



National Probation Service

Performance Report 20

and

Weighted Scorecard 2005/06

June 2006

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DIRECTOR OF PROBATION**

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Foreword

The year 2005/06 has been both testing and rewarding.

Eleven service delivery targets were set for Probation to reflect ministerial priorities and we have exceeded seven of them, some by a significant margin. We are within 10% of the other four, missing some by only a tiny margin (only 1% in one case). By any standards this solid performance demonstrates consistent improvement. It is a testament to the focus and commitment of many, many staff. But we must not be complacent.

Risk of Harm and Serious Further Offences

Our risk of harm assessments have been criticised by the Inspectorate and this has been an area of considerable attention over the year. It was recognised that improvement would take time to show through because performance is measured against historic data. HM Chief Inspector describes the improvement necessary as part of 'the long haul'. It is very gratifying that the cumulative performance over the year has reached 81% with many areas exceeding the 90% target in the last three months of the year.

For balance, clearly it is unacceptable that in one area, of the 36 high risk cases monitored, only a minority met the standard. Our work on the assessment and management of risk of harm defines us an organisation in the public eye. All staff will realistically expect the rigorous attention on this target to continue in the coming years.

Media attention on the Service following the Hanson and White case has been unprecedented. I know staff have felt this acutely and have wanted to hear a clearer voice explaining the task placed upon their shoulders. This has been a very difficult situation but I am hopeful Chief Officers will be able to take on that role and provide the accountability and explanatory information the public rightly demand through the media.

The conference of over a thousand operational managers addressed by Charles Clarke was a helpful occasion and marked a watershed in how we might go forward. Although other events have overtaken us since then, the momentum should not be lost. The change in Home Secretary is not a change in direction.

I consider the criticism we received over the Hanson and White case to be justified and I read the report with sadness. In particular, I consider that the management of Hanson was unacceptable. However, it was the exception, not the rule. I know staff to be diligent, careful, responsible and always concerned for the needs of victims and reducing re-offending. Our work with high risk offenders is complex and not easily reduced to a sound-bite. The people we are charged to manage in the community are by definition the most difficult and disaffected in the country and invariably include some of the most dangerous. We do this work with integrity, and staff rise to the challenge in a way that makes me proud of what we achieve and the crimes we prevent.

Targets and Performance

Turning back to the targets, this has been the first year that we have been able to report that the enforcement target has been met. Since hitting 91% back in January 2005, performance has not dropped below the target in any of the subsequent months and has got as high as 93% twice. In the first year of the NPS we achieved just 53% against this target and London's performance was so poor (29% in 2002-3) that it was reported separately. The improvement in London has been considerable and we stopped having to report separately after the first quarter of this year.

The delivery of basic skills awards has been another area of massive improvement. Just three years after failing by 15% to meet a target of 1,000 awards, we have achieved almost 15,000 awards: 50% more than the target and 58% more than we achieved last year. This achievement, alongside exceeding the very stretching target on unpaid work completions when we achieved a third more completions than last year, is significant. It suggests we have tangibly increased the likelihood of offenders finding employment, a factor we know actively reduces the likelihood of re-offending.

A significant number of the offenders have difficulties in the way they solve problems and in how they think, and we know this contributes to their offending. Offenders have completed 17,127 accredited offender behaviour programmes designed to tackle these very problems (114% of the target). This must be a tremendous contribution to curbing

their criminal behaviour. The frequent expectation is that victims “don’t want it to happen again” and both staff and that those completing each course deserve congratulation in making progress to that end.

Overall Performance on all targets

Performance measure	2004/05	2005/06	Percentage change
Enforcement within 10 days	87%	91%	+4%
Compliance including orders allowed to continue	79%	81%	+2%
Offending Behaviour Programmes	15,595 (104%)	17,127 (114%)	+7%
Unpaid work completions	38,473 (128%)	51,026 (102%)	+33%
DTTO/DRR starts	10,322 (79%)	14,001 (88%)	+36%
DTTO/DRR completions	--	3,977 (99%)	--
Basic Skills Starts	34,199 (107%)	44,972 (112%)	+32%
Basic Skills Awards	9,451 (118%)	14,930 (149%)	+58%
Sickness absence (average. days)	12.3	12.3	0
Court Report timeliness	--	97%	--
Accurate and timely ethnicity data	--	97%	--
Assessment of high risk cases	--	81%	--
Assessment of PPOs	--	82%	--

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.**

Individual Best Target Performance

Some areas have delivered very strongly against target over the year. I want to recognise them here.

Basic Skills Awards - numerical target requiring 100% achievement (possible to exceed 100%).

- 1 Suffolk - 310%
- 2 Avon/Somerset - 285%
- 3 Cumbria - 213%

Enforcement - % target requiring 90% achievement (not possible to exceed 100%)

- 1 Warwickshire - 100%
- 1 Dyfed Powys - 100%
- 3 Wiltshire - 99%

Accredited Programmes completions - numerical target requiring 100% achievement (possible to exceed 100%)

- 1 Cheshire – 165%
- 2 Warwickshire - 142%
- 3 London South - 139%
- 3 Dorset – 139%

Drugs Orders completions - numerical target requiring 100% achievement (possible to exceed 100%)

- 1 Suffolk - 139%
- 2 South Wales - 136%
- 3 North Wales - 125%

Compliance - % target requiring 85% achievement (not possible to exceed 100%)

- 1 Warwickshire - 91%
- 2 County Durham - 89%
- 3 Dyfed-Powys – 87%
- 3 Surrey - 87%

Unpaid Work completions - numerical target requiring 100% achievement (possible to exceed 100%)

- 1 Derbyshire - 145%
- 2 Cumbria - 136%
- 3 Cambridgeshire – 126%
- 4 Hampshire -123%

Timeliness of Risk of Harm assessment - % target requiring 90% achievement (not possible to exceed 100%)

- 1 Lincolnshire - 97%
- 1 Sussex - 97%
- 3 Nottinghamshire - 96%

Prolific & Priority Offender assessment - % target requiring 90% achievement (not possible to exceed 100%)

- 1 Staffordshire - 100%
- 2 Nottinghamshire - 99%
- 3 Lincolnshire - 98%

Sickness Absence – target not to exceed 9 days per year per staff member

- 1 North Yorkshire - 7.6 days
- 1 Devon/Cornwall - 7.6 days
- 3 Avon/Somerset - 8.7 days

Best Overall Performers

The weighted scorecard summarises overall performance and ranks the probation areas.

