



National Probation Service

Performance Report 19

and

Weighted Scorecard Q3 2005/06

February 2006

ROGER HILL
DIRECTOR OF PROBATION

Foreword

We are now three quarters of the way through what is heading to be another record breaking year for the National Probation Service in terms of its performance against its targets.

I am very encouraged by our achievements, particularly when set against the backdrop of so much change and uncertainty. It is a credit to all the staff throughout the service that their hard work and dedication is being translated into sustained performance improvement.

Our success on delivery of basic skills has been a major achievement and demonstrates just how far we have come in this area of our business. In 2002-03, we failed by 15% to meet a target of 1,000 awards. Just three years later and we have exceeded the 10,000 annual target with four months of the year remaining. It is concerning that the three areas below the awards target are all within the OLASS development regions.

Performance on enforcement continues above target but the slight drop in December shows that we must not get complacent now that we are so close to achieving the target for a whole year for the first time. There have been encouraging gains in DTTO/DRR completions against what has been a very stretching target.

I place great importance on the risk of harm improvement agenda. The following is taken from the recent publication, *A Five Year Strategy for Protecting the Public and Reducing Re-offending*: "Keeping the public safe is the first duty of the criminal justice system, and the overriding priority of those working with offenders. People rightly expect that offenders will not pose a threat to the public while they remain under the control of the state". I introduced a new target this year for Probation Areas to complete 90% of their risk of harm assessments, risk management plans and OASys sentence plans on high risk offenders within five working days of the commencement of the order or release into the community. For any offender, failure on the part of the offender manager, to complete any one of the three components within the target timescale results in failure to meet the target. The first tranche of results was cause for concern and it confirmed some of the criticism levelled at us in this area of our work. Since then, however, I am pleased to say that the results have been getting better every month and in December alone, we were just 2% off the target nationally. This is just the beginning and there is far more that we can do to protect the public. Next year I will be enhancing National Standards monitoring to cover the robustness, accuracy and quality of risk of harm assessments, sentence plans and risk management plans.

I cannot stress enough the importance of diversity in everything that we do but unless we have the data, we cannot be fully satisfied that we are doing all we can to provide a fair and equal service to our staff and offenders. Data on staffing is included in this report as it is now available but I am concerned to see that some areas have failed to make returns. I expect to see data from Cheshire and South Yorkshire as soon as possible and certainly by the time I come to write the next performance report; IT problems are not a valid excuse. On a more positive note, I am encouraged that the full data set would have shown us above the target rather than at present, just below.

The table on the next page summarises our performance to date in comparison with last year's.

The weighted scorecard

The weighted scorecard presented at the end of this report covers the first three quarters of 2005/06. Despite the addition of further new measures, there is less volatility than in the previous quarter with four fewer areas moving more than 10 places in either direction. As with the previous update, in order to make sense of the information in light of the new measures that have been included for the first time, a short explanation is given where any area has moved more than 10 places in either direction since the six-month stage. Please note that the data on sickness absence, measured from October (to reflect the period from which areas were expecting its inclusion) has been included with a weighting of 5. Data on appointments arranged and attended

has also been included for the first time this year (as it has only been available since October) with a weighting of 2 for each of the measures.

The inclusion of sickness absence has had a negative impact on our performance against target. Without the new additions to the scorecard included, 27 areas would have been above zero on performance against target, 3 more than last quarter, and overall, the score against target for the service as a whole would have been greater than zero. Because I introduced sickness absence mid-year it will be excluded from the Performance Bonus Scheme.

NPS performance is regularly reported to Ministers. We must continue to drive hard for the final quarter of the year so that at the end of the fifth year of the National Probation Service, we can demonstrate further record levels of service delivery performance.

Roger Hill
Director of Probation
National Probation Service

Performance measure	2004/05	2005/06 Apr-Dec	Percentage point change
Enforcement within 10 days	87%	91%	+4%
Compliance including orders allowed to continue	79%	81%	+2%
Offending Behaviour Programmes	15,595 (104%)	11,502 (106%)	+2%
Unpaid work completions	38,473 (128%)	36,472 (97%)	-31%
DTTO/DRR starts	10,322 (79%)	10,086 (84%)	+5%
DTTO/DRR completions	--	2,749 (92%)	--
Basic Skills Starts	34,199 (107%)	33,006 (129%)	+22%
Basic Skills Awards	9,451 (118%)	11,114 (165%)	+47%
Sickness absence	12.3	12.2	- 0.1 days
Court Report timeliness	--	98%	--
Accurate and timely ethnicity data	--	94%	--
Assessment of high risk cases	--	76%	--
Assessment of PPOs	--	76%	--

It should be noted that in 2005/06 the targets for:

- **DTTOs increased from 13,000 to 16,000 commencements**
- **Basic Skills starts increased from 32,000 to 40,000**
- **Basic Skills completions increased from 8,000 to 10,000**
- **Unpaid work completions have increased from 30,000 to 50,000.**

Introduction

Enforcement

91% of relevant cases monitored between April and December 2005 were enforced within 10 days in accordance with National Standards. Monthly performance has been a little erratic since the high of 93% achieved in July but it has not dropped below the 90% target since January 2005.

Compliance

Compliance measures those cases where there was no second unacceptable failure to comply (third for licences) and includes orders that have been allowed to continue by the court following breach action. Performance appears to have stalled at 81% this year – just 4% short of the target. Details of a new, fairer and more meaningful measure of compliance for 2006-07 will be issued shortly.

Offending Behaviour Programmes

There were 11,502 completions of offending behaviour programmes between April and December 2005. That is 6% above target and 736 (7%) more than were completed over the same period last year.

Unpaid Work

36,472 completions have been achieved between April and December 2005. That is 3% below the profiled target but there were 8,342 (or 30%) more completions than at the same stage in 2004-05.

Drug Treatment and Testing Orders / Drug Rehabilitation Requirements

10,086 DTTOs and DRRs commenced between April and December 2005 meaning that 84% of the profiled target was met. This is against a target that increased by 23% since last year's. There were 2,522 (33%) more starts between April and December 2005 than during the same period the previous year.

There were 2,749 completions of DTTOs and DRRs between April and December 2005, 92% of the profiled target. It will require a colossal effort of over 400 completions per month to meet the 4,000 annual target.

Basic Skills

33,006 offenders commenced basic skills courses between April and December 2005, 29% above the profiled target. There were 10,596 more starts than at the same stage last year, an increase of 47%.

11,114 basic skills awards were delivered between April and December 2005, 65% above the profiled target and almost double the awards achieved over the same period in 2005-05.

Sickness Absence

There were 12.2 days on average lost due to sickness per employee between April and December 2005. That is 0.2 days more than the same period in 2004-05.

Victims

Performance on victims remained at the level achieved last year when 93% of victims were contacted within the 8-week standard. This exceeds the 85% target.

High / Very High Risk of harm cases

The target is to complete 90% of risk of harm analyses, risk management plans and OASys sentence plans on high risk offenders within five working days of the commencement of the order or release into the community. There have been incremental monthly improvements in performance rising from 66% in August to 88% in December 2005, giving a cumulative total of 76%.

Prolific and other Priority Offenders (PPOs)

The target is to complete 90% of risk of harm screenings / full analyses (as appropriate) and OASys sentence plans on Prolific and other Priority Offenders within five working days of commencement of the order or release into the community. Performance started at 64% when monitoring began in August and has risen steadily to 90% (i.e. meeting the target) in December 2005. Cumulatively over the year performance is at 76%.

Court report timeliness

The proportion of court reports completed between April and December 2005 within the timescale set by the court was 98%. Details of a new target for 2006-07 that will better reflect our service to the courts will be issued shortly.

Accurate and timely ethnicity data

96% of data on offenders starting community orders was accurate and timely with respect to ethnicity, as was 94% of data on offenders starting supervision under licence. In addition, 92% of staffing records were returned on time with a valid ethnicity code, giving an overall average of 94% against a target of 95%.

Contact for enquiries

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1. Enforcement, Contact and Compliance – April to December 2005

NPS Performance Target 6 is that the National Probation Service takes enforcement action in accordance with the National Standard in 90% of cases where the offender has breached his/her order. To fully meet the standard, three things must be achieved:

- breach action taken on or before a second failure assessed as unacceptable (third failure in licence cases)
- the court contacted for a hearing date
- all of this achieved within 10 days.

National Standards monitoring on enforcement uses a sample of cases commenced six months previously, so the sample for the reporting period April to December 2005 will contain cases that commenced between October 2004 and June 2005.

There has been a steady improvement in performance since April 2001.

Period	Enforced within 10 days in accordance with National Standards	All cases enforced
2001/02	53%	69%
2002/03	64%	77%
2003/04	77%	87%
2004/05	87%	93%
2005/06 (Apr-Dec)	91%	96%

The overall performance on enforcement has improved considerably and the 90% target has been met or exceeded consistently each month since January 2005.

The detailed data shows that:

- 34 areas met or exceeded the 90% for breach action within 10 days.
- 10 areas were within 10% of the target.
- Only one area was more than 10% below the target.

Compliance over the period was 81% (based on the proportion of cases where there were no 2nd (or 3rd for licences) unacceptable failures or where the order was breached but allowed to continue by the court). The target was increased from 70% in 2004-05 to 85% this year. Twelve areas met or exceeded this new target whilst only one area missed it by more than 10%.

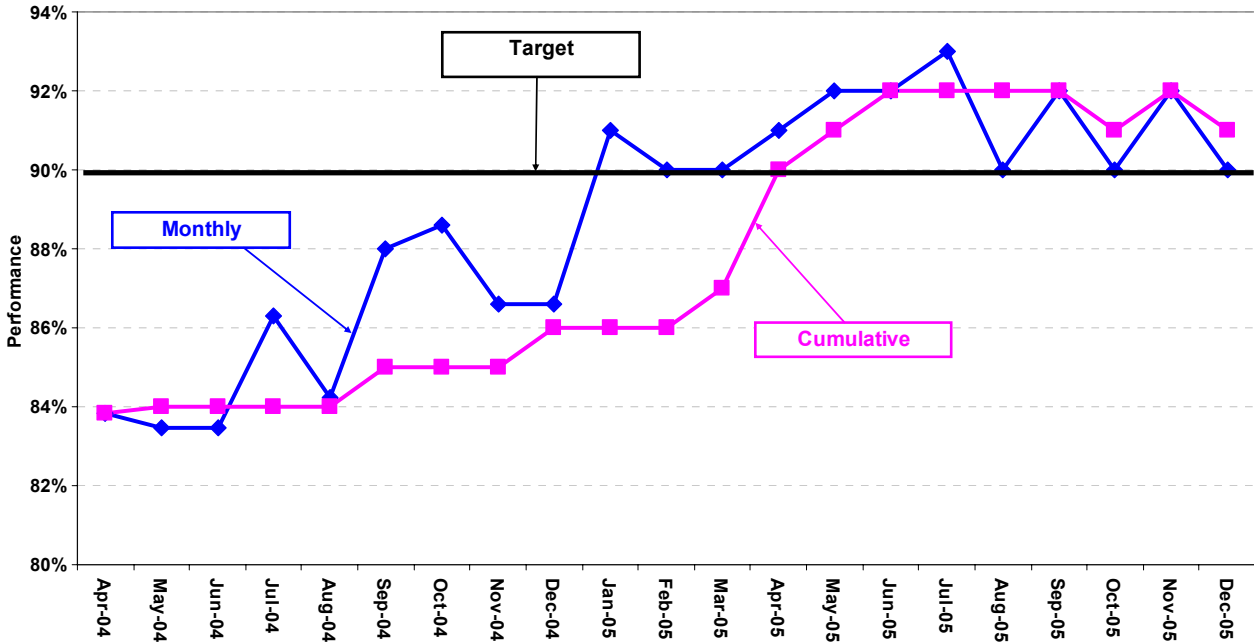
Contact with offenders is reported on for the first time this year now that the data is available. It shows that 84% of appointments were arranged in accordance with national standards, against a target of 90% whilst 64% of appointments were attended, just short of the 65% target. In 2004-05, the figures were 85% and 61% respectively.

