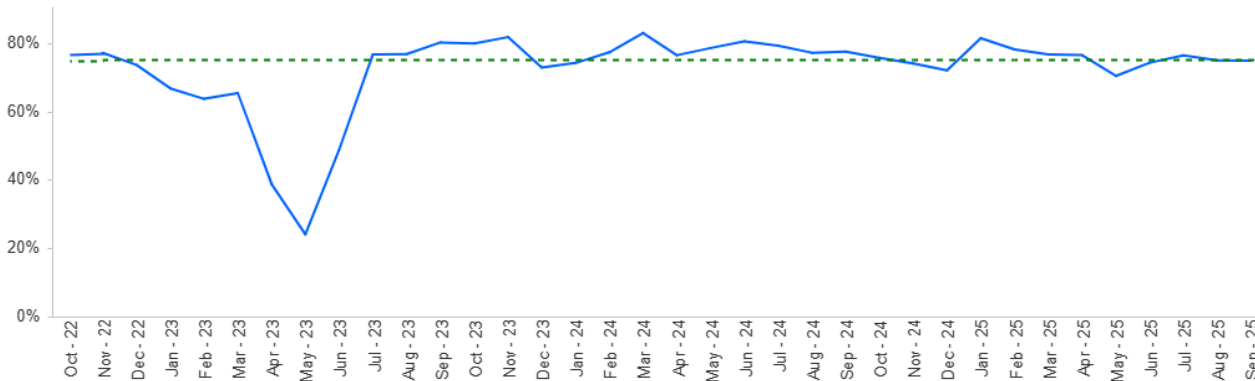
In April 2021, the Victims' Code of Practice (VCOP) was introduced nationally which places a responsibility on forces to ensure that the victim's voice and rights are considered from the reported incident through to court; or any other outcome. From May 2021, the force has been able to report on officer compliance with the VCOP, through the completion of a victim's contract.

The victim contract covers provision of information under the VCOP to the victim and also a needs assessment in relation to vulnerability and requirements. VCOP is well established within the force and completion of victim's contracts are part of our culture across all sections of the force.

VCOP sets out the minimum services that victims of crime are provided with. The police and a number of other criminal justice agencies have responsibilities as their case progresses through the justice system. One of our responsibilities is a victim contract which is the agreement between the victim and the police on preferred method of contact and how often they will be updated on progress.

Ninety-three per cent of victim-based crimes have a victim contract added in the last 12 months. This includes both active (open) and closed crimes. Compliance and quality are being monitored through auditing and remains an area of focus. Victim contracts are part of the focus of the quality of investigations board each month.

Victim Gateway timeliness

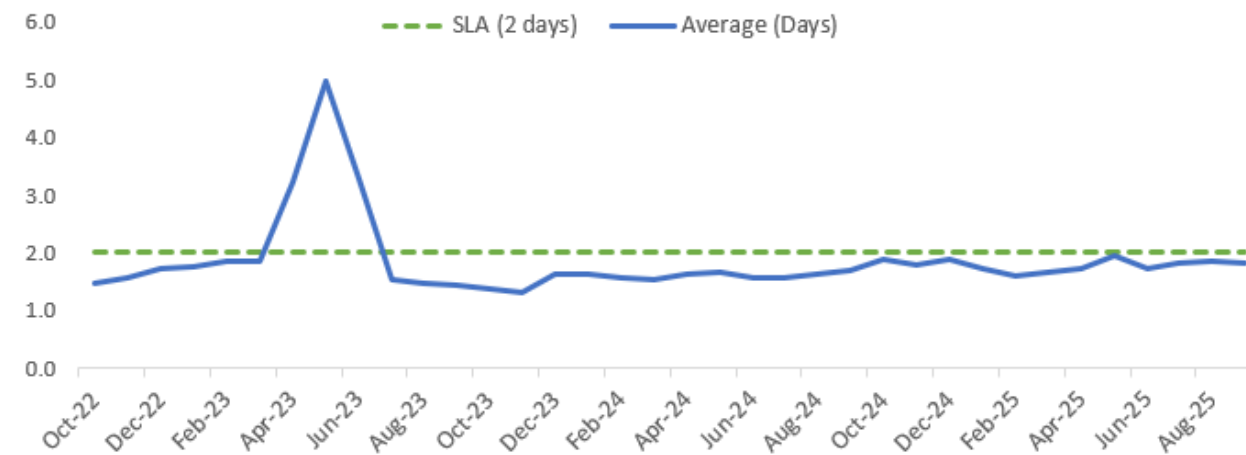


Sent to Victims Gateway	Last 12 months	Previous 12 months	Difference
% within 48 hours	75.4%	78.2%	-2.8%