The top overall performer for 2005-06 was **Warwickshire**. Well done to Liz Stafford and all staff in that area for an outstanding overall performance, the highest performance across England and Wales for the year.

The Top Ten

The top ten strongest performers during 2005-6 were:

1. Warwickshire
2. Derbyshire
3. North Yorkshire
4. Humberside
5. North Wales
6. Leicestershire and Rutland
7. Essex
8. Suffolk
9. Lincolnshire
10. Cheshire

A terrific achievement for all concerned.

Greatest Improvement over the year

I want to recognise those areas that have performed significantly better in 2005-6 than they did in 2004-5. Three areas stand out:

	2004-05	2005-06
Essex	36 th	7 th
Devon & Cornwall	42 nd	15 th
North Wales	31 st	5 th

The Weighted Scorecard

The weighted scorecard presented at the end of this report covers 2005-06. It is less volatile than previous quarters with only eight areas moving more than 10 places in either direction, compared to 17 in the previous quarter. Where areas have moved more than 10 places since the three-quarter stage of the year, a short explanation is provided.

Overall I am pleased to report that the highest ever number of areas, 35, have achieved a score above zero on the performance against target column. This

demonstrates, as does the rest of this report, that other than in a few instances, areas are performing at or above their targets.

I want to take the opportunity in this end of year performance report to say we must acknowledge the achievements of 2005-6 and, without change of pace, be ambitious that we can do even better in 2006-7. Working within a better-integrated NOMS environment brings us real opportunities to improve further. It has been a year where the people have worked hard and seen their efforts reflected in the robust performance against the priorities set for us by ministers. To everyone in the areas and those at NPD, thank you.

Roger Hill

Director

National Probation Service

Introduction

Enforcement

91% of relevant cases were enforced within 10 days in accordance with National Standards. Monthly performance shows that over the course of the year 93% was achieved twice (in July and February) and has not dropped below the 90% target since January 2005.

Compliance

Disappointingly, performance over the course of the year remained at 81%, just 4% short of the target. However, in March alone 83% was achieved.

Offending Behaviour Programmes

There were 17,127 completions of offending behaviour programmes between during 2005-06. That is 14% above target and 1,172 (7%) more than were completed last year.

Unpaid Work

51,026 completions have been achieved in 2005-06. That is 2% above the target and 12,553 (or 33%) more completions than in 2004-05.

Drug Treatment and Testing Orders / Drug Rehabilitation Requirements

14,001 DTTOs and DRRs commenced during 2005-06 meaning that 88% of the target was met. This is against a target that increased by 23% since last year's. There were 3,679 (36%) more starts in 2005-06 than in the previous year.

There were 3,977 completions of DTTOs and DRRs in 2005-06, just 23 (1%) short of the target.

Basic Skills

44,972 offenders commenced basic skills courses during 2005-06, 12% above the target. There were 10,773 more starts than last year, an increase of 32%.

14,930 basic skills awards were delivered in 2005-06, 49% above the target and a 58% increase on the number of awards achieved in the previous year.

Sickness Absence

There were 12.3 days on average lost due to sickness per employee in 2005-06 – the same as 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. Between the beginning of monitoring in August 2005 and March 2006, 81% of cases met the target

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. 82% of cases between August 2005 and March 2006 have met the target.

Court report timeliness

Concerns over the data quality of returns in the first quarter of the year mean that the first quarter has been omitted from the analysis of the results. The proportion of court reports completed between July 2005 and March 2006 within the timescale set by the court was 97%.

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, 99% of staffing records were returned on time with a valid ethnicity code, giving an overall average of 97% against a target of 95%.

Contact for enquiries

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1. Enforcement, Contact and Compliance – April 2005 to March 2006

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 2005 to March 2006 will contain cases that commenced between October 2004 and September 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	91%	96%

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

The detailed data shows that:

- 35 areas met or exceeded the 90% for breach action within 10 days.
- 10 areas were within 10% of the target.
- No areas were 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. Eleven areas met or exceeded this new target whilst only one area missed it by more than 10%.

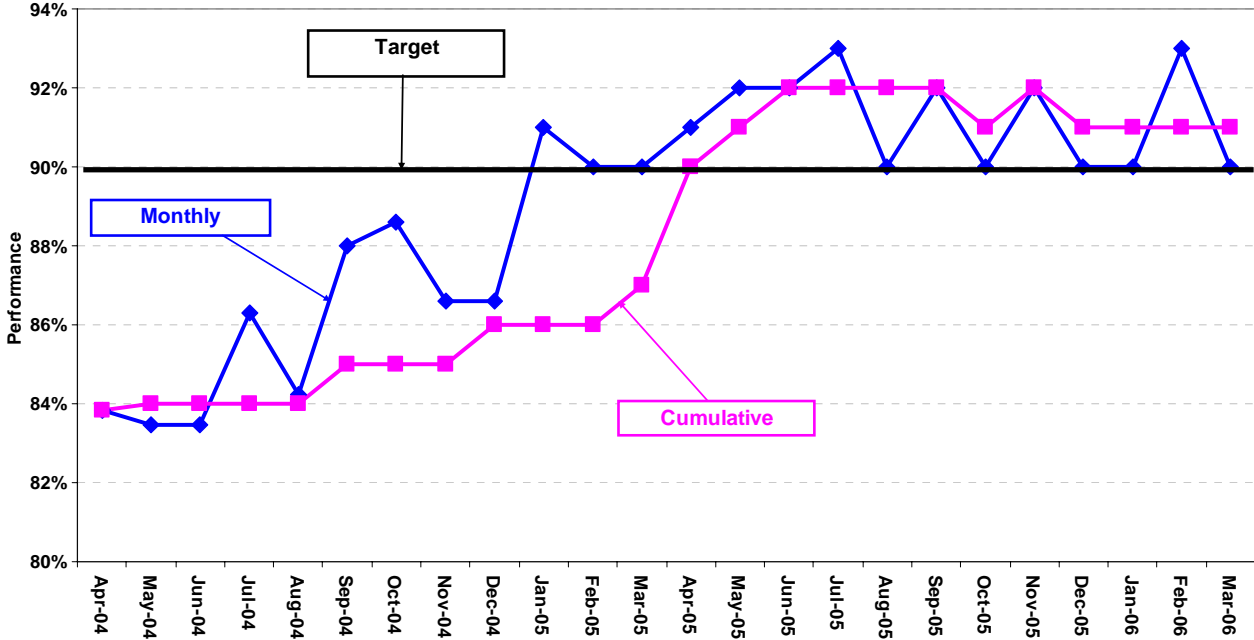
Contact with offenders shows that 85% of appointments were arranged in accordance with national standards, against a target of 90% whilst 64% of appointments were attended, just short of the 65% target. In 2004-05, the figures were 85% and 61% respectively.