Enforcement April - December 2005

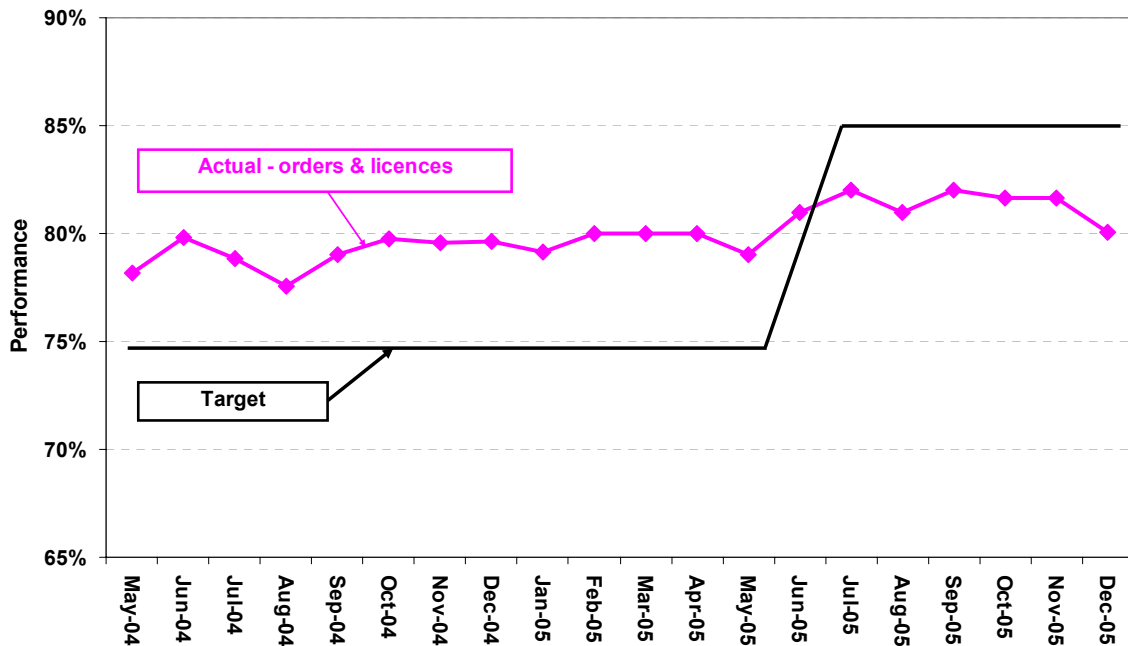
Region	Area name	Proportion enforced within 10 days	Proportion enforced whether or not within 10 days	Compliance
West Midlands	Staffordshire	94%	97%	87%
	Warwickshire	100%	100%	91%
	West Mercia	95%	96%	85%
	West Midlands	91%	96%	82%
	Regional Sub Total	94%	97%	85%
North East	County Durham	91%	94%	89%
	Northumbria	95%	98%	84%
	Teesside	96%	99%	79%
	Regional Sub Total	95%	97%	83%
East	Bedfordshire	97%	98%	79%
	Cambridgeshire	91%	95%	84%
	Essex	92%	96%	79%
	Hertfordshire	78%	85%	77%
	Norfolk	87%	96%	75%
	Suffolk	92%	100%	86%
Regional Sub Total	89%	94%	80%	
North West	Cheshire	98%	99%	79%
	Cumbria	96%	99%	86%
	Greater Manchester	89%	96%	80%
	Lancashire	91%	95%	80%
	Merseyside	88%	91%	76%
	Regional Sub Total	90%	95%	80%
East Midlands	Derbyshire	96%	96%	78%
	Leicestershire & Rutland	96%	98%	85%
	Lincolnshire	93%	96%	78%
	Northamptonshire	83%	88%	81%
	Nottinghamshire	95%	99%	77%
	Regional Sub Total	94%	97%	80%
Yorkshire & Humberside	Humberside	93%	98%	80%
	North Yorkshire	93%	97%	85%
	South Yorkshire	88%	92%	81%
	West Yorkshire	86%	92%	79%
	Regional Sub Total	88%	93%	80%
South East	Hampshire	91%	98%	87%
	Kent	93%	95%	78%
	Surrey	90%	96%	88%
	Sussex	93%	96%	79%
	Thames Valley	89%	90%	84%
	Regional Sub Total	91%	95%	83%
South West	Avon & Somerset	92%	99%	77%
	Devon/Cornwall	93%	96%	81%
	Dorset	95%	98%	78%
	Gloucestershire	87%	96%	80%
	Wiltshire	99%	99%	79%
	Regional Sub Total	93%	98%	79%
London	London East	88%	93%	81%
	London North	91%	94%	79%
	London South	93%	97%	73%
	London West	90%	96%	83%
	London Sub Total	91%	95%	79%
Wales	Dyfed/Powys	100%	100%	86%
	Gwent	91%	98%	82%
	North Wales	97%	99%	85%
	South Wales	87%	95%	82%
	Regional Sub Total	91%	97%	83%
ENGLAND & WALES		91%	96%	81%

Enforcement and Compliance by Month

Breach action taken within 10 days All community orders & licences



Compliance by Month



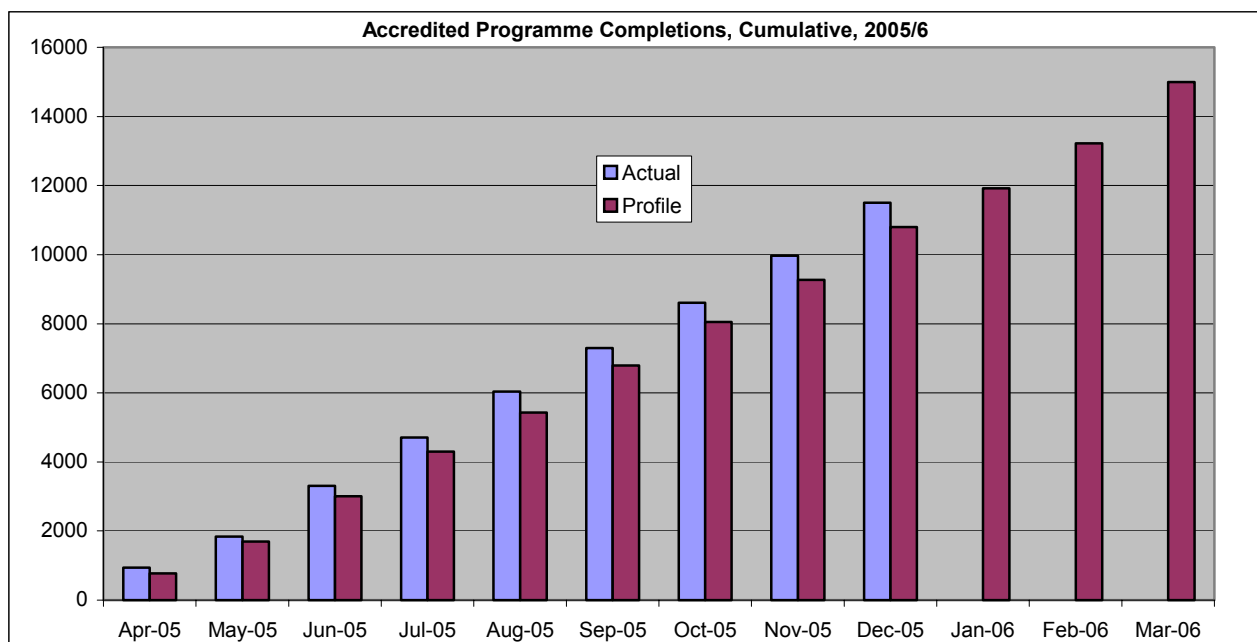
**Appointments arranged and attended in accordance with National Standards
October to December 2005**

		Appointments Arranged	Target 90%	Appointments Attended	Target 65%
West Midlands	Staffordshire	86%	Near miss	66%	Above
	Warwickshire	90%	Above	59%	Below
	West Mercia	86%	Near miss	63%	Near miss
	West Midlands	83%	Near miss	62%	Near miss
	West Midlands Total	85%	Near miss	62%	Near miss
North East	County Durham	86%	Near miss	67%	Above
	Northumbria	92%	Above	71%	Above
	Teesside	75%	Below	51%	Below
	North East Total	86%	Near miss	65%	Above
East of England	Bedfordshire	84%	Near miss	64%	Near miss
	Cambridgeshire	73%	Below	55%	Below
	Essex	81%	Near miss	64%	Near miss
	Hertfordshire	78%	Below	62%	Near miss
	Norfolk	90%	Above	64%	Near miss
	Suffolk	92%	Above	63%	Near miss
	East Total	82%	Near miss	62%	Near miss
North West	Cheshire	89%	Near miss	71%	Above
	Cumbria	86%	Near miss	58%	Below
	Greater Manchester	90%	Above	69%	Above
	Lancashire	86%	Near miss	66%	Above
	Merseyside	92%	Above	68%	Above
	North West Total	89%	Near miss	68%	Above
East Midlands	Derbyshire	84%	Near miss	68%	Above
	Leicestershire & Rutland	93%	Above	72%	Above
	Lincolnshire	87%	Near miss	61%	Near miss
	Northamptonshire	74%	Below	60%	Near miss
	Nottinghamshire	79%	Below	55%	Below
	East Midlands Total	84%	Near miss	63%	Near miss
Yorkshire & Humberside	Humberside	88%	Near miss	64%	Near miss
	North Yorkshire	91%	Above	74%	Above
	South Yorkshire	91%	Above	74%	Above
	West Yorkshire	78%	Below	54%	Below
	Yorkshire & Humberside Total	85%	Near miss	63%	Near miss
South East	Hampshire	87%	Near miss	71%	Above
	Kent	88%	Near miss	73%	Above
	Surrey	80%	Near miss	70%	Above
	Sussex	88%	Near miss	75%	Above
	Thames Valley	82%	Near miss	63%	Near miss
	South East Total	86%	Near miss	70%	Above
South West	Avon & Somerset	87%	Near miss	73%	Above
	Devon & Cornwall	87%	Near miss	74%	Above
	Dorset	91%	Above	73%	Above
	Gloucestershire	71%	Below	60%	Near miss
	Wiltshire	84%	Near miss	64%	Near miss
	South West Total	85%	Near miss	70%	Above
London	London East	67%	Below	47%	Below
	London North	62%	Below	49%	Below
	London South	84%	Near miss	64%	Near miss
	London West	75%	Below	55%	Below
	London Total	72%	Below	54%	Below
Wales	Dyfed/Powys	83%	Near miss	60%	Near miss
	Gwent	87%	Near miss	67%	Above
	North Wales	86%	Near miss	69%	Above
	South Wales	85%	Near miss	63%	Near miss
	Wales Total	85%	Near miss	64%	Near miss
England & Wales		84%	Near miss	64%	Near miss

2. Accredited Programmes - April to December

Accredited Programme Completions against Profiled Target

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	937	1835	3306	4708	6037	7296	8603	9970	11502			
Profile	777	1695	3003	4296	5427	6789	8050	9271	10804	11921	13221	15000
Percent	121%	108%	110%	110%	111%	107%	107%	108%	106%			



Year	Target	Completions	% Achieved
2001/02	6,267	3,431	55%
2002/03	12,000	7,716	64%
2003/04	15,000	13,136	88%
2004/05	15,000	15,595	104%
2005/06 (Apr-Dec)	10,804	11,502	106%

The detailed data show that:

- 28 areas exceeded their profiled target, compared with 23 over the same period in 2004-05.
- 9 Areas were within 10% of the target.
- 8 areas were more than 10% below target.