Oct - 24	Nov - 24	Dec - 24	Jan - 25	Feb - 25	Mar - 25	Apr - 25	May - 25	Jun - 25	Jul - 25	Aug - 25	Sep - 25
75.6%	74.0%	72.0%	81.4%	78.1%	76.7%	76.5%	70.4%	74.2%	76.4%	74.9%	74.8%

Where the percentage is over 75 per cent this is due to the utilisation of overtime

Victim Gateway (Average days to send referrals to Victims Gateway)



Average days to send to Victims Gateway	Last 12 months	Previous 12 months	Difference
Days	1 day 19 hours	1 days 14 hours	12% (+5 hours)

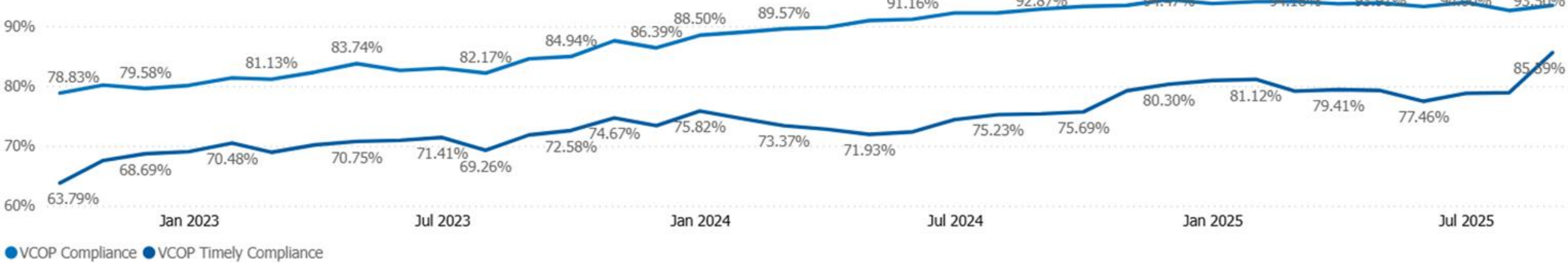
7.1 Victims' Code of Practice Compliance



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Closed Victims Contracts



Closed (crimes with an outcome)

VCOP Relevant Occurrences	
47597	
Total VCOP Compliance	Timely VCOP Compliance
93.72%	79.31%

In May 2024, the Victims and Prisoners Bill gained Royal Assent before the dissolution of Parliament. The Victims and Prisoner Bill places the principles of the Victims' Code of Practice into primary legislation and the code itself into secondary legislation. The Victims' Code sets out 12 overarching rights that must be afforded to victims of crime, making clear the minimum level of service victims should expect from criminal justice agencies including the police to aid them in their cope and recovery. The Victims and Prisoners Act will place on criminal justice agencies a duty to collate both quantitative and qualitative measures of code compliance and the force have been working hard to understand our service in this area.

Referral to Victim Support Services Timeliness: Under the Victims' Code, the police have two working days (post report) to refer a victim to support services. Staffordshire run an opt-out referral process which means all victims of crime are automatically referred into the PCC commissioned Victims' Gateway post crime validation. The Victim Gateway provide free and confidential support and advice to all victims of crime.

In May 2021, the force embedded a victims contract proforma into NICHE (crime management system), the purpose was two-fold: to act as an aide memoir for officers to ensure all the relevant information was discussed with victims, and to be utilised as way to measure our compliance with elements of the Victims' Code (pre-charge).