Enforcement April 2005 - March 2006

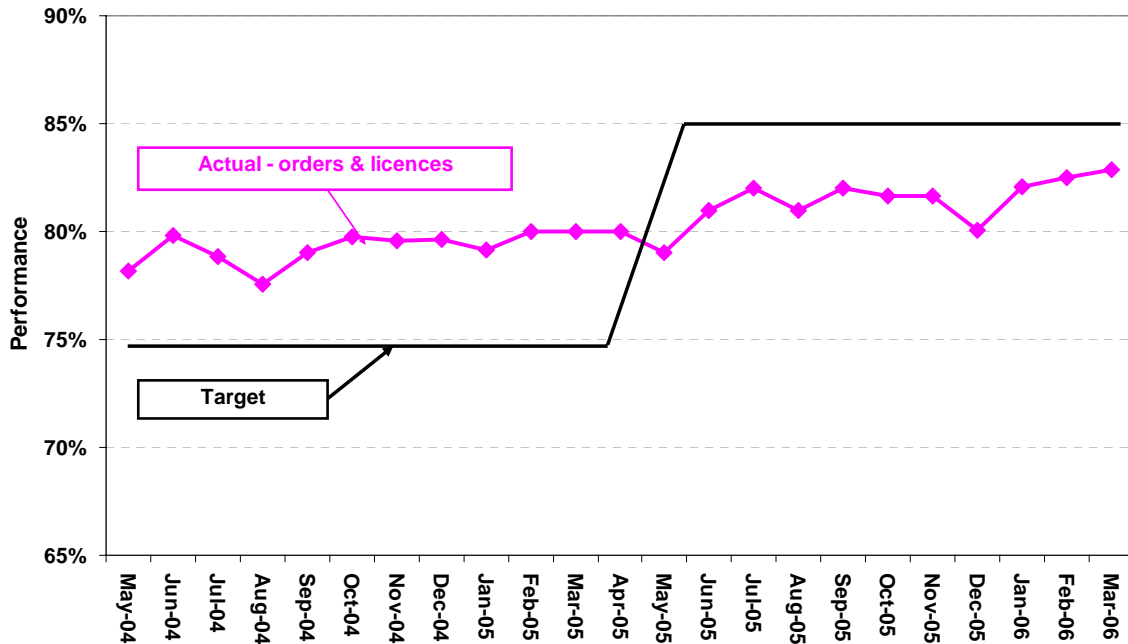
Region	Area name	Proportion breached within 10 days	Proportion breached whether or not within 10 days	Compliance
West Midlands	Staffordshire	94%	97%	86%
	Warwickshire	100%	100%	91%
	West Mercia	94%	96%	85%
	West Midlands	91%	95%	82%
	Regional Sub Total	93%	96%	84%
North East	County Durham	91%	94%	89%
	Northumbria	95%	98%	83%
	Teesside	94%	98%	79%
	Regional Sub Total	94%	97%	83%
East	Bedfordshire	95%	98%	80%
	Cambridgeshire	91%	96%	82%
	Essex	92%	95%	81%
	Hertfordshire	80%	86%	77%
	Norfolk	84%	95%	78%
	Suffolk	96%	100%	86%
	Regional Sub Total	89%	95%	80%
North West	Cheshire	97%	99%	84%
	Cumbria	97%	99%	86%
	Greater Manchester	88%	95%	81%
	Lancashire	90%	95%	80%
	Merseyside	90%	92%	77%
	Regional Sub Total	90%	95%	80%
East Midlands	Derbyshire	96%	96%	80%
	Leicestershire & Rutland	94%	98%	85%
	Lincolnshire	93%	96%	80%
	Northamptonshire	82%	88%	82%
	Nottinghamshire	96%	99%	78%
	Regional Sub Total	94%	97%	81%
Yorkshire & Humberside	Humberside	93%	98%	82%
	North Yorkshire	92%	97%	86%
	South Yorkshire	88%	93%	81%
	West Yorkshire	87%	92%	78%
	Regional Sub Total	89%	94%	81%
South East	Hampshire	91%	98%	86%
	Kent	95%	96%	79%
	Surrey	91%	97%	87%
	Sussex	93%	97%	78%
	Thames Valley	88%	92%	83%
	Regional Sub Total	92%	96%	82%
South West	Avon & Somerset	92%	99%	78%
	Devon/Cornwall	93%	95%	82%
	Dorset	94%	98%	77%
	Gloucestershire	86%	95%	80%
	Wiltshire	99%	99%	81%
	Regional Sub Total	93%	97%	80%
London	London East	86%	92%	82%
	London North	91%	95%	80%
	London South	93%	97%	74%
	London West	92%	97%	83%
	London Sub Total	90%	95%	80%
Wales	Dyfed/Powys	100%	100%	87%
	Gwent	91%	96%	83%
	North Wales	97%	99%	84%
	South Wales	88%	95%	83%
	Regional Sub Total	92%	97%	84%
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 2005 to March 2006**