The best performing areas were:

- Cheshire (173%)
- Dorset (168%)
- Lincolnshire (148%)
- Nottinghamshire (147%)
- Leicestershire & Rutland (147%)

The most serious under-achievers were:

- Cambridgeshire (64%)
- Kent (66%)
- Staffordshire (68%)
- Wiltshire (69%)
- Dyfed-Powys (72%)

Accredited Programmes Completions April 2005 - December 2005

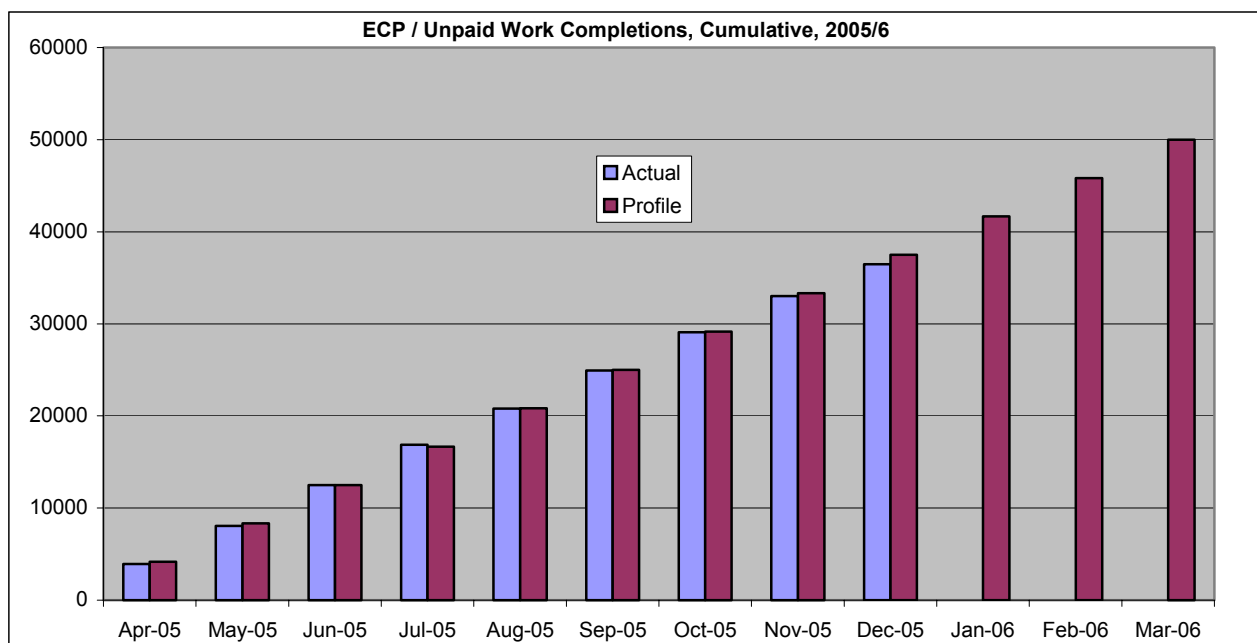
<i>Region</i>	<i>Area name</i>	<i>Profiled completion target</i>	<i>Referrals</i>	<i>Orders / Licences made</i>	<i>Actual completions achieved</i>	<i>Percent of completion target</i>	<i>Performance</i>
West Midlands	Staffordshire	205	423	432	140	68%	Below
	Warwickshire	77	237	242	91	118%	Above
	West Mercia	203	689	380	181	89%	Below
	West Midlands	734	1636	1151	694	95%	Near miss
	Regional Sub Total	1219	2985	2205	1106	91%	
North East	County Durham	158	538	371	161	102%	Above
	Northumbria	374	1643	1485	490	131%	Above
	Teesside	182	355	273	180	99%	Near miss
	Regional Sub Total	714	2536	2129	831	116%	
East	Bedfordshire	115	176	181	116	101%	Above
	Cambridgeshire	126	406	408	81	64%	Below
	Essex	255	1150	981	314	123%	Above
	Hertfordshire	177	297	229	169	95%	Near miss
	Norfolk	139	350	352	137	99%	Near miss
	Suffolk	106	310	283	114	108%	Above
Regional Sub Total	918	2689	2434	931	101%		
North West	Cheshire	186	1013	513	322	173%	Above
	Cumbria	96	364	278	83	86%	Below
	Greater Manchester	710	1806	1506	792	112%	Above
	Lancashire	343	1311	1190	347	101%	Above
	Merseyside	398	1572	1377	387	97%	Near miss
	Regional Sub Total	1733	6066	4864	1931	111%	
East Midlands	Derbyshire	194	580	582	193	99%	Near miss
	Leicestershire & Rutland	172	601	604	253	147%	Above
	Lincolnshire	103	457	456	152	148%	Above
	Northamptonshire	113	380	343	122	108%	Above
	Nottinghamshire	250	242	225	368	147%	Above
	Regional Sub Total	832	2260	2210	1088	131%	
Yorkshire & Humberside	Humberside	222	293	300	226	102%	Above
	North Yorkshire	112	695	324	133	119%	Above
	South Yorkshire	345	1121	1128	362	105%	Above
	West Yorkshire	548	2298	1712	539	98%	Near miss
	Regional Sub Total	1227	4407	3464	1260	103%	
South East	Hampshire	293	912	767	310	106%	Above
	Kent	273	808	635	179	66%	Below
	Surrey	107	302	271	112	105%	Above
	Sussex	196	614	563	228	116%	Above
	Thames Valley	292	1006	577	295	101%	Above
	Regional Sub Total	1161	3642	2813	1124	97%	
South West	Avon & Somerset	251	954	949	285	114%	Above
	Devon/Cornwall	260	856	742	247	95%	Near miss
	Dorset	88	366	314	148	168%	Above
	Gloucestershire	77	360	327	105	136%	Above
	Wiltshire	89	284	283	61	69%	Below
	Regional Sub Total	765	2820	2615	846	111%	
London	London North	382	1169	956	454	119%	Above
	London West	333	799	705	340	102%	Above
	London East	332	822	796	354	107%	Above
	London South	478	585	850	568	119%	Above
	Regional Sub Total	1525	3375	3307	1716	113%	
Wales	Dyfed/Powys	100	242	224	72	72%	Below
	Gwent	154	594	472	133	86%	Below
	North Wales	147	425	388	133	90%	Near miss
	South Wales	309	1503	555	331	107%	Above
	Regional Sub Total	710	2764	1639	669	94%	
ENGLAND & WALES		10804	33544	27680	11502	106%	

3. Unpaid Work, April to December 2005

Last year's target of 30,000 completions was exceeded by 28%. This year, against the more challenging target of 50,000 competitions for the year, the NPS is achieving 97% of the profiled completions three quarters of the way into the year.

Unpaid Work Completions against Profiled Target

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	3920	8058	12504	16875	20811	24934	29089	33010	36472			
Profile	4166	8334	12500	16668	20835	25002	29169	33335	37502	41669	45834	50000
Percent	94%	97%	100%	101%	100%	100%	100%	99%	97%			



Year	Target	Completions	Percent of target
2004/05	30,000	38,473	128%
2005/06 (Apr-Dec)	37,502	36,472	97%

Furthermore, the area breakdown shows:

- 24 areas exceeded their profiled target, up from 23 last quarter
- 9 areas were more within 10% of their target
- 12 areas were more than 10% below target

The best performing areas were:

- Derbyshire (150%)
- Cumbria (134%)
- Hampshire (131%)
- Cambridgeshire (127%)

The most serious under-achievers were:

- Northumbria (60%)
- Avon & Somerset (67%)
- London South (67%)
- County Durham (72%)

Unpaid Work Completions April 2005 - December 2005

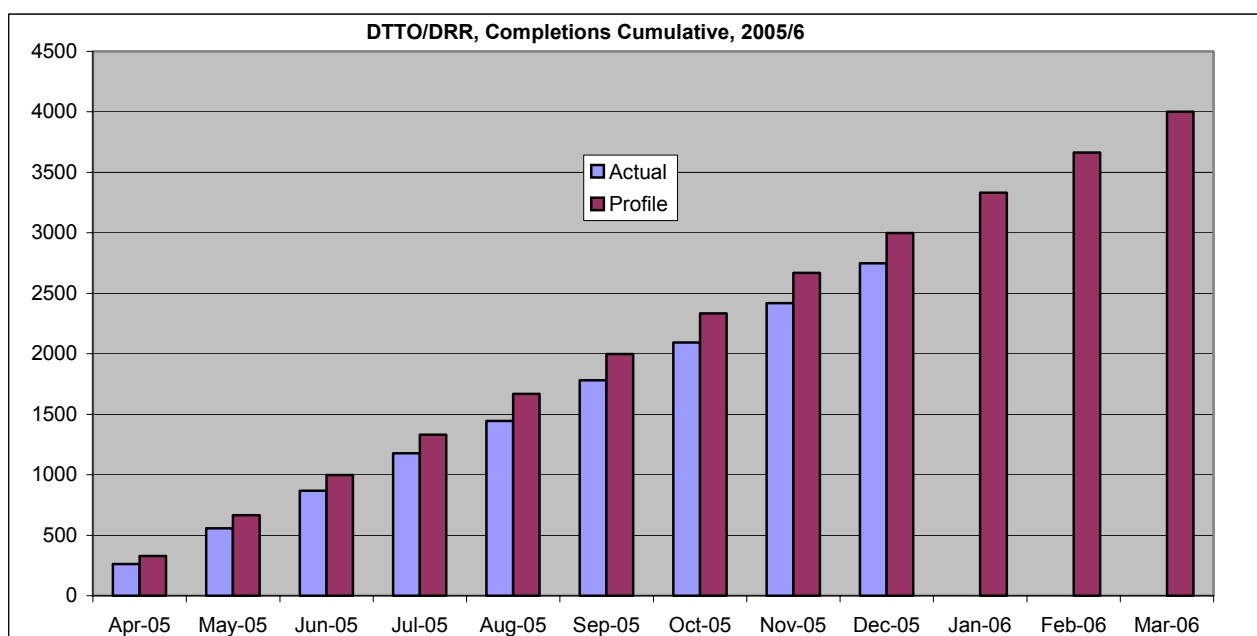
<i>Region</i>	<i>Area name</i>	<i>Profiled Target</i>	<i>ECP /Unpaid Work Completions</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	713	739	104%	Above
	Warwickshire	279	275	98%	Near miss
	West Mercia	679	558	82%	Below
	West Midlands	2508	2296	92%	Near miss
	Regional Sub-Total	4180	3868	93%	
North East	County Durham	517	374	72%	Below
	Northumbria	1285	767	60%	Below
	Teesside	598	593	99%	Near miss
	Regional Sub-Total	2400	1734	72%	
East	Bedfordshire	363	384	106%	Above
	Cambridgeshire	418	530	127%	Above
	Essex	879	1035	118%	Above
	Hertfordshire	484	367	76%	Below
	Norfolk	498	520	104%	Above
	Suffolk	371	382	103%	Above
	Regional Sub-Total	3014	3218	107%	
North West	Cheshire	638	655	103%	Above
	Cumbria	344	461	134%	Above
	Greater Manchester	2320	2556	110%	Above
	Lancashire	1133	903	80%	Below
	Merseyside	1404	1040	74%	Below
	Regional Sub-Total	5839	5615	96%	
East Midlands	Derbyshire	652	977	150%	Above
	Leicestershire & Rutland	655	773	118%	Above
	Lincolnshire	393	387	98%	Near miss
	Northamptonshire	397	421	106%	Above
	Nottinghamshire	857	1007	118%	Above
	Regional Sub-Total	2954	3565	121%	
Yorkshire & Humberside	Humberside	740	847	115%	Above
	North Yorkshire	408	491	120%	Above
	South Yorkshire	1152	1034	90%	Near miss
	West Yorkshire	1833	1789	98%	Near miss
	Regional Sub-Total	4132	4161	101%	
South East	Hampshire	1056	1387	131%	Above
	Kent	963	1097	114%	Above
	Surrey	393	431	110%	Above
	Sussex	790	850	108%	Above
	Thames Valley	1033	1107	107%	Above
	Regional Sub-Total	4235	4872	115%	
South West	Avon & Somerset	895	600	67%	Below
	Devon/Cornwall	924	882	95%	Near miss
	Dorset	359	361	100%	Above
	Gloucestershire	309	230	74%	Below
	Wiltshire	338	304	90%	Near miss
	Regional Sub-Total	2826	2377	84%	
London	London North	1315	1460	111%	Above
	London West	1153	969	84%	Below
	London East	1333	1099	82%	Below
	London South	1765	1189	67%	Below
	London Sub Total	5566	4717	85%	
Wales	Dyfed/Powys	324	262	81%	Below
	Gwent	496	496	100%	Above
	North Wales	466	523	112%	Above
	South Wales	1071	1064	99%	Near miss
	Regional Sub-Total	2356	2345	100%	
England & Wales Total		37502	36472	97%	

4. DTTOs /DRRs – April to December 2005

This is the first year there has been a target on actual numbers of completions of DTTO/DRRs. In previous years the target was on commencements with a completion rate target introduced last year. The table below shows the profile towards a 4,000 completions target for the year. It shows a rate of improvement which has been increasing in recent months but which will probably stop just short of the target.