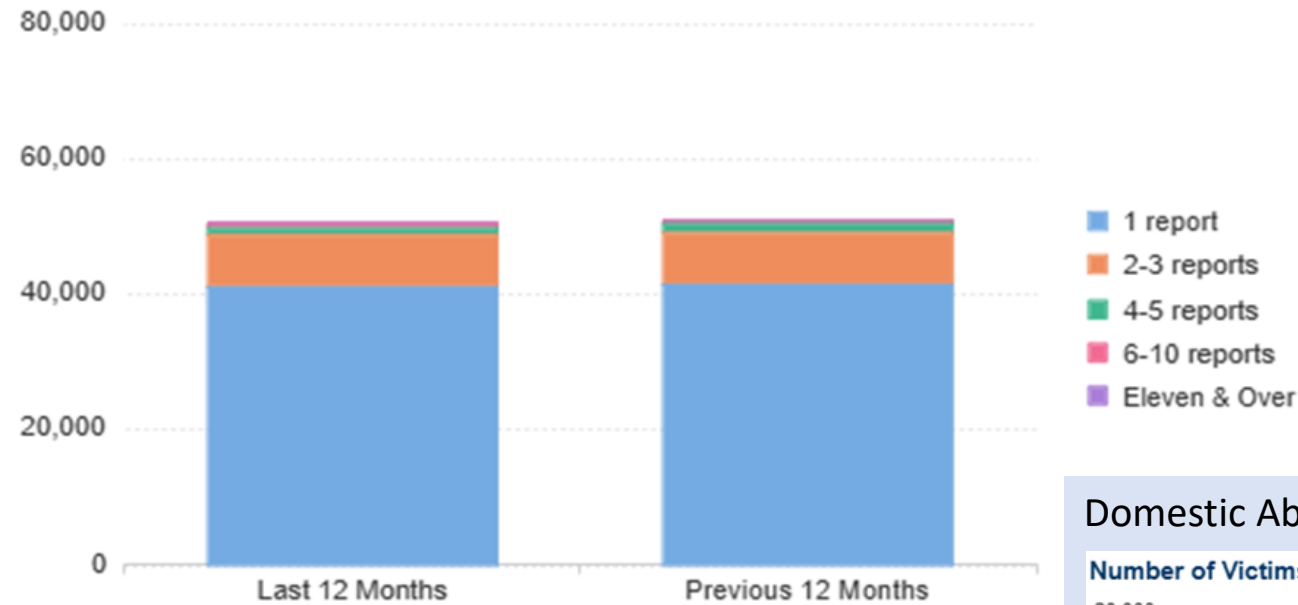
Context - Repeat Victims



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Number of Victims of All Crime



In the last 12 months 18.1 per cent (9,149) of victims of crime are repeat victims, which is stable (-0.6 per cent) compared to the previous year. Repeat victims make up 37.7 per cent (24,927) of crimes with a named victim.

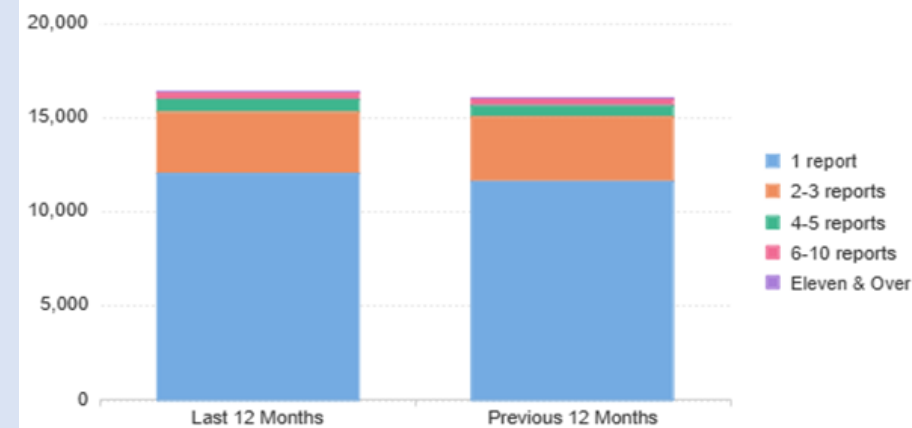
Of the types of crimes where there is a repeat victim:

- 27.0 per cent (6,899 crimes) were stalking and harassment
- 18.4 per cent (4,689 crimes) were violence without injury
- 15.3 per cent (3,894 crimes) were violence with injury
- 10.9 per cent (2,782 crimes) were public order offences.