		Appointments Arranged	Target 90%	Appointments Attended	Target 65%
West Midlands	Staffordshire	85%	Near miss	64%	Near miss
	Warwickshire	89%	Near miss	58%	Below
	West Mercia	86%	Near miss	62%	Near miss
	West Midlands	82%	Near miss	58%	Below
West Midlands Total		84%	Near miss	60%	Near miss
North East	County Durham	86%	Near miss	71%	Above
	Northumbria	91%	Above	71%	Above
	Teesside	81%	Near miss	55%	Below
North East Total		87%	Near miss	67%	Above
East of England	Bedfordshire	85%	Near miss	65%	Above
	Cambridgeshire	71%	Below	53%	Below
	Essex	81%	Near miss	64%	Near miss
	Hertfordshire	74%	Below	58%	Below
	Norfolk	89%	Near miss	64%	Near miss
	Suffolk	92%	Above	63%	Near miss
East of England Total		82%	Near miss	61%	Near miss
North West	Cheshire	90%	Above	71%	Above
	Cumbria	87%	Near miss	66%	Above
	Greater Manchester	92%	Above	72%	Above
	Lancashire	88%	Near miss	66%	Above
	Merseyside	93%	Above	69%	Above
North West Total		91%	Above	70%	Above
East Midlands	Derbyshire	88%	Near miss	67%	Above
	Leicestershire & Rutland	90%	Above	72%	Above
	Lincolnshire	91%	Above	70%	Above
	Northamptonshire	76%	Below	57%	Below
	Nottinghamshire	83%	Near miss	58%	Below
East Midlands Total		86%	Near miss	64%	Near miss
Yorkshire & Humberside	Humberside	90%	Above	69%	Above
	North Yorkshire	91%	Above	74%	Above
	South Yorkshire	91%	Above	71%	Above
	West Yorkshire	82%	Near miss	57%	Below
Yorkshire & Humberside Total		87%	Near miss	65%	Above
South East	Hampshire	85%	Near miss	66%	Above
	Kent	92%	Above	75%	Above
	Surrey	86%	Near miss	69%	Above
	Sussex	89%	Near miss	72%	Above
	Thames Valley	80%	Near miss	62%	Near miss
South East Total		86%	Near miss	68%	Above
South West	Avon & Somerset	87%	Near miss	70%	Above
	Devon & Cornwall	87%	Near miss	71%	Above
	Dorset	88%	Near miss	72%	Above
	Gloucestershire	78%	Below	59%	Below
	Wiltshire	90%	Above	69%	Above
South West Total		86%	Near miss	69%	Above
London	London East	69%	Below	50%	Below
	London North	65%	Below	50%	Below
	London South	79%	Below	56%	Below
	London West	71%	Below	53%	Below
London Total		71%	Below	52%	Below
Wales	Dyfed/Powys	86%	Near miss	65%	Above
	Gwent	92%	Above	74%	Above
	North Wales	84%	Near miss	64%	Near miss
	South Wales	87%	Near miss	63%	Near miss
Wales Total		87%	Near miss	65%	Above
England & Wales		85%	Near miss	64%	Near miss

2. 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

- PT1: 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.
- PT3: 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.

Whilst the targets on these key indicators have not been met, there has been considerable improvement since the last quarterly performance report and there have been month-on-month improvements. The area level detail also demonstrates improvement since the previous quarter with 14 areas above target (up from 11 last quarter), a further 14 within 10% and 17 more than 10% below PT1. On PT3, 16 areas were above, 13 were within 10% and 16 were more than 10% below.

Areas that perform well on PT1 tend to perform well on PT3. The following are above target on both indicators: Derbyshire, Lincolnshire, Nottinghamshire, Humberside, North Yorkshire, Sussex, Wiltshire, London North and Gwent.

Performance Against Target - High Risk Cases, August 2005 - March 2006

Region	Area	All	PT 1	%	Performance
West	Staffordshire	63	55	87%	Near miss
Midlands	Warwickshire	48	45	94%	Above
	West Mercia	78	59	76%	Below
	West Midlands	382	319	84%	Near miss
Regional Sub-total		571	478	84%	Near miss
North East	County Durham	22	21	95%	Above
	Northumbria	85	74	87%	Near miss
	Teesside	78	61	78%	Below
Regional Sub-total		185	156	84%	Near miss
East of England	Bedfordshire	59	52	88%	Near miss
	Cambridgeshire	61	32	52%	Below
	Essex	61	54	89%	Near miss
	Hertfordshire	36	5	14%	Below
	Norfolk	30	17	57%	Below
	Suffolk	31	16	52%	Below
Regional Sub-total		278	176	63%	Below
North West	Cheshire	113	96	85%	Near miss
	Cumbria	30	19	63%	Below
	Lancashire	201	175	87%	Near miss
	Greater Manchester	667	522	78%	Below
	Merseyside	185	153	83%	Near miss
Regional Sub-total		1196	965	81%	Near miss
East Midlands	Derbyshire	136	122	90%	Above
	Leicestershire & Rutland	57	51	89%	Near miss
	Lincolnshire	34	33	97%	Above
	Northamptonshire	52	28	54%	Below
	Nottinghamshire	134	128	96%	Above
Regional Sub-total		413	362	88%	Near miss
Yorkshire & Humberside	Humberside	209	193	92%	Above
	North Yorkshire	70	65	93%	Above
	South Yorkshire	127	107	84%	Near miss
	West Yorkshire	246	198	80%	Near miss
Regional Sub-total		652	563	86%	Near miss
South East	Hampshire	66	40	61%	Below
	Kent	70	50	71%	Below
	Surrey	19	14	74%	Below
	Sussex	31	30	97%	Above
	Thames Valley	141	59	42%	Below
Regional Sub-total		327	193	59%	Below
South West	Avon & Somerset	62	45	73%	Below
	Devon/Cornwall	45	42	93%	Above
	Dorset	17	16	94%	Above
	Gloucestershire	55	38	69%	Below
	Wiltshire	30	28	93%	Above
Regional Sub-total		209	169	81%	Near miss
London	London East	81	72	89%	Near miss
	London North	110	104	95%	Above
	London South	60	48	80%	Near miss
	London West	108	77	71%	Below
London Sub-total		359	301	84%	Near miss
Wales	Dyfed/Powys	52	40	77%	Below
	Gwent	26	24	92%	Above
	North Wales	53	50	94%	Above
	South Wales	197	173	88%	Near miss
Regional Sub-total		328	287	88%	Near miss
England & Wales		4518	3650	81%	Near miss