DTTO/DRR Completions against Profiled Target

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	262	559	868	1177	1446	1783	2092	2421	2749			
Profile	329	667	999	1332	1668	1998	2334	2669	2999	3332	3665	4000
Percent	80%	84%	87%	88%	87%	89%	90%	91%	92%			



Year	Target	Completions	Percent of target
2005/06 (Apr-Dec)	2999	2749	92%

The area breakdown shows that there are now more areas at or above the target than below it:

- 19 areas exceeded their profiled target.
- A further 8 were within 10% of meeting the profiled target
- Leaving 18 areas below target

The best performing areas were:

- Cumbria (153%)
- South Wales (135%)
- Devon/Cornwall (132%)
- Wiltshire (132%)

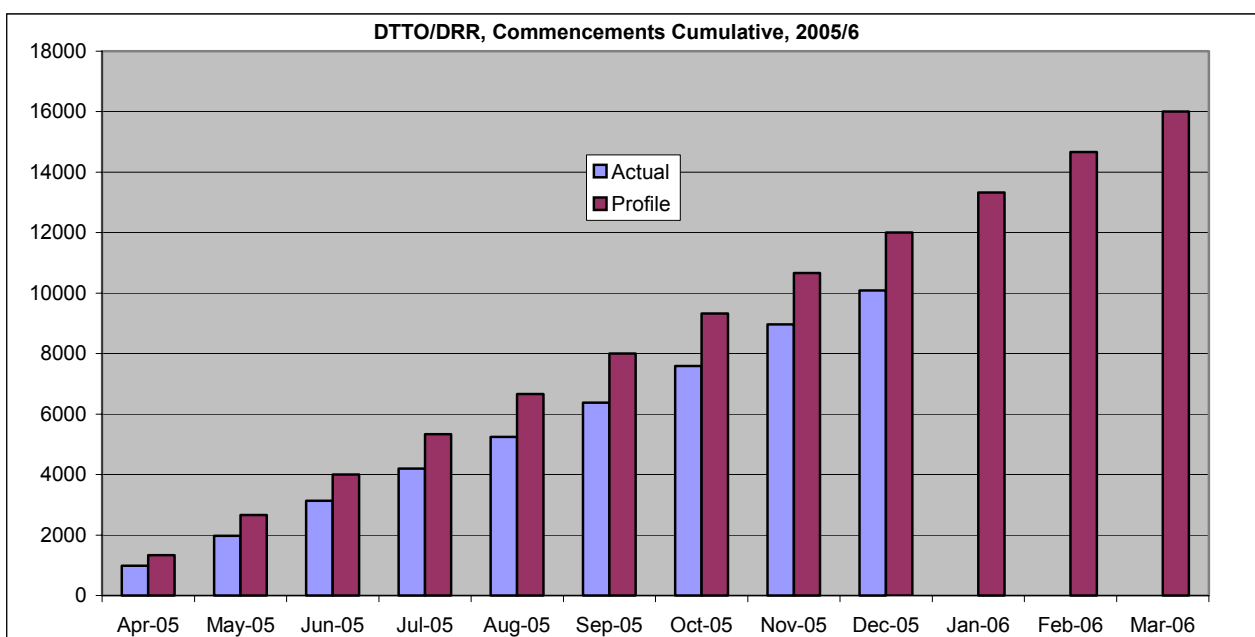
The most serious under-achievers were:

- Lincolnshire (52%)
- London North (52%)
- London East (54%)
- Gloucestershire (55%)

Whilst the DTTO/DRR target for 2005-06 relates to completions, it is important that areas do all they can to maximise commencements. The table and chart below show a healthy rate of improvement towards the target, though it is unlikely to be met.

DTTO/DRR Commencements against Profiled Target

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	992	1974	3134	4198	5245	6381	7592	8974	10086			
Profile	1333	2667	4000	5333	6667	8000	9333	10667	12000	13333	14667	16000
Percent	74%	74%	78%	79%	79%	80%	81%	84%	84%			



Year	Target	Commencements	Percent of target
2001/02	6,000	4,842	81%
2002/03	6,000	6,140	102%
2003/04	9,000	8,519	95%
2004/05	13,000	10,322	79%
2005/06 (Apr-Dec)	12,000	10,086	84%

The area breakdown shows that:

- Nine areas exceeded their profiled target.
- A further six were within 10% of meeting the target
- Leaving the vast majority, 30 areas, below target

The best performing areas were:

- North Yorkshire (122%)
- London West (120%)
- Nottinghamshire (113%)
- Leicestershire & Rutland (110%)
- Wiltshire (110%)

The most serious under-achievers were:

- Norfolk (45%)
- Suffolk (47%)
- County Durham (50%)
- Hampshire (52%)
- Cheshire (52%)

DTTO/DRR Completions April 2005 - December 2005

<i>Region</i>	<i>Area name</i>	<i>Profiled target</i>	<i>Starts</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	54	41	76%	Below
	Warwickshire	21	21	100%	Above
	West Mercia	56	58	104%	Above
	West Midlands	191	173	91%	Near miss
	Regional Sub Total	322	293	91%	
North East	County Durham	28	30	107%	Above
	Northumbria	84	99	118%	Above
	Teesside	43	38	88%	Below
	Regional Sub Total	155	167	108%	
East	Bedfordshire	30	34	113%	Above
	Cambridgeshire	20	20	100%	Above
	Essex	59	41	69%	Below
	Hertfordshire	37	38	103%	Above
	Norfolk	32	28	88%	Below
	Suffolk	23	28	122%	Above
	Regional Sub Total	201	189	94%	
North West	Cheshire	37	32	86%	Below
	Cumbria	15	23	153%	Above
	Greater Manchester	214	186	87%	Below
	Lancashire	102	86	84%	Below
	Merseyside	114	136	119%	Above
	Regional Sub Total	482	463	96%	
East Midlands	Derbyshire	49	48	98%	Near miss
	Leicestershire & Rutland	66	63	95%	Near miss
	Lincolnshire	31	16	52%	Below
	Northamptonshire	40	49	123%	Above
	Nottinghamshire	65	60	92%	Near miss
	Regional Sub Total	251	236	94%	
Yorkshire & Humberside	Humberside	74	74	100%	Above
	North Yorkshire	37	30	81%	Below
	South Yorkshire	96	79	82%	Below
	West Yorkshire	178	173	97%	Near miss
	Regional Sub Total	385	356	92%	
South East	Hampshire	55	49	89%	Below
	Kent	66	65	98%	Near miss
	Surrey	27	27	100%	Above
	Sussex	72	62	86%	Below
	Thames Valley	99	110	111%	Above
Regional Sub Total	319	313	98%		
South West	Avon & Somerset	71	70	99%	Near miss
	Devon/Cornwall	47	62	132%	Above
	Dorset	34	28	82%	Below
	Gloucestershire	22	12	55%	Below
	Wiltshire	22	29	132%	Above
	Regional Sub Total	196	201	103%	
London	London North	147	77	52%	Below
	London West	120	75	63%	Below
	London East	117	63	54%	Below
	London South	131	122	93%	Near miss
	Regional Sub Total	515	337	65%	
Wales	Dyfed/Powys	29	35	121%	Above
	Gwent	49	34	69%	Below
	North Wales	30	37	123%	Above
	South Wales	65	88	135%	Above
	Regional Sub Total	173	194	112%	
ENGLAND & WALES		2999	2749	92%	

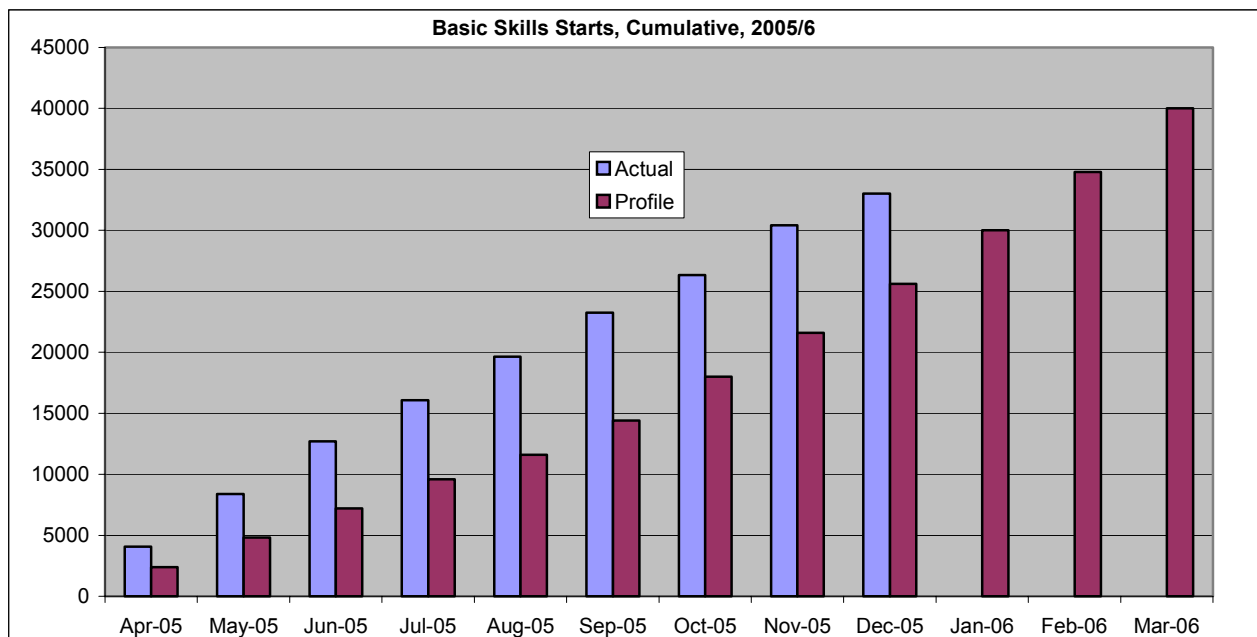
DTTO/DRR Commencements April 2005 - December 2005

<i>Region</i>	<i>Area name</i>	<i>Profiled target</i>	<i>Starts</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	228	230	101%	Above
	Warwickshire	89	69	77%	Below
	West Mercia	217	172	79%	Below
	West Midlands	803	606	76%	Below
	Regional Sub Total	1338	1077	81%	
North East	County Durham	165	83	50%	Below
	Northumbria	411	274	67%	Below
	Teesside	191	200	105%	Above
	Regional Sub Total	768	557	73%	
East	Bedfordshire	116	88	76%	Below
	Cambridgeshire	134	97	72%	Below
	Essex	281	177	63%	Below
	Hertfordshire	155	119	77%	Below
	Norfolk	159	72	45%	Below
	Suffolk	119	56	47%	Below
	Regional Sub Total	964	609	63%	
North West	Cheshire	204	107	52%	Below
	Cumbria	110	58	53%	Below
	Greater Manchester	742	790	106%	Above
	Lancashire	362	351	97%	Near miss
	Merseyside	449	385	86%	Below
	Regional Sub Total	1868	1691	91%	
East Midlands	Derbyshire	209	138	66%	Below
	Leicestershire & Rutland	210	231	110%	Above
	Lincolnshire	126	128	102%	Above
	Northamptonshire	127	123	97%	Near miss
	Nottinghamshire	274	311	113%	Above
	Regional Sub Total	945	931	98%	
Yorkshire & Humberside	Humberside	237	234	99%	Near miss
	North Yorkshire	131	159	122%	Above
	South Yorkshire	368	306	83%	Below
	West Yorkshire	587	499	85%	Below
	Regional Sub Total	1322	1198	91%	
South East	Hampshire	338	175	52%	Below
	Kent	308	220	71%	Below
	Surrey	126	105	83%	Below
	Sussex	253	182	72%	Below
	Thames Valley	331	312	94%	Near miss
Regional Sub Total	1355	994	73%		
South West	Avon & Somerset	287	249	87%	Below
	Devon/Cornwall	296	207	70%	Below
	Dorset	115	89	77%	Below
	Gloucestershire	99	69	70%	Below
	Wiltshire	108	119	110%	Above
	Regional Sub Total	904	733	81%	
London	London North	458	386	84%	Below
	London West	379	455	120%	Above
	London East	441	425	96%	Near miss
	London South	503	407	81%	Below
	Regional Sub Total	1781	1673	94%	
Wales	Dyfed/Powys	104	75	72%	Below
	Gwent	159	152	96%	Near miss
	North Wales	149	98	66%	Below
	South Wales	343	298	87%	Below
	Regional Sub Total	754	623	83%	
ENGLAND & WALES		12000	10086	84%	

5. Basic Skills - April to December 2005

Basic Skills Starts

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	4074	8385	12695	16070	19655	23239	26335	30410	33006			
Profile	2400	4800	7200	9598	11600	14402	18000	21600	25600	30000	34800	40000
Percent	170%	175%	176%	167%	169%	161%	146%	141%	129%			



Performance continues to exceed the profiled target each month.