Groups	Last 12 Months			Previous 12 Months		
	Victims	% Repeats	Crimes	Victims	% Repeats	Crimes
1 report	41273		41273	41436		41436
2-3 reports	7669	83.8%	17059	7920	83.1%	17697
4-5 reports	1047	11.4%	4496	1100	11.5%	4735
6-10 reports	394	4.3%	2802	428	4.5%	3060
Eleven & Over	39	0.4%	570	81	0.9%	1112
Total	50422	18.1%	66200	50965	18.7%	68040

Domestic Abuse Repeat Victims

Number of Victims of Domestic Abuse (Crime & Non Crime)



Groups	Last 12 Months			Previous 12 Months		
	Victims	% Repeats	Crimes	Victims	% Repeats	Crimes
1 report	12024		12024	11619		11619
2-3 reports	3331	76.3%	7557	3432	76.9%	7822
4-5 reports	670	15.4%	2918	633	14.2%	2771
6-10 reports	299	6.9%	2147	318	7.1%	2300
Eleven & Over	63	1.4%	883	82	1.8%	1311
Total	16387	26.6%	25529	16084	27.8%	25823

Similar volume (-102) and proportion (minus one per cent) of repeat victims of domestic abuse in the last 12 months, compared to the previous year.

Further information on Domestic Abuse slide

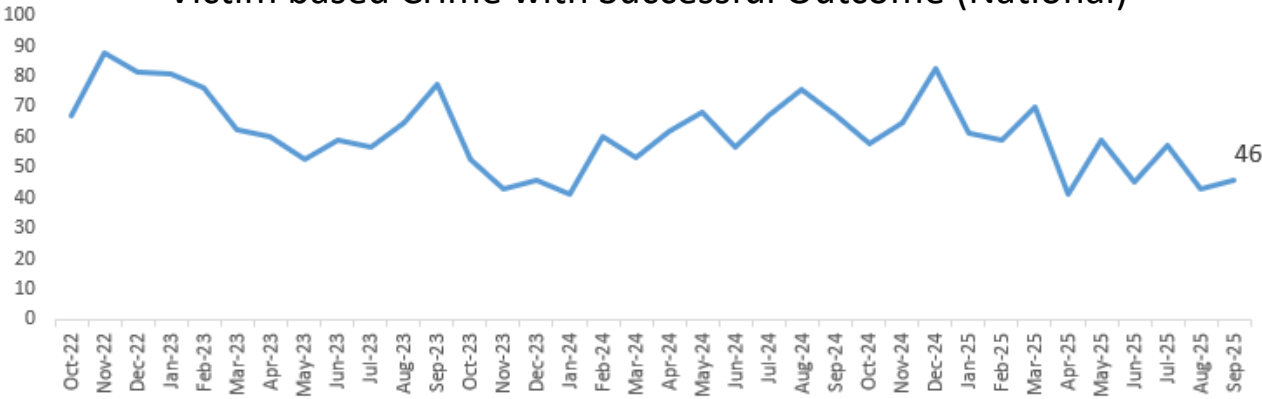
7.2 Criminal Justice - Timeliness



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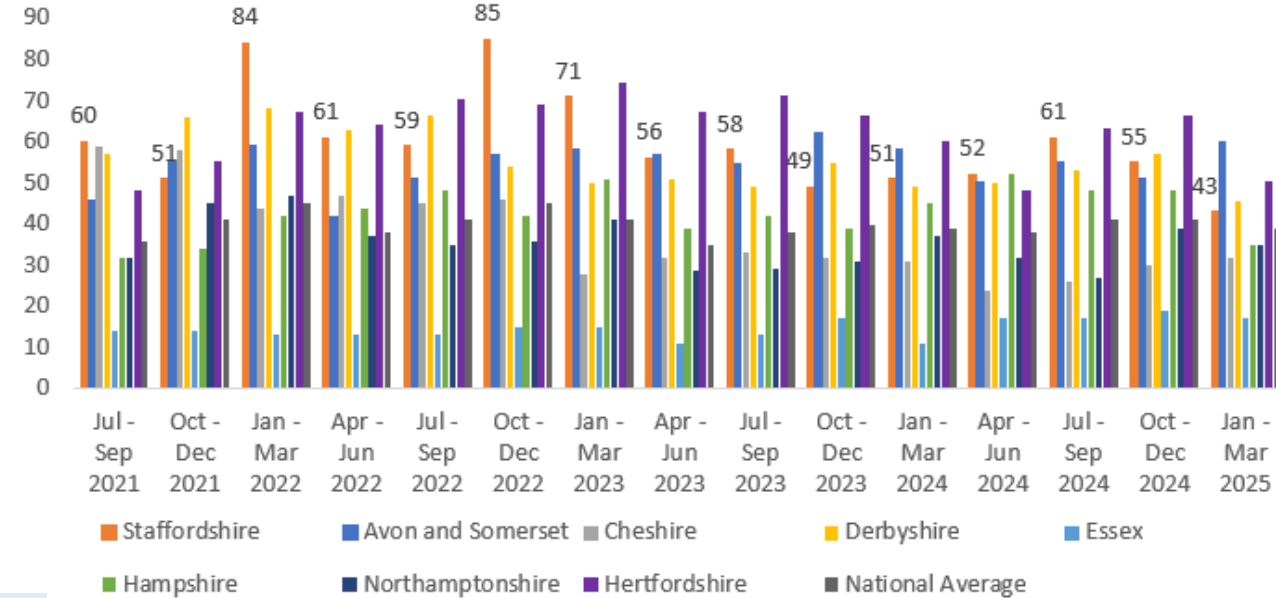
Median days between Recorded and Outcome dates
Victim based Crime with Successful Outcome (National)



Median Days Investigation Duration

Previous 12 Months	Last 12 Months	Difference
65	65	0

Average days taken for police to record a successful outcome in victim based cases



Data for the period January to March 2025 is the latest data period published on the criminal justice system delivery data dashboard. More recent data provided in this document may not entirely match the data in the next quarterly published criminal justice scorecard as this data is an extract at a given point in time. The data has been provided to help predict where the force expects to be.

In the last 12 months, overall timeliness was 65 days to investigate victim-based crimes with a criminal justice (CJ) outcome, which is stable (no change) compared to the previous 12 months. However, the more serious and complex crime types take longer to investigate, and the teams who deal with the more complex crime types spend longer investigating. For example, in the last 12 months a domestic-related crime takes on average 113 days to investigate compared to 56 days for a non-domestic crime.

National Comparison

The average (median) time to investigate in Staffordshire is above the national average, with an average (median) of **43 days to record a successful outcome** for a victim-based crime in the latest quarter (Q4 2024/25) compared to an average (median) of **39 days nationally in the latest quarter (Q4 2024/25)**. Staffordshire ranks **26th in the 42 forces** in Q4 2024/25, and **fifth in its eight most similar forces**.

Staffordshire is included in the national statistics as the force is linked to the Home Office data hub.