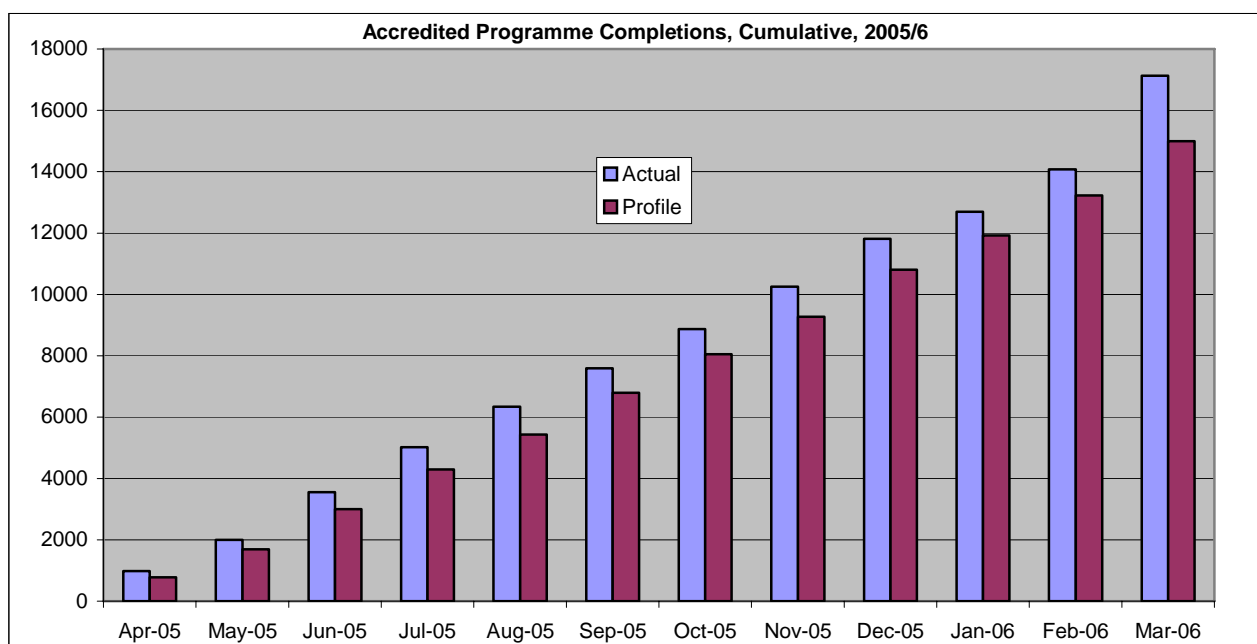
Performance Against Target - PPO Cases, August 2005 - March 2006

Region	Area	All	PT 3	%	Performance
West	Staffordshire	20	20	100%	Above
Midlands	Warwickshire	25	22	88%	Near miss
	West Mercia	42	33	79%	Below
	West Midlands	273	227	83%	Near miss
Regional Sub-total		360	302	84%	Near miss
North East	County Durham	40	35	88%	Near miss
	Northumbria	105	95	90%	Above
	Teesside	78	70	90%	Above
Regional Sub-total		223	200	90%	Above
East of England	Bedfordshire	34	31	91%	Above
	Cambridgeshire	46	30	65%	Below
	Essex	19	17	89%	Near miss
	Hertfordshire	49	7	14%	Below
	Norfolk	31	14	45%	Below
	Suffolk	66	32	48%	Below
Regional Sub-total		245	131	53%	Below
North West	Cheshire	43	38	88%	Near miss
	Cumbria	31	21	68%	Below
	Lancashire	93	79	85%	Near miss
	Greater Manchester	243	198	81%	Near miss
	Merseyside	108	96	89%	Near miss
Regional Sub-total		518	432	83%	Near miss
East Midlands	Derbyshire	99	93	94%	Above
	Leicestershire & Rutland	136	128	94%	Above
	Lincolnshire	47	46	98%	Above
	Northamptonshire	65	61	94%	Above
	Nottinghamshire	154	152	99%	Above
Regional Sub-total		501	480	96%	Above
Yorkshire & Humberside	Humberside	64	62	97%	Above
	North Yorkshire	32	30	94%	Above
	South Yorkshire	72	60	83%	Near miss
	West Yorkshire	84	68	81%	Near miss
Regional Sub-total		252	220	87%	Near miss
South East	Hampshire	61	43	70%	Below
	Kent	111	66	59%	Below
	Surrey	39	22	56%	Below
	Sussex	118	115	97%	Above
	Thames Valley	95	47	49%	Below
Regional Sub-total		424	293	69%	Below
South West	Avon & Somerset	63	44	70%	Below
	Devon/Cornwall	126	106	84%	Near miss
	Dorset	29	23	79%	Below
	Gloucestershire	21	14	67%	Below
	Wiltshire	22	20	91%	Above
Regional Sub-total		261	207	79%	Below
London	London East	46	42	91%	Above
	London North	47	44	94%	Above
	London South	51	39	76%	Below
	London West	65	51	78%	Below
London Sub-total		209	176	84%	Near miss
Wales	Dyfed/Powys	31	22	71%	Below
	Gwent	28	26	93%	Above
	North Wales	32	26	81%	Near miss
	South Wales	74	62	84%	Near miss
Regional Sub-total		165	136	82%	Near miss
England & Wales		3158	2577	82%	Near miss

3. Accredited Programmes - April 2005 to March 2006

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	984	1993	3557	5023	6342	7588	8874	10260	11816	12690	14079	17127
Profile	777	1695	3003	4296	5427	6789	8050	9271	10804	11921	13221	15000
Percent	127%	118%	118%	117%	117%	112%	110%	111%	109%	106%	106%	114%



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	15,000	17,127	114%

The detailed data show that:

- 41 areas exceeded their target.
- 3 areas were within 10% of the target.
- Only one area was more than 10% below target.