Year	Target	Commencements	Percent of target
2002/03	6,000	5,983	100%
2003/04	16,000	14,971	94%
2004/05	32,000	34,199	107%
2005/06 (Apr-Dec)	25,600	33,006	129%

The area breakdown shows that:

- 38 areas exceeded their target.
- A further one area was within 10% of its profiled target.
- Six areas were more than 10% below their profiled target.

The best performing areas were:

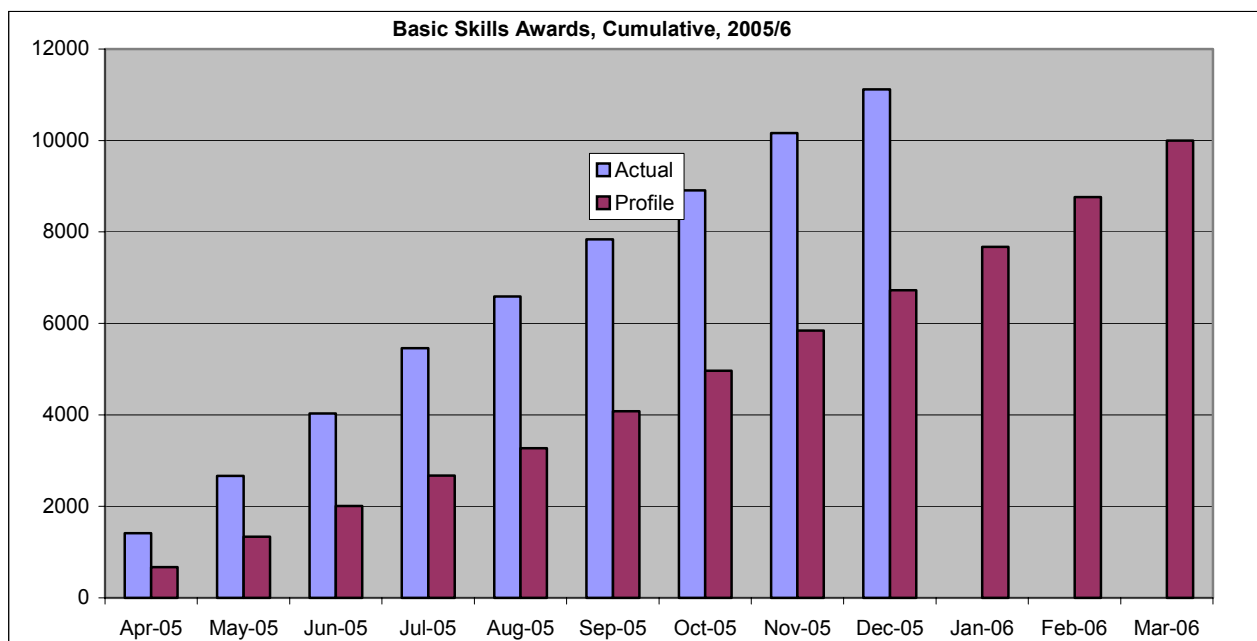
- Gloucestershire (211%)
- North Yorkshire (209%)
- Lancashire (199%)
- Wiltshire (194%)
- Gwent (193%)
- Avon & Somerset (182%)

The most serious under-achievers were:

- Northumbria (68%)
- Suffolk (71%)
- Hertfordshire (74%)
- Kent (76%)
- West Yorkshire (81%)
- Essex (87%)

Basic Skills Awards

	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06
Actual	1415	2666	4035	5455	6587	7838	8905	10160	11114			
Profile	669	1338	2006	2675	3273	4083	4964	5844	6724	7675	8767	10000
Percent	212%	199%	201%	204%	201%	192%	179%	174%	165%			



Performance has exceeded the profiled target every month since the beginning of the year, reaching 165% of the profiled target by the end of the third quarter.

Year	Target	Awards	Percent of target
2002/03	1,000	848	85%
2003/04	4,000	2,815	70%
2004/05	8,000	9,451	118%
2005/06 (Apr-Dec)	6,724	11,114	165%

The area breakdown highlights just how good the results have been for the first three quarters of the year:

- 41 areas exceeded their target
- A further one area was within 10% of the target
- Leaving just 3 areas below their profiled target.

The best performing areas were:

- Suffolk (380%)
- Avon & Somerset (282%)
- Cumbria (238%)
- Hertfordshire (235%)
- London West (231%)
- Humberside (227%)

The three areas below target were:

- Northumbria (66%)
- Wiltshire (83%)
- Cheshire (85%)

Basic Skills, April 2005 - December 2005

Region	Area	Profiled Starts Target	Starts	% Profiled Target Achieved	Performance against starts	Profiled Awards Target	Awards	% Profiled Target Achieved	Performance against awards
West Midlands	Staffordshire	487	643	132%	Above	122	213	175%	Above
	Warwickshire	191	256	134%	Above	48	72	151%	Above
	West Mercia	464	418	90%	Near miss	116	145	125%	Above
	West Midlands	1712	2695	157%	Above	428	676	158%	Above
	Regional Sub Total	2854	4012	141%		713	1106	155%	
North East	County Durham	353	445	126%	Above	104	188	182%	Above
	Northumbria	877	594	68%	Below	257	170	66%	Below
	Teesside	408	497	122%	Above	119	228	191%	Above
	Regional Sub Total	1638	1536	94%		480	586	122%	
East	Bedfordshire	248	296	119%	Above	62	90	145%	Above
	Cambridgeshire	286	303	106%	Above	71	136	190%	Above
	Essex	600	523	87%	Below	150	280	187%	Above
	Hertfordshire	330	243	74%	Below	83	194	235%	Above
	Norfolk	340	390	115%	Above	85	134	158%	Above
	Suffolk	253	179	71%	Below	63	241	380%	Above
	Regional Sub Total	2057	1934	94%		514	1075	209%	
North West	Cheshire	436	570	131%	Above	128	109	85%	Below
	Cumbria	235	289	123%	Above	69	164	238%	Above
	Greater Manchester	1584	2134	135%	Above	464	749	161%	Above
	Lancashire	773	1541	199%	Above	227	393	174%	Above
	Merseyside	958	1015	106%	Above	281	380	135%	Above
	Regional Sub Total	3986	5549	139%		1168	1795	154%	
East Midlands	Derbyshire	445	615	138%	Above	111	151	136%	Above
	Leicestershire & Rutland	447	529	118%	Above	112	214	191%	Above
	Lincolnshire	268	339	126%	Above	67	149	222%	Above
	Northamptonshire	271	271	100%	Above	68	137	202%	Above
	Nottinghamshire	585	777	133%	Above	146	228	156%	Above
	Regional Sub Total	2017	2531	126%		504	879	174%	
Yorkshire & Humberside	Humberside	505	608	120%	Above	126	287	227%	Above
	North Yorkshire	278	581	209%	Above	70	99	142%	Above
	South Yorkshire	786	847	108%	Above	197	294	150%	Above
	West Yorkshire	1251	1018	81%	Below	313	415	133%	Above
	Regional Sub Total	2821	3054	108%		705	1095	155%	
South East	Hampshire	721	1109	154%	Above	180	229	127%	Above
	Kent	657	498	76%	Below	164	362	220%	Above
	Surrey	268	297	111%	Above	67	99	148%	Above
	Sussex	539	848	157%	Above	135	193	143%	Above
	Thames Valley	705	1035	147%	Above	176	327	186%	Above
	Regional Sub Total	2891	3787	131%		723	1210	167%	
South West	Avon & Somerset	611	1112	182%	Above	179	506	282%	Above
	Devon/Cornwall	631	1071	170%	Above	185	314	170%	Above
	Dorset	245	349	142%	Above	72	117	163%	Above
	Gloucestershire	211	445	211%	Above	62	59	96%	Near miss
	Wiltshire	231	448	194%	Above	68	56	83%	Below
	Regional Sub Total	1929	3425	178%		565	1052	186%	
London	London North	955	970	102%	Above	239	267	112%	Above
	London West	788	1023	130%	Above	198	458	231%	Above
	London East	930	1516	163%	Above	231	475	206%	Above
	London South	1126	1171	104%	Above	282	400	142%	Above
	London Sub Total	3799	4680	123%		950	1600	168%	
Wales	Dyfed/Powys	221	229	103%	Above	55	61	110%	Above
	Gwent	338	653	193%	Above	85	118	139%	Above
	North Wales	318	431	136%	Above	79	170	214%	Above
	South Wales	731	1185	162%	Above	183	367	201%	Above
	Regional Sub Total	1608	2498	155%		402	716	178%	
ENGLAND & WALES		25600	33006	129%		6724	11114	165%	

6. Race and Ethnic Monitoring

Home Secretary's Race Equality Targets – Monitoring at December 2005

At the end of December 2005, 12.1% of NPS staff were from minority ethnic backgrounds, up from 10.9% a year earlier and 9.8% in 2000. This is against a target of 8.4% set for 2009. All regional targets have been exceeded. The breakdown by region is set out below.

NPS Staff: Minority Ethnic Representation

Region	Target set	Actual 31/12/04	Actual 31/12/05*	Above/Below Target
West Midlands	11.6%	16.0%	17.5%	Above
North East	1.4%	2.5%	2.6%	Above
East of England	4.9%	7.1%	8.0%	Above
North West	5.4%	6.7%	7.3%	Above
East Midlands	7.2%	12.2%	11.1%	Above
Yorks & Humberside	5.1%	7.6%	8.2%	Above
South East	3.6%	6.0%	5.8%	Above
South West	2.6%	3.7%	3.8%	Above
London	26.5%	35.5%	40.2%	Above
Wales	1.7%	3.1%	3.3%	Above
England & Wales	8.4%	10.9%	12.1%	Above

*Excludes data from Cheshire and South Yorkshire which had not been received at the time of this report.

Missing Data

The 16+1 census classification of race and ethnicity became mandatory in April 2003. In Performance Report 13, we published data from RDS (from Areas' quarterly listings, formerly Form 20 returns) showing the proportion of new orders and licences made between January and April 2004 that did not have a correctly entered race and ethnic classification. We have updated and published that information in subsequent Performance Reports.

Performance has improved consistently with each quarter and is now of a sufficient robustness to allow RDS to publish the number of starts of community orders by ethnicity. The target for the NPS is that 95% of race and ethnic monitoring data on staff and offenders is returned on time and using the correct (Census 2001) classifications. Data on staffing is shown alongside that on offenders on the next page.