8.1 Workforce Update: Officer recruitment

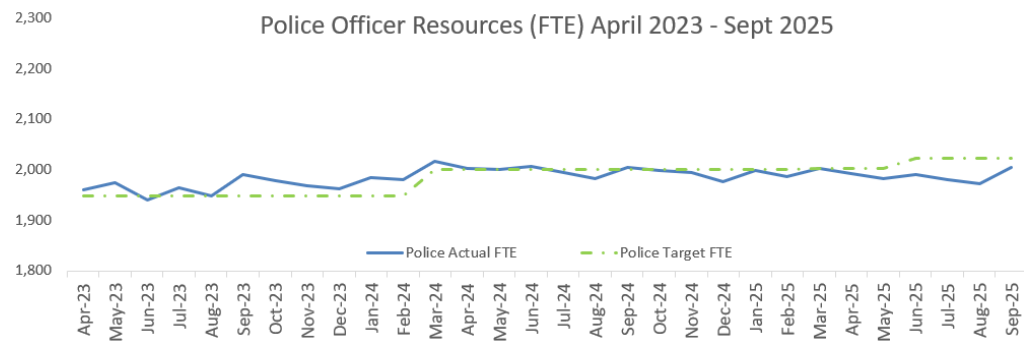


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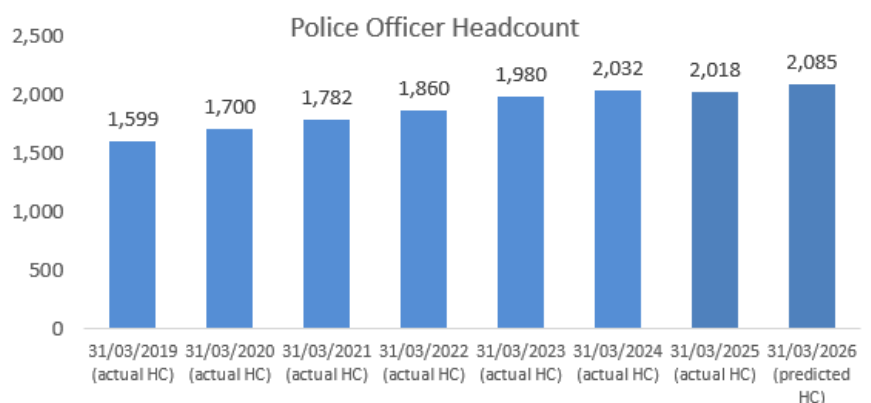


- We are currently on target to achieve the increase in police officer numbers to our force full time equivalent (FTE) target of 2,056 officers, by 31 March 2026. The current focus is on recruitment of additional resources to support neighbourhood policing and detectives to support the Crime Allocation Policy
- We have a continued focus on recruiting police officer transferees, with dedicated recruitment campaigns targeting specific roles within neighbourhood policing. Bringing experienced transferees into neighbourhood policing is a strategic priority that significantly enhances the capability and resilience of the force. Their prior knowledge and operational experience not only strengthens frontline delivery but also plays a vital role in supporting, developing, and mentoring new officers. This infusion of expertise helps build confidence, accelerates learning, and fosters a more robust and sustainable policing model within our communities.
- Officer retention remains a focus for us this year. Our retention approach includes initiatives aimed at maintaining a skilled and experienced workforce. This involves creating a talent pool of individuals approaching retirement, conducting 'say and stay' interviews to better understand and address retention drivers, and offering flexible pathways for staff to rejoin or continue contributing in alternative roles.
- The force is complying with the National Data Recording Standards, capturing more granular detail relating to officer leaving reasons.
- We have updated our promotions processes for sergeant and inspector with a greater emphasis on engaging PDRs into the selection process. Further promotion processes begin in early 2026, with the goal of conducting more frequent and operationally responsive campaigns.

Police officer full-time equivalent (FTE) in March 2023 was 1970.85 (excluding career breaks), and as at 30 Sept 2025 it was 2003.85.



The current headcount as at the end of Sept 2025 is 2,021, with plans to recruit 133 officers by 31 March 2026. New officers will join the organisation via a variety of programmes, and experienced officers via promotions, re-join and transferee programmes. The actual numbers shown in the chart are predicted to exceed the target by March 2026. We will do this by using a variety of attraction and recruitment initiatives including a blended mix of entry routes.



A priority for us over the last 18 months has been on increasing the number of detectives that we have, by utilising the range of detective entry programmes available to us. This has enabled us to increase detective capacity across the whole of the county and supported the implementation of a stand-alone Public Protection Unit with a focus on the protection of vulnerable adults and children.

8.1 Workforce - Neighbourhood Policing Guarantee



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The below sets out the baseline numbers as at 31/03/2025 across the 1a Neighbourhood Policing Category and the projected growth across each resource type.

The total funding available for Staffordshire as part of the Neighbourhood Policing Guarantee is £3.014m.