The best performing areas were:

- Cheshire (165%)
- Warwickshire (142%)
- London South (139%)
- Dorset (139%)
- Lincolnshire (137%)

The most serious under-achievers were:

- Cumbria (88%)

Accredited Programmes Completions April 2005 - March 2006

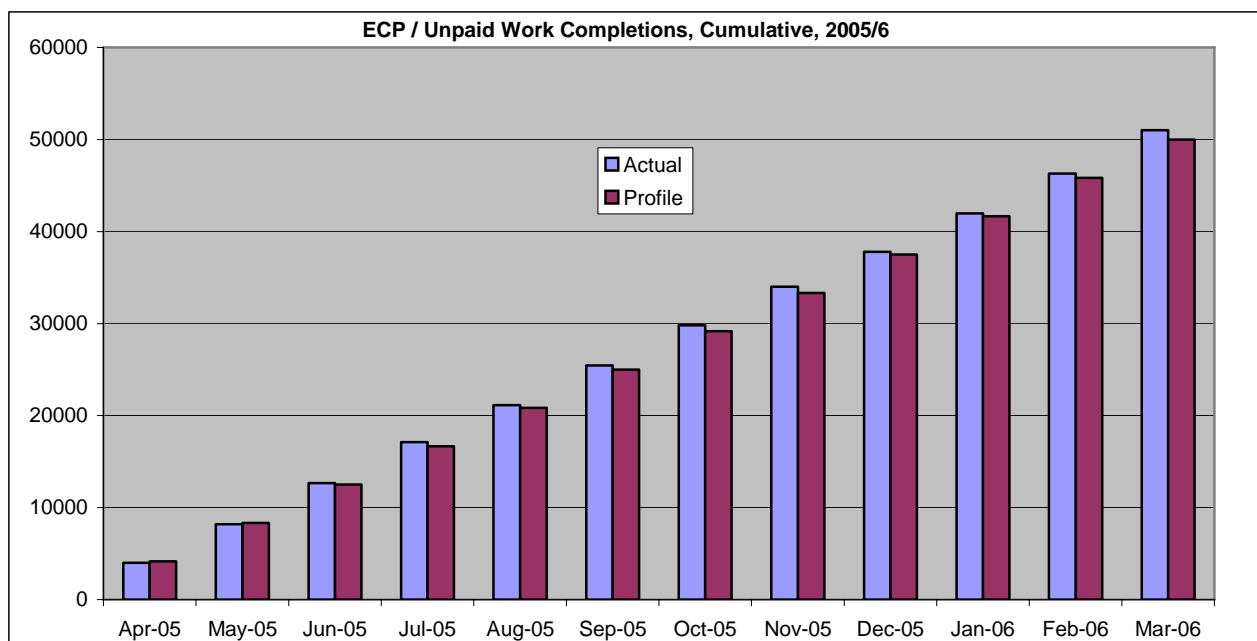
<i>Region</i>	<i>Area name</i>	<i>Completion target</i>	<i>Actual completions achieved</i>	<i>Percent of completion target</i>	<i>Performance</i>
West Midlands	Staffordshire	285	301	106%	Above
	Warwickshire	112	159	142%	Above
	West Mercia	272	299	110%	Above
	West Midlands	1003	1021	102%	Above
	Regional Sub Total	1672	1780	106%	
North East	County Durham	207	243	117%	Above
	Northumbria	514	636	124%	Above
	Teesside	239	241	101%	Above
	Regional Sub Total	960	1120	117%	
East	Bedfordshire	145	152	105%	Above
	Cambridgeshire	167	157	94%	Near miss
	Essex	352	415	118%	Above
	Hertfordshire	194	216	111%	Above
	Norfolk	199	205	103%	Above
	Suffolk	148	178	120%	Above
	Regional Sub Total	1205	1323	110%	
North West	Cheshire	255	422	165%	Above
	Cumbria	137	121	88%	Below
	Greater Manchester	928	1144	123%	Above
	Lancashire	453	455	100%	Above
	Merseyside	562	562	100%	Above
	Regional Sub Total	2335	2704	116%	
East Midlands	Derbyshire	261	306	117%	Above
	Leicestershire & Rutland	262	328	125%	Above
	Lincolnshire	157	215	137%	Above
	Northamptonshire	159	173	109%	Above
	Nottinghamshire	343	449	131%	Above
	Regional Sub Total	1182	1471	124%	
Yorkshire & Humberside	Humberside	296	373	126%	Above
	North Yorkshire	163	179	110%	Above
	South Yorkshire	461	499	108%	Above
	West Yorkshire	733	843	115%	Above
	Regional Sub Total	1653	1894	115%	
South East	Hampshire	422	474	112%	Above
	Kent	385	414	108%	Above
	Surrey	157	157	100%	Above
	Sussex	316	332	105%	Above
	Thames Valley	413	458	111%	Above
	Regional Sub Total	1693	1835	108%	
South West	Avon & Somerset	358	429	120%	Above
	Devon/Cornwall	370	399	108%	Above
	Dorset	144	200	139%	Above
	Gloucestershire	124	161	130%	Above
	Wiltshire	135	126	93%	Near miss
	Regional Sub Total	1131	1315	116%	
London	London North	556	699	126%	Above
	London West	490	529	108%	Above
	London East	490	472	96%	Near miss
	London South	691	961	139%	Above
	Regional Sub Total	2227	2661	119%	
Wales	Dyfed/Powys	130	138	106%	Above
	Gwent	198	198	100%	Above
	North Wales	186	220	118%	Above
	South Wales	428	468	109%	Above
	Regional Sub Total	942	1024	109%	
ENGLAND & WALES		15000	17127	114%	

4. Unpaid Work, April 2005 to March 2006

Last year's target of 30,000 completions was exceeded by 28%. This year, against the more challenging target of 50,000 completions, the NPS has exceeded the target by 2%.