Offenders starting orders / released on licence, April - December 2005; Staffing as at end of December 2005

Region/Area	Offenders						Staff	Average Performance
	Orders			Licences			%complete and timely	
	Total starts	No ethnic code	% with valid ethnic code	Total starts	No ethnic code	% with valid ethnic code		
North East								
Teesside	2,643	28	99	595	2	100	90	96
County Durham	1,233	34	97	281	7	98	90	95
Northumbria	3,005	41	99	613	7	99	99	99
North West								
Cheshire	1,833	38	98	512	24	95	0	64
Cumbria	1,311	88	93	336	16	95	100	96
Lancashire	3,195	76	98	1,040	43	96	100	98
Greater Manchester	7,146	254	96	2,322	86	96	88	93
Merseyside	3,519	171	95	1,042	72	93	100	96
Yorkshire & Humberside								
Humberside	1,987	71	96	567	28	95	100	97
North Yorkshire	1,689	51	97	311	16	95	100	97
South Yorkshire	3,302	73	98	883	39	96	0	64
West Yorkshire	6,019	161	97	1,408	66	95	100	97
East Midlands								
Derbyshire	2,237	71	97	493	37	92	100	96
Leicestershire & Rutland	1,958	24	99	449	22	95	91	95
Lincolnshire	1,025	1	100	216	5	98	99	99
Northamptonshire	1,001	32	97	311	17	95	92	94
Nottinghamshire	2,801	104	96	588	57	90	97	95
West Midlands								
West Mercia	1,376	85	94	605	67	89	100	94
Staffordshire	1,916	96	95	502	33	93	96	95
Warwickshire	859	32	96	147	8	95	100	97
West Midlands	6,266	137	98	3,684	184	95	95	96
Eastern								
Bedfordshire	1,003	21	98	313	39	88	97	94
Cambridgeshire	1,575	163	90	327	46	86	98	91
Essex	2,746	19	99	628	16	97	99	99
Hertfordshire	1,578	223	86	316	60	81	91	86
Norfolk	1,276	55	96	220	22	90	98	94
Suffolk	1,010	17	98	244	5	98	99	98
London	13,348	717	95	5,177	284	95	96	95
South East								
Hampshire	3,482	71	98	904	71	92	46	79
Kent	2,022	0	100	441	1	100	100	100
Thames Valley	2,780	392	86	581	83	86	100	90
Surrey	1,186	42	96	205	34	83	98	93
Sussex	1,906	51	97	421	98	77	96	90
South West								
Avon & Somerset	2,027	69	97	567	60	89	99	95
Devon & Cornwall	2,197	43	98	449	22	95	94	96
Dorset	894	30	97	272	9	97	100	98
Gloucestershire	887	22	98	210	9	96	99	97
Wiltshire	863	24	97	142	7	95	100	97
Wales								
Dyfed/Powys	901	45	95	165	9	95	100	97
Gwent	1,314	111	92	287	18	94	97	94
North Wales	1,193	82	93	310	31	90	100	94
South Wales	3,477	101	97	916	49	95	100	97
England & Wales	103,986	3,966	96	30,000	1,809	94	92	94

7. Sickness Absence - April to December 2005

From 1st July 2001, local areas were required to monitor sickness absence using a standard format and provide quarterly monitoring returns to the NPD. Reporting was increased to monthly in July 2002.

The target for 2002/03 was 10 days sickness absence or fewer per employee per year. This was reduced to an average of 9 days per employee for 2003/04 and has remained at 9 days since.

Many areas already have good systems for monitoring and managing absence and such good practice is being shared across the national HR network.

This includes:

- A 'Case Management' approach to tackling long term absence.
- Monthly statistical feedback to line managers.
- Return to work interviews.
- Probation Board reports.
- Automatic referral to occupational health.
- Healthy Roadshows.
- Stress counselling/health care services.
- Constant chasing.

Sickness absence is included in the weighted scorecard at the end of this report but it is measured from October onwards. Data is shown separately for April to December and October to December 2005.

For the period April to December, six areas are currently achieving the target by having fewer than nine days sickness per employee per year, with a further six areas are achieving the old target by having fewer than 10 days.

The best performing areas were:

- North Yorkshire (5.9)
- Derbyshire (7.6)
- South Yorkshire (8.5)
- Avon & Somerset (8.5)
- Devon & Cornwall (8.9)
- Suffolk (9.0)

The most serious under-achievers were:

- London North (15.2)
- West Midlands (15.1)
- Greater Manchester (14.8)
- Bedfordshire (14.7)
- Northamptonshire (14.6)
- South Wales (14.2)

Details of area and regional performance are shown on the next two pages.

Sickness Absence, April 2005 - December 2005

Region	Area	Short term sickness	Long term sickness	DDA - related sickness	Total days lost	Total staff years	Ave days Short term	Ave days Long term	Ave days DDA - related	Average days absence	Performance (target = 9 days)
West Midlands	Staffordshire	2327	1653	55	4035	320	7.3	5.2	0.2	12.6	Above
	Warwickshire	700	881	0	1581	163	4.3	5.4	0.0	9.7	Near miss
West Midlands	West Mercia	1654	1271	552	3477	281	5.9	4.5	2.0	12.4	Above
	West Midlands	7602	7498	13	15113	1003	7.6	7.5	0.0	15.1	Above
	Regional Sub Total	12283	11303	620	24206	1766	7.0	6.4	0.4	13.7	
North East	County Durham	1393	1497	193	3083	223	6.2	6.7	0.9	13.8	Above
	Northumbria	2804	2348	0	5152	491	5.7	4.8	0.0	10.5	Above
	Teesside	1231	1724	296	3252	242	5.1	7.1	1.2	13.4	Above
	Regional Sub Total	5428	5569	489	11486	955	5.7	5.8	0.5	12.0	
East	Bedfordshire	1065	1484	11	2559	174	6.1	8.5	0.1	14.7	Above
	Cambridgeshire	1063	635	194	1892	169	6.3	3.8	1.2	11.2	Above
	Essex	2045	1588	0	3633	335	6.1	4.7	0.0	10.8	Above
	Hertfordshire	1118	734	225	2077	212	5.3	3.5	1.1	9.8	Near miss
	Norfolk	1631	1040	209	2880	211	7.7	4.9	1.0	13.7	Above
	Suffolk	1009	406	8	1423	158	6.4	2.6	0.1	9.0	Below
	Regional Sub Total	7931	5886	646	14463	1259	6.3	4.7	0.5	11.5	
North West	Cheshire	1691	1476	385	3552	295	5.7	5.0	1.3	12.0	Above
	Cumbria	912	627	23	1562	130	7.0	4.8	0.2	12.1	Above
	Greater Manchester	5326	8983	108	14417	977	5.5	9.2	0.1	14.8	Above
	Lancashire	2349	2963	632	5943	450	5.2	6.6	1.4	13.2	Above
	Merseyside	2733	2924	767	6424	581	4.7	5.0	1.3	11.0	Above
	Regional Sub Total	13011	16973	1914	31898	2434	5.3	7.0	0.8	13.1	
East Midlands	Derbyshire	1142	898	18	2058	271	4.2	3.3	0.1	7.6	Below
	Leicestershire & Rutland	2077	1531	0	3609	380	5.5	4.0	0.0	9.5	Near miss
	Lincolnshire	1135	545	159	1838	169	6.7	3.2	0.9	10.9	Above
	Northamptonshire	932	1525	0	2457	168	5.6	9.1	0.0	14.6	Above
	Nottinghamshire	2199	3099	120	5418	391	5.6	7.9	0.3	13.9	Above
	Regional Sub Total	7485	7599	297	15380	1379	5.4	5.5	0.2	11.2	
Yorkshire & Humberside	Humberside	2104	1888	0	3992	343	6.1	5.5	0.0	11.6	Above
	North Yorkshire	709	314	0	1023	174	4.1	1.8	0.0	5.9	Below
	South Yorkshire	2030	1804	63	3897	459	4.4	3.9	0.1	8.5	Below
	West Yorkshire	4361	4096	229	8687	781	5.6	5.2	0.3	11.1	Above
	Regional Sub Total	9204	8102	292	17599	1757	5.2	4.6	0.2	10.0	
South East	Hampshire	2987	2966	0	5953	419	7.1	7.1	0.0	14.2	Above
	Kent	1511	3228	4	4743	351	4.3	9.2	0.0	13.5	Above
	Surrey	1105	674	127	1906	191	5.8	3.5	0.7	10.0	Near miss
	Sussex	1421	2247	13	3681	287	5.0	7.8	0.0	12.8	Above
	Thames Valley	3250	2026	10	5287	464	7.0	4.4	0.0	11.4	Above
	Regional Sub Total	10274	11141	154	21569	1712	6.0	6.5	0.1	12.6	
South West	Avon & Somerset	2866	880	0	3746	440	6.5	2.0	0.0	8.5	Below
	Devon & Cornwall	1079	2048	0	3128	352	3.1	5.8	0.0	8.9	Below
	Dorset	880	1291	94	2265	169	5.2	7.6	0.6	13.4	Above
	Gloucestershire	489	722	0	1211	125	3.9	5.8	0.0	9.7	Near miss
	Wiltshire	649	532	0	1181	121	5.4	4.4	0.0	9.8	Near miss
	Regional Sub Total	5963	5473	94	11530	1207	4.9	4.5	0.1	9.6	
London	London East	2278	3451	2	5730	424	5.4	8.1	0.0	13.5	Above
	London North	2622	3764	2	6388	419	6.3	9.0	0.0	15.2	Above
	London South	2691	3758	4	6453	488	5.5	7.7	0.0	13.2	Above
	London West	2772	4366	195	7332	498	5.6	8.8	0.4	14.7	Above
	London Sub Total	10363	15337	202	25903	1830	5.7	8.4	0.1	14.2	
Wales	Dyfed-Powys	708	603	0	1311	115	6.2	5.2	0.0	11.4	Above
	Gwent	1255	1223	0	2478	191	6.6	6.4	0.0	13.0	Above
	North Wales	793	1143	132	2067	185	4.3	6.2	0.7	11.2	Above
	South Wales	2604	3805	22	6430	451	5.8	8.4	0.0	14.2	Above
	Regional Sub Total	5359	6773	154	12285	942	5.7	7.2	0.2	13.0	
ENGLAND & WALES		87301	94156	4862	186318	15240	5.7	6.2	0.3	12.2	

Sickness Absence, October 2005 - December 2005
(used in scorecard calculations)

<i>Region</i>	<i>Area</i>	<i>Short term sickness</i>	<i>Long term sickness</i>	<i>DDA - related sickness</i>	<i>Total days lost</i>	<i>Total staff years</i>	<i>Ave days Short term</i>	<i>Ave days Long term</i>	<i>Ave days DDA - related</i>	<i>Average days absence</i>	<i>Performance (target = 9 days)</i>
West Midlands	Staffordshire	825	626	6	1457	110	7.5	5.7	0.1	13.2	Above
	Warwickshire	338	274	0	612	66	5.1	4.2	0.0	9.3	Near miss
	West Mercia	709	345	122	1176	93	7.6	3.7	1.3	12.6	Above
	West Midlands	2891	2841	6	5738	342	8.5	8.3	0.0	16.8	Above
	Regional Sub Total	4764	4086	134	8983	611	7.8	6.7	0.2	14.7	
North East	County Durham	570	553	62	1185	75	7.6	7.4	0.8	15.8	Above
	Northumbria	919	784	0	1703	163	5.6	4.8	0.0	10.5	Above
	Teesside	354	659	38	1050	82	4.3	8.0	0.5	12.8	Above
		Regional Sub Total	1843	1996	100	3938	320	5.8	6.2	0.3	12.3
East	Bedfordshire	382	434	0	816	58	6.6	7.5	0.0	14.1	Above
	Cambridgeshire	383	392	63	838	58	6.6	6.7	1.1	14.4	Above
	Essex	655	559	0	1214	109	6.0	5.1	0.0	11.2	Above
	Hertfordshire	398	473	57	928	71	5.6	6.7	0.8	13.1	Above
	Norfolk	641	347	60	1048	73	8.8	4.8	0.8	14.4	Above
	Suffolk	402	128	0	530	53	7.6	2.4	0.0	10.0	Near miss
	Regional Sub Total	2860	2334	180	5374	422	6.8	5.5	0.4	12.7	
North West	Cheshire	672	486	154	1311	98	6.8	4.9	1.6	13.3	Above
	Cumbria	343	190	7	540	44	7.7	4.3	0.2	12.2	Above
	Greater Manchester	2024	2871	0	4894	328	6.2	8.8	0.0	14.9	Above
	Lancashire	707	876	180	1764	151	4.7	5.8	1.2	11.7	Above
	Merseyside	1141	1356	280	2777	196	5.8	6.9	1.4	14.2	Above
		Regional Sub Total	4888	5779	620	11287	817	6.0	7.1	0.8	13.8
East Midlands	Derbyshire	370	237	4	611	89	4.1	2.7	0.0	6.8	Below
	Leicestershire & Rutland	717	752	0	1469	128	5.6	5.9	0.0	11.4	Above
	Lincolnshire	358	82	0	440	56	6.4	1.5	0.0	7.8	Below
	Northamptonshire	303	448	0	751	56	5.4	8.1	0.0	13.5	Above
	Nottinghamshire	849	1257	31	2137	134	6.4	9.4	0.2	16.0	Above
		Regional Sub Total	2596	2776	35	5408	463	5.6	6.0	0.1	11.7
Yorkshire & Humberside	Humberside	696	958	0	1654	118	5.9	8.1	0.0	14.0	Above
	North Yorkshire	228	132	0	360	57	4.0	2.3	0.0	6.4	Below
	South Yorkshire	519	480	15	1014	114	4.5	4.2	0.1	8.9	Below
	West Yorkshire	1638	1422	149	3209	261	6.3	5.5	0.6	12.3	Above
		Regional Sub Total	3081	2992	164	6237	549	5.6	5.4	0.3	11.4
South East	Hampshire	1128	1325	0	2453	143	7.9	9.2	0.0	17.1	Above
	Kent	500	920	4	1424	117	4.3	7.9	0.0	12.2	Above
	Surrey	495	248	6	749	64	7.7	3.8	0.1	11.6	Above
	Sussex	585	602	11	1198	99	5.9	6.1	0.1	12.1	Above
	Thames Valley	1354	559	8	1921	158	8.6	3.5	0.0	12.2	Above
		Regional Sub Total	4062	3653	29	7744	582	7.0	6.3	0.0	13.3
South West	Avon & Somerset	996	342	0	1338	150	6.7	2.3	0.0	8.9	Below
	Devon & Cornwall	275	493	0	768	123	2.2	4.0	0.0	6.3	Below
	Dorset	342	325	28	695	60	5.7	5.4	0.5	11.6	Above
	Gloucestershire	198	402	0	599	42	4.7	9.6	0.0	14.3	Above
	Wiltshire	252	173	0	425	44	5.7	3.9	0.0	9.6	Near miss
		Regional Sub Total	2062	1734	28	3825	418	4.9	4.1	0.1	9.1
London	London East	827	1023	1	1851	146	5.7	7.0	0.0	12.7	Above
	London North	948	1150	1	2099	149	6.4	7.7	0.0	14.1	Above
	London South	906	1152	1	2059	169	5.4	6.8	0.0	12.2	Above
	London West	1015	1297	64	2376	166	6.1	7.8	0.4	14.3	Above
	London Sub Total	3696	4622	66	8384	629	5.9	7.3	0.1	13.3	
Wales	Dyfed-Powys	220	260	0	480	40	5.5	6.4	0.0	11.9	Above
	Gwent	528	322	0	850	66	8.0	4.8	0.0	12.8	Above
	North Wales	236	559	0	795	61	3.8	9.1	0.0	12.9	Above
	South Wales	1071	1333	0	2403	156	6.9	8.5	0.0	15.4	Above
	Regional Sub Total	2055	2473	0	4528	324	6.3	7.6	0.0	14.0	
ENGLAND & WALES		31906	32445	1355	65707	5136	6.2	6.3	0.3	12.8	