Neighbourhood Policing Guarantee	Police Officers (FTE)	PCSO's (FTE)	Special Constables (headcount)
Baseline at 31/03/25 Neighbourhood 1a	179.78	163.81	104
2025/26 NPG Growth	+53	+0	+15
Target	231.78	163.81	119
Actual 1a Neighbourhood Policing as at 30/09/25	216.05	166.83	93
Percentage towards target	93.2%	101.8%	78.2%

Please note: 3 intakes of 12 Special Constables are planned before the end of the financial year

Ethnicity

In Staffordshire, as of 30 September 2025, the force employs the following breakdown of Black, Asian, Mixed and other minority ethnic colleagues compared to the local population of 6.38 per cent:

- Whole force 4.41 per cent A decrease of 0.27 per cent since September 2024
- Police officers 4.64 per cent An increase of 0.09 per cent since September 2024
- Police staff 4.07 per cent A decrease of 0.67 per cent since September 2024
- Special Constabulary 5.83 per cent A decrease of 0.05 per cent since September 2024

Since September 2024, 10.67 per cent of police officers joining the force are Black, Asian, Mixed and other minority ethnicities.

Gender

In Staffordshire, as of 30 September 2025, the force employs the following breakdown of genders (compared to the female population of 50.5 per cent):

- Police officers – 61.14 per cent male and 38.86 per cent female - an increase of 1.00 per cent of female police officers since September 2024.
- Police staff – 36.06 per cent male and 63.94 per cent female – an increase of 1.13 per cent of male police staff since September 2024.

Since September 2024, 42.67 per cent of police officers joining the force were female.

8.2 Efficiency

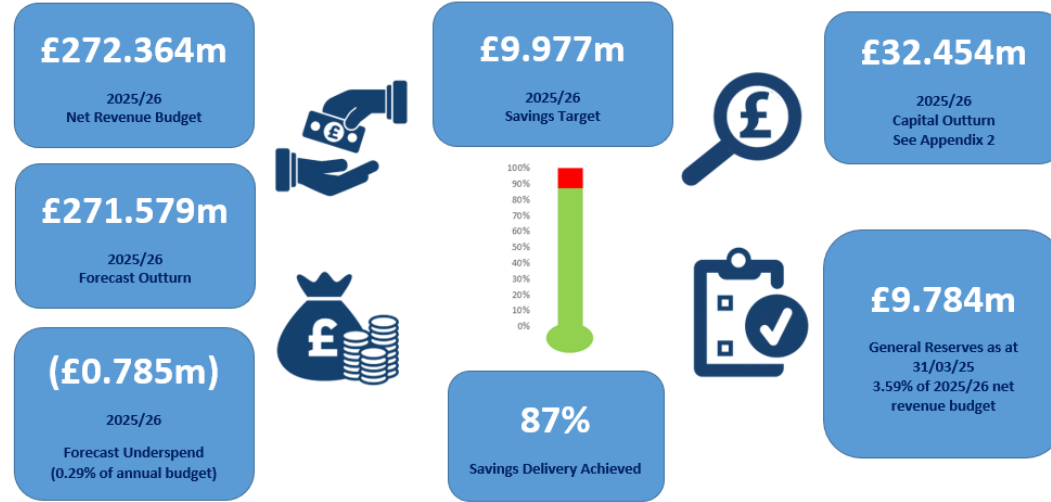


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Financial monitoring is produced at group level (e.g. force plus the Office of the Staffordshire Commissioner). Below shows the executive summary of the financial position at the end of Quarter 2 for the 2025/26 financial year.

Staffordshire Police & Staffordshire Commissioner's Office Finance Update



As outlined in the above summary, the group is forecasting an underspend of £0.785m for the 2025/26 financial year, representing 0.29% of the annual budget.

The position assumes a pay award at 4.2% for staff and officers. At the time of writing, the police staff pay award has not been confirmed, but this has been assumed in line with officers. The Home Office has announced funding of £120m nationally. Further information is to follow on how this will be allocated, but for the purpose of forecasting it has been assumed that the force will receive the same proportion of the national funding as last year which equates to £1.8m for this year. This assumption is reflected in the officer pay budgets and also in income.

The savings target for the year is £9.977m with the current forecast delivery being 87%; there is over-delivery against several schemes and further savings identified within year that are in addition to this.

Reserves remain in a healthy position, in line with the wider sector. There are plans to unwind a number of these reserves over the life of the Medium-Term Financial Strategy (MTFS).