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	4001	8196	12654	17113	21152	25439	29821	34010	37820	41960	46296	51026
Profile	4166	8334	12500	16668	20835	25002	29169	33335	37502	41669	45834	50000
Percent	96%	98%	101%	103%	102%	102%	102%	102%	101%	101%	101%	102%



Year	Target	Completions	Percent of target
2004/05	30,000	38,473	128%
2005/06	50,000	50,324	101%

Furthermore, the area breakdown shows:

- 28 areas exceeded their profiled target
- 11 areas were within 10% of their target
- 6 areas were more than 10% below target

The best performing areas were:

- Derbyshire (145%)
- Cumbria (136%)
- Cambridgeshire (126%)
- Hampshire (123%)

The most serious under-achievers were:

- Northumbria (62%)
- Hertfordshire (72%)
- Avon & Somerset (72%)
- London South (80%)

Unpaid Work Completions April 2005 - March 2006

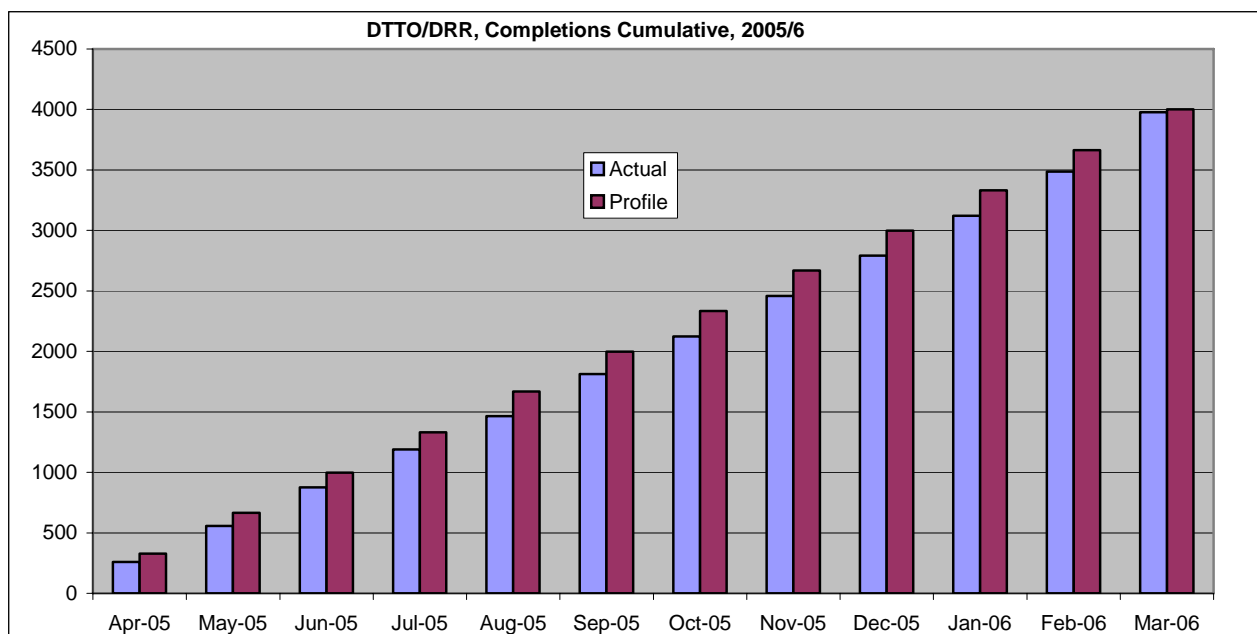
<i>Region</i>	<i>Area name</i>	<i>Profiled Target</i>	<i>ECP /Unpaid Work Completions</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	951	999	105%	Above
	Warwickshire	373	370	99%	Near miss
	West Mercia	905	866	96%	Near miss
	West Midlands	3344	3179	95%	Near miss
	Regional Sub-Total	5574	5414	97%	
North East	County Durham	689	569	83%	Below
	Northumbria	1714	1058	62%	Below
	Teesside	797	802	101%	Above
	Regional Sub-Total	3200	2429	76%	
East	Bedfordshire	484	538	111%	Above
	Cambridgeshire	558	704	126%	Above
	Essex	1172	1432	122%	Above
	Hertfordshire	645	464	72%	Below
	Norfolk	664	725	109%	Above
	Suffolk	495	589	119%	Above
	Regional Sub-Total	4018	4452	111%	
North West	Cheshire	851	874	103%	Above
	Cumbria	458	624	136%	Above
	Greater Manchester	3094	3513	114%	Above
	Lancashire	1510	1382	92%	Near miss
	Merseyside	1872	1858	99%	Near miss
	Regional Sub-Total	7785	8251	106%	
East Midlands	Derbyshire	869	1263	145%	Above
	Leicestershire & Rutland	874	1055	121%	Above
	Lincolnshire	524	550	105%	Above
	Northamptonshire	530	503	95%	Near miss
	Nottinghamshire	1142	1395	122%	Above
	Regional Sub-Total	3939	4766	121%	
Yorkshire & Humberside	Humberside	986	1123	114%	Above
	North Yorkshire	544	653	120%	Above
	South Yorkshire	1535	1405	92%	Near miss
	West Yorkshire	2444	2388	98%	Near miss
	Regional Sub-Total	5510	5569	101%	
South East	Hampshire	1480	1823	123%	Above
	Kent	1284	1487	116%	Above
	Surrey	524	620	118%	Above
	Sussex	1053	1154	110%	Above
	Thames Valley	1377	1375	100%	Above
	Regional Sub-Total	5718	6459	113%	
South West	Avon & Somerset	1194	862	72%	Below
	Devon/Cornwall	1232	1233	100%	Above
	Dorset	479	518	108%	Above
	Gloucestershire	412	346	84%	Below
	Wiltshire	451	434	96%	Near miss
	Regional Sub-Total	3768	3393	90%	
London	London North	1753	1919	109%	Above
	London West	1537	1483	97%	Near miss
	London East	1777	1649	93%	Near miss
	London South	2353	1889	80%	Below
	London Sub Total	7419	6940	94%	
Wales	Dyfed/Powys	360	365	101%	Above
	Gwent	661	752	114%	Above
	North Wales	621	688	111%	Above
	South Wales	1428	1548	108%	Above
	Regional Sub-Total	3070	3353	109%	
England & Wales Total		50000	51026	102%	

5. DTTOs /DRRs – April 2005 to March 2006

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.