8. Victim Contact – April to September 2005

The NPS Business Plan makes it clear that the National Probation Service delivers services to victims as well as offenders. The National Standard for victim contact work is that probation areas should offer face-to-face contact between the victim (or family) and a member of the probation service (or agent) within 8 weeks of the offender being sentenced. The NPS target is to make initial contact within that timescale in 85% of all eligible cases. This was exceeded for the first time in 2003/04 and performance continued to improve during 2004/05 with 93% of victims contacted in accordance with the national standard. That high level of performance has been maintained in the first half of 2005-06.

Period covered	Number of named victims	Number of victims contacted within 8 weeks	Percentage of victims contacted
April 2001 to March 2002	15,041	9,523	63%
April 2002 to March 2003	15,904	12,949	81%
April 2003 to March 2004	15,647	14,276	91%
April 2004 to March 2005	15,539	14,504	93%
April to September 2005	7,676	7,147	93%

Further analysis of the figures shows that:

- 38 areas met or exceeded the 85% target
- Three areas were within 5% of the target
- Only one area fell short of the target by more than 10%

These areas hit 100%:

- Leicestershire & Rutland
- South Yorkshire
- Wiltshire
- Gwent

Only Hertfordshire (53%) failed to achieve the target by more than 10%.

Victim Contact
All Cases, April - September 2005

Region	Area	Number of named victims	No. contacted within 8 weeks	Target achieved	Performance
West Midlands	Staffordshire	184	172	93%	On or Above
	Warwickshire	143	139	97%	On or Above
	West Mercia	125	118	94%	On or Above
	West Midlands	674	660	98%	On or Above
	West Midlands Total	1126	1089	97%	
North East	Northumbria	218	215	99%	On or Above
	Teesside	71	68	96%	On or Above
	County Durham	133	116	87%	On or Above
	North East Total	422	399	95%	
East	Bedfordshire	153	137	90%	On or Above
	Cambridgeshire	84	82	98%	On or Above
	Essex	143	123	86%	On or Above
	Hertfordshire	91	48	53%	Below
	Norfolk	134	130	97%	On or Above
	Suffolk	65	55	85%	On or Above
East Total	670	575	86%		
North West	Cheshire	205	195	95%	On or Above
	Cumbria	83	75	90%	On or Above
	Lancashire	140	134	96%	On or Above
	Merseyside	260	225	87%	On or Above
	Greater Manchester	512	475	93%	On or Above
North West Total	1200	1104	92%		
East Midlands	Derbyshire	171	150	88%	On or Above
	Leicestershire & Rutland	158	158	100%	On or Above
	Lincolnshire	21	20	95%	On or Above
	Northamptonshire	74	71	96%	On or Above
	Nottinghamshire	191	172	90%	On or Above
East Midlands Total	615	571	93%		
Yorkshire & Humberside	Humberside	143	122	85%	On or Above
	North Yorkshire	106	99	93%	On or Above
	South Yorkshire	286	286	100%	On or Above
	West Yorkshire	347	343	99%	On or Above
Yorkshire & Humberside Total	882	850	96%		
South East	Hampshire	215	180	84%	Near miss
	Kent	164	156	95%	On or Above
	Surrey	47	39	83%	Near miss
	Sussex	140	137	98%	On or Above
	Thames Valley	195	182	93%	On or Above
South East Total	761	694	91%		
South West	Avon & Somerset	147	135	92%	On or Above
	Dorset	44	42	95%	On or Above
	Gloucestershire	36	30	83%	Near miss
	Wiltshire	83	83	100%	On or Above
	Devon/Cornwall	174	171	98%	On or Above
South West Total	484	461	95%		
London Total	1116	1023	92%	On or Above	
Wales	Gwent	44	44	100%	On or Above
	North Wales	88	83	94%	On or Above
	South Wales	256	243	95%	On or Above
	Dyfed/Powys	12	11	92%	On or Above
Wales Total	400	381	95%		
England & Wales Total	7676	7147	93%		

9. Court Report Timeliness, April to December 2005

The aim is to improve the timeliness of the NPS reports to the magistrates' courts. National Standards 2005 specify that the report should be provided in accordance with the timescale set down by the commissioning court.

The figures presented overleaf show the proportion of reports that were completed to the deadline set by the court and include fast and standard delivery reports. This is the first year that this approach has been used, so comparison with other years is not possible.

Based on the new method of measurement, the NPS completed 98% of court reports within the deadline set by the court. The area breakdown shows all areas exceeding the 90% target.

The table below shows performance against the previous 15-day standard for completing Pre-Sentence Reports (PSRs). Performance peaked in 2001-02 when this was a cash performance-linked measure and fell sharply in 2003-04. Performance for 2004/05 improved to 73%.

1996-97	55%
1997-98	58%
1998-99	63%
1999-00	68%
2000-01	75%
2001-02	79%
2002-03	78%
2003-04	65%
2004-05	73%

Year	No. provided in response to request	No. provided within 15 working days of request	% meeting standard
2002/03	119,875	93,322	78%
2003/04	110,712	72,141	65%
2004/05	107,172	78,754	73%

**Timeliness of Court Reports
April 2005 to December 2005**

Probation Area	Total provided	Number provided on time	Performance against court's timescale
Avon & Somerset	1263	1256	99%
Bedfordshire	1056	1047	99%
Cambridgeshire	1490	1470	99%
Cheshire	1869	1845	99%
Cumbria	1231	1202	98%
Derbyshire	2413	2391	99%
Devon & Cornwall	2032	1939	95%
Dorset	1008	971	96%
County Durham	1185	1155	97%
Dyfed/Powys	1038	1021	98%
Essex	2678	2667	100%
Gloucestershire	939	901	96%
Greater Manchester	2976	2872	97%
Gwent	1159	1116	96%
Hampshire	3204	3142	98%
Hertfordshire	1646	1570	95%
Humberside	2183	2140	98%
Kent	2153	2117	98%
Lancashire	3667	3568	97%
Leicestershire & Rutland	2364	2332	99%
Lincolnshire	1218	1216	100%
London	5372	5206	97%
Merseyside	2145	2099	98%
Norfolk	1301	1243	96%
North Wales	1352	1302	96%
North Yorkshire	1388	1383	100%
Northamptonshire	810	787	97%
Northumbria	3399	3331	98%
Nottinghamshire	3653	3603	99%
South Wales	4173	4082	98%
South Yorkshire	3570	3514	98%
Staffordshire	2244	2195	98%
Suffolk	953	941	99%
Surrey	1074	1047	97%
Sussex	2222	2189	99%
Teesside	1798	1747	97%
Thames Valley	1505	1448	96%
Warwickshire	896	874	98%
West Mercia	1210	1152	95%
West Midlands	7328	7164	98%
West Yorkshire	5454	5395	99%
Wiltshire	940	903	96%
England & Wales	91559	89543	98%

10. Performance on High / Very High Risk of Harm and Prolific & other Priority Offenders (PPOs)

There are two performance targets relating to protecting the public from harm and protecting the public from prolific and other priority offenders

- 90% of risk of harm assessments, risk management plans and OASys sentence plans on high risk offenders are completed within five working days of the commencement of the order or release into the community.
- 90% of risk of harm screenings / full analysis (as appropriate) and OASys sentence plans are completed on Prolific and other Priority Offenders within five working days of commencement of the order or release into the community

Although measurement on these key targets began in April, data quality issues have meant that it is only from August 2005 that we have reliable data. This is shown at area level in the following pages. It is important to note that in some areas the percentages are derived from (very) small numbers.

The detailed data shows that 11 probation areas achieved or exceeded the high risk target with 16 getting to within 10% of it, leaving 18 (less than half the areas) falling below 80%. Those meeting or exceeding the target were: Warwickshire, County Durham, Essex, Nottinghamshire, Sussex, Devon & Cornwall, Dorset, Wiltshire, London East, London North and North Wales.

Areas performed slightly better on the PPO target which was met or exceeded by thirteen areas, with a further thirteen getting to within 10%.

It is acknowledged that performance on both these key indicators is some way off the target but it is expected to improve now that it is being reported on and included in the weighted scorecard routinely. The latest monthly data backs that up by showing performance in December alone at 88% for the high risk target and 90% for the PPO target.