The focus on this quarter has been on the budget setting process for 2026/27, with an update to Police, Fire and Crime Panel in November 2025; the budget proposal for 2026/27 will be presented on 2nd February 2026.

The table opposite sets out the detailed revenue financial position showing the year to date and forecast outturn for the group for the 2025/26 year.

	Year to Date			Forecast		
	Budget £'000	Actual £'000	Variance £'000	Budget £'000	Actual £'000	Variance £'000
Pay						
Police Officer Pay Costs	71,094	70,615	(479)	145,504	145,210	(295)
PCSO Pay Costs	4,449	4,409	(41)	8,549	9,345	797
Police Staff Pay Costs	40,945	39,681	(1,264)	82,756	81,911	(845)
Other Employee Costs	2,564	2,324	(240)	5,065	5,095	29
Police Officer Pensions	2,201	1,911	(291)	4,403	4,392	(11)
	121,254	118,939	(2,315)	246,277	245,952	(325)
Non Pay						
Repairs & Maintenance	16	26	10	32	42	11
Other Premises Costs	3,267	2,934	(333)	6,534	6,355	(179)
Vehicle Costs	2,052	1,874	(178)	4,109	4,021	(87)
Other Travel Costs	375	330	(45)	750	686	(63)
Operational Supplies & Service	4,137	3,733	(404)	8,006	8,043	37
Communications & Computers	6,701	6,084	(617)	13,532	13,300	(231)
Administration	749	803	53	1,939	2,159	220
Other Supplies & Services	254	209	(45)	1,357	1,414	57
	17,551	15,992	(1,558)	36,257	36,020	(237)
Contracted						
Third Party Payments	9,556	8,405	(1,151)	18,980	19,195	215
	9,556	8,405	(1,151)	18,980	19,195	215
Capital Financing						
Capital Financing Costs	7,229	6,701	(528)	7,829	7,568	(262)
	7,229	6,701	(528)	7,829	7,568	(262)
Income						
Grants & Contributions	(5,544)	(4,314)	1,229	(20,676)	(20,975)	(299)
Reimbursements	(3,523)	(3,335)	188	(7,283)	(7,095)	189
Sales, Fees & Charges	(1,158)	(1,528)	(370)	(2,315)	(2,495)	(181)
Other Income	(680)	(1,105)	(424)	(1,361)	(1,788)	(427)
	(10,905)	(10,282)	622	(31,635)	(32,353)	(718)
Funding						
Reserve Transfers	(1,615)	(1,125)	490	(5,671)	(4,609)	1,062
Use of capital receipts	0	0	0	0	0	0
Recharge direct to capital	(96)	(97)	(1)	(195)	(195)	(0)
Intra Group Transfers	0	0	0	0	0	0
	(1,711)	(1,222)	489	(5,866)	(4,804)	1,062
Unallocated Savings						
Unallocated Savings	(42)	0	42	521	0	(521)
	(42)	0	42	521	0	(521)
Total Revenue Budget	142,931	138,532	(4,400)	272,364	271,579	(785)

The underspend is shown in brackets

8.3 Value for Money



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Value for money (VfM) is a term defined (in the public sector) by the National Audit Office (NAO). The NAO uses three criteria to assess the value for money of government spending i.e. the optimal use of resources to achieve the intended outcomes:

1. Economy: minimising the cost of resources used or required (inputs) – spending less
2. Efficiency: the relationship between the output from goods or services and the resources to produce them – spending well
3. Effectiveness: the relationship between the intended and actual results of public spending (outcomes) – spending wisely.

The force has undertaken an analysis of the 2024/25 HMICFRS Value for Money profiles published in February 2025. This highlights the following:

National Comparison

Funding for policing has historically been low in Staffordshire, in 2024/25 it was the **14th lowest funded** force per population.

- Staffordshire has the **fourth lowest number of police officers** per 1,000 population in the country and is the second lowest in MSF.
- When reviewing outliers, **Staffordshire remains a heavy investor in PCSOs**, being the highest in the MSF based on net revenue expenditure per population and ninth overall.
- Overall support functions overall are the **fourth lowest in the MSF** based on net revenue expenditure per population.

Finance (£ per capita) - by source in the financial year ending 31st March 2025