Performance Against Target - High Risk Cases, August - December 2005

Region	Area	All	PT 1	%	Performance
West Midlands	Staffordshire	37	32	86%	Near Miss
	Warwickshire	31	28	90%	Above
	West Mercia	51	37	73%	Below
	West Midlands	267	215	81%	Near Miss
Regional Sub-total		386	312	81%	Near Miss
North East	County Durham	13	12	92%	Above
	Northumbria	50	42	84%	Near Miss
	Teesside	37	22	59%	Below
Regional Sub-total		100	76	76%	Below
East of England	Bedfordshire	30	24	80%	Near Miss
	Cambridgeshire	28	10	36%	Below
	Essex	37	35	95%	Above
	Hertfordshire	25	4	16%	Below
	Norfolk	14	5	36%	Below
	Suffolk	25	11	44%	Below
Regional Sub-total		159	89	56%	Below
North West	Cheshire	75	60	80%	Near Miss
	Cumbria	18	8	44%	Below
	Lancashire	124	108	87%	Near Miss
	Greater Manchester	453	311	69%	Below
	Merseyside	96	68	71%	Below
Regional Sub-total		766	555	72%	Below
East Midlands	Derbyshire	86	76	88%	Near Miss
	Leicestershire & Rutland	38	33	87%	Near Miss
	Lincolnshire	19	17	89%	Near Miss
	Northamptonshire	35	21	60%	Below
	Nottinghamshire	81	75	93%	Above
Regional Sub-total		259	222	86%	Near Miss
Yorkshire & Humberside	Humberside	131	115	88%	Near Miss
	North Yorkshire	36	32	89%	Near Miss
	South Yorkshire	82	66	80%	Near Miss
	West Yorkshire	151	122	81%	Near Miss
Regional Sub-total		400	335	84%	Near Miss
South East	Hampshire	42	21	50%	Below
	Kent	41	26	63%	Below
	Surrey	6	4	67%	Below
	Sussex	12	11	92%	Above
	Thames Valley	83	25	30%	Below
Regional Sub-total		184	87	47%	Below
South West	Avon & Somerset	34	29	85%	Near Miss
	Devon/Cornwall	27	25	93%	Above
	Dorset	11	11	100%	Above
	Gloucestershire	32	15	47%	Below
	Wiltshire	19	18	95%	Above
Regional Sub-total		123	98	80%	Near Miss
London	London East	47	44	94%	Above
	London North	61	57	93%	Above
	London South	42	32	76%	Below
	London West	56	38	68%	Below
London Sub-total		206	171	83%	Near Miss
Wales	Dyfed/Powys	30	25	83%	Near Miss
	Gwent	23	17	74%	Below
	North Wales	30	29	97%	Above
	South Wales	110	93	85%	Near Miss
Regional Sub-total		193	164	85%	Near Miss
England & Wales		2776	2109	76%	Below

Performance against Target on PPO Cases, August - December 2005

Region	Area	All	PT 1	%	Performance
West Midlands	Staffordshire	9	9	100%	Above
	Warwickshire	11	8	73%	Below
	West Mercia	26	19	73%	Below
	West Midlands	177	138	78%	Below
Regional Sub-total		223	174	78%	Below
North East	County Durham	26	21	81%	Near Miss
	Northumbria	63	55	87%	Near Miss
	Teesside	51	45	88%	Near Miss
Regional Sub-total		140	121	86%	Near Miss
East of England	Bedfordshire	16	13	81%	Near Miss
	Cambridgeshire	32	18	56%	Below
	Essex	13	12	92%	Above
	Hertfordshire	37	5	14%	Below
	Norfolk	19	3	16%	Below
	Suffolk	45	15	33%	Below
Regional Sub-total		162	66	41%	Below
North West	Cheshire	29	24	83%	Near Miss
	Cumbria	15	8	53%	Below
	Lancashire	58	51	88%	Near Miss
	Greater Manchester	149	109	73%	Below
	Merseyside	51	43	84%	Near Miss
Regional Sub-total		302	235	78%	Below
East Midlands	Derbyshire	53	50	94%	Above
	Leicestershire & Rutland	80	76	95%	Above
	Lincolnshire	29	28	97%	Above
	Northamptonshire	33	27	82%	Near Miss
	Nottinghamshire	91	89	98%	Above
Regional Sub-total		286	270	94%	Above
Yorkshire & Humberside	Humberside	32	30	94%	Above
	North Yorkshire	23	21	91%	Above
	South Yorkshire	45	36	80%	Near Miss
	West Yorkshire	48	39	81%	Near Miss
Regional Sub-total		148	126	85%	Near Miss
South East	Hampshire	37	21	57%	Below
	Kent	68	36	53%	Below
	Surrey	12	8	67%	Below
	Sussex	75	73	97%	Above
	Thames Valley	54	18	33%	Below
Regional Sub-total		246	156	63%	Below
South West	Avon & Somerset	43	25	58%	Below
	Devon/Cornwall	71	59	83%	Near Miss
	Dorset	19	13	68%	Below
	Gloucestershire	10	5	50%	Below
	Wiltshire	13	11	85%	Near Miss
Regional Sub-total		156	113	72%	Below
London	London East	26	24	92%	Above
	London North	28	28	100%	Above
	London South	33	27	82%	Near Miss
	London West	21	12	57%	Below
London Sub-total		108	91	84%	Near Miss
Wales	Dyfed/Powys	17	11	65%	Below
	Gwent	12	11	92%	Above
	North Wales	22	20	91%	Above
	South Wales	39	28	72%	Below
Regional Sub-total		90	70	78%	Below
England & Wales		1861	1422	76%	Below

10. Weighted Scorecard Q3, 2005-06

The Weighted Scorecard covering April to December 2005 is shown below.

The table provides comparisons between the latest position and that in the previous scorecard. It shows areas that have:

Moved the most places up:

- North Yorkshire
- West Mercia
- Humberside
- Derbyshire
- Cumbria

Moved the most places down:

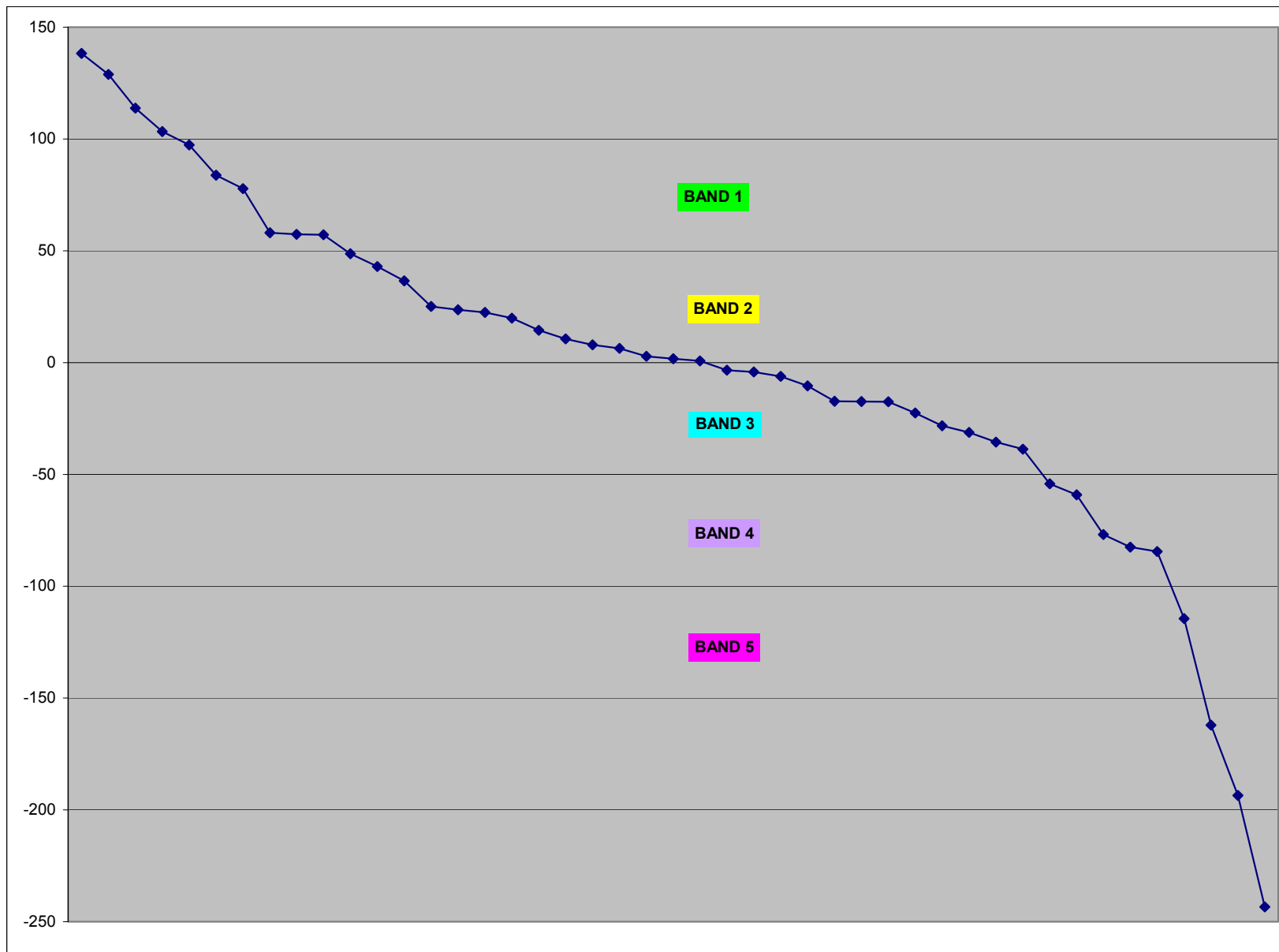
- Cheshire
- London North
- Gwent
- Hampshire
- Surrey

There were 7 areas that moved more than 10 places up and 9 areas that moved more than 10 places down since the previous quarter. Some of the volatility was caused by the introduction of new measures on sickness absence, appointments arranged and kept and small numbers on the new targets on PPOs and high risk.

In order to explain some of the volatility, we have again included a brief explanation next to each area whose position is more than 10 places above or below the position in the previous scorecard. Of course some areas will have moved up by virtue of general, across the board improvements.

Weighted Scorecard Q3, 2005/06

Area name	Performance against Target	Performance against Average	Overall Performance	Position now	Position last time	Difference	Explanation
Warwickshire	61	77	138	1	5	4	
North Yorkshire	60	69	129	2	23	21	Good sickness + turnaround in OBPs, high risk & PPO
Leicestershire & Rutland	58	56	114	3	1	-2	
Derbyshire	43	60	103	4	20	16	Improved OBPs and PPOs; good sickness
North Wales	44	54	97	5	10	5	
Devon & Cornwall	32	52	84	6	3	-3	
Essex	31	47	78	7	4	-3	
Humberside	25	33	58	8	27	19	Improved on ethnicity data, DRRs, PPOs & High risk
Lincolnshire	17	41	57	9	7	-2	
Dorset	21	36	57	10	15	5	
Sussex	23	26	49	11	11	0	
Nottinghamshire	25	18	43	12	17	5	
Bedfordshire	17	19	37	13	18	5	
Surrey	8	17	25	14	2	-12	Poor sickness & ethnic data. PPO & High risk remain low
South Wales	8	16	24	15	12	-3	
Cumbria	6	16	22	16	32	16	PPO & High risk still low but more than double last qtr.
Suffolk	5	15	20	17	30	13	Big improvement on DRRs, compliance and OBPs
County Durham	8	6	14	18	6	-12	Poor sickness & low ECP
Northumbria	-5	16	11	19	28	9	
Northamptonshire	-10	18	8	20	8	-12	Low enforcement and compliance
Lancashire	-6	13	6	21	31	10	
Avon & Somerset	-11	14	3	22	36	14	Good sickness + improved ethnic data
West Mercia	-8	10	2	23	44	21	Big improvement on DRRs, high risk & PPOs
Greater Manchester	-9	9	1	24	22	-2	
Teesside	-11	7	-3	25	13	-12	Low compliance, High risk and PPOs
London North	-14	9	-4	26	9	-17	Poor sickness, contact and compliance
Staffordshire	3	-9	-6	27	16	-11	Poor sickness, DRRs and OBPs
West Yorkshire	-14	3	-10	28	25	-3	
Gwent	-18	1	-17	29	14	-15	Low DRRs, OBPs, High risk and sickness
Dyfed/Powys	-4	-13	-17	30	19	-11	Dip in OBP completions
West Midlands	-17	0	-18	31	26	-5	
London South	-22	-1	-22	32	29	-3	
Kent	-23	-5	-28	33	38	5	
Merseyside	-21	-10	-31	34	40	6	
Wiltshire	-26	-10	-36	35	39	4	
London East	-30	-9	-39	36	33	-3	
Hampshire	-27	-27	-54	37	24	-13	Low ethnic data on staffing.
Thames Valley	-40	-19	-59	38	34	-4	
London West	-48	-29	-77	39	37	-2	
South Yorkshire	-46	-37	-83	40	35	-5	
Cambridgeshire	-49	-35	-84	41	43	2	
Cheshire	-55	-59	-114	42	21	-21	Low compliance, basic skills & ethnic data (staffing)
Norfolk	-78	-84	-162	43	41	-2	
Gloucestershire	-95	-99	-194	44	42	-2	
Hertfordshire	-126	-117	-243	45	45	0	
Grand Total	-317	193	-123				



Warwickshire
North Yorkshire
Leicestershire & Rutland
Derbyshire
North Wales
Devon & Cornwall
Essex
Humberside
Lincolnshire
Dorset
Sussex
Nottinghamshire
Bedfordshire
Surrey
South Wales
Cumbria
Suffolk
County Durham
Northumbria
Northamptonshire
Lancashire
Avon & Somerset
West Mercia
Greater Manchester
Teesside
London North
Staffordshire
West Yorkshire
Gwent
Dyfed/Powys
West Midlands
London South
Kent
Merseyside
Wiltshire
London East
Hampshire
Thames Valley
London West
South Yorkshire
Cambridgeshire
Cheshire
Norfolk
Gloucestershire
Hertfordshire