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	260	559	877	1191	1465	1813	2124	2459	2792	3123	3487	3977
Profile	329	667	999	1332	1668	1998	2334	2669	2999	3332	3665	4000
Percent	79%	84%	88%	89%	88%	91%	91%	92%	93%	94%	95%	99%



Year	Target	Completions	Percent of target
2005/06	4,000	3,977	99%

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

- 28 areas exceeded their profiled target.
- A further 8 were within 10% of meeting the profiled target
- Leaving 9 areas below target

The best performing areas were:

- Suffolk (139%)
- South Wales (136%)
- North Wales (125%)
- West Mercia, Cumbria, Devon & Cornwall (124%)

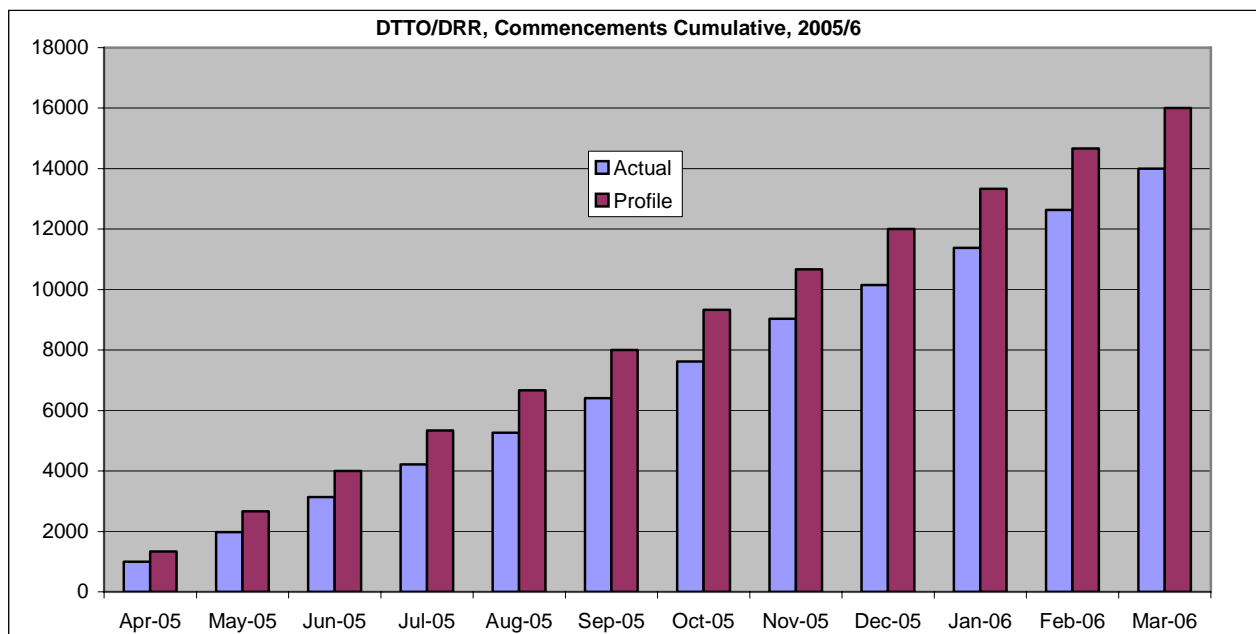
The most serious under-achievers were:

- London East (67%)
- London North (76%)
- Lincolnshire (76%)
- Essex (77%)

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 steady rate of improvement towards the target but it was not quite enough to meet it.

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	993	1977	3137	4221	5271	6409	7626	9028	10149	11371	12631	14001
Profile	1333	2667	4000	5333	6667	8000	9333	10667	12000	13333	14667	16000
Percent	74%	74%	78%	79%	79%	80%	82%	85%	85%	85%	86%	88%



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	16,000	14,001	88%

The area breakdown shows that:

- Eleven areas exceeded their profiled target.
- A further seven were within 10% of meeting the target
- Leaving 27 areas, below target

The best performing areas were:

- London West (121%)
- Greater Manchester (118%)
- Staffordshire (117%)
- Nottinghamshire (116%)
- North Yorkshire (113%)

The most serious under-achievers were:

- County Durham (49%)
- Suffolk (52%)
- Cumbria (57%)
- North Wales (60%)
- Hampshire (61%)

DTTO/DRR Completions April 2005 - March 2006

<i>Region</i>	<i>Area name</i>	<i>Profiled target</i>	<i>Starts</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	72	62	86%	Below
	Warwickshire	28	25	89%	Below
	West Mercia	74	92	124%	Above
	West Midlands	255	269	105%	Above
	Regional Sub Total	429	448	104%	
North East	County Durham	38	40	105%	Above
	Northumbria	112	136	121%	Above
	Teesside	57	50	88%	Below
	Regional Sub Total	207	226	109%	
East	Bedfordshire	40	42	105%	Above
	Cambridgeshire	27	29	107%	Above
	Essex	78	60	77%	Below
	Hertfordshire	49	46	94%	Near miss
	Norfolk	43	48	112%	Above
	Suffolk	31	43	139%	Above
	Regional Sub Total	268	268	100%	
North West	Cheshire	50	57	114%	Above
	Cumbria	21	26	124%	Above
	Greater Manchester	286	272	95%	Near miss
	Lancashire	136	143	105%	Above
	Merseyside	152	174	114%	Above
	Regional Sub Total	645	672	104%	
East Midlands	Derbyshire	65	71	109%	Above
	Leicestershire & Rutland	88	91	103%	Above
	Lincolnshire	41	31	76%	Below
	Northamptonshire	53	62	117%	Above
	Nottinghamshire	87	89	102%	Above
	Regional Sub Total	334	344	103%	
Yorkshire & Humberside	Humberside	99	102	103%	Above
	North Yorkshire	49	48	98%	Near miss
	South Yorkshire	129	122	95%	Near miss
	West Yorkshire	238	219	92%	Near miss
	Regional Sub Total	515	491	95%	
South East	Hampshire	73	73	100%	Above
	Kent	88	92	105%	Above
	Surrey	36	42	117%	Above
	Sussex	96	87	91%	Near miss
	Thames Valley	132	134	102%	Above
Regional Sub Total	425	428	101%		
South West	Avon & Somerset	95	100	105%	Above
	Devon/Cornwall	63	78	124%	Above
	Dorset	45	50	111%	Above
	Gloucestershire	29	23	79%	Below
	Wiltshire	29	36	124%	Above
	Regional Sub Total	261	287	110%	
London	London North	196	148	76%	Below
	London West	160	125	78%	Below
	London East	155	104	67%	Below
	London South	174	162	93%	Near miss
	Regional Sub Total	685	539	79%	
Wales	Dyfed/Powys	39	46	118%	Above
	Gwent	66	61	92%	Near miss
	North Wales	40	50	125%	Above
	South Wales	86	117	136%	Above
	Regional Sub Total	231	274	119%	
ENGLAND & WALES		4000	3977	99%	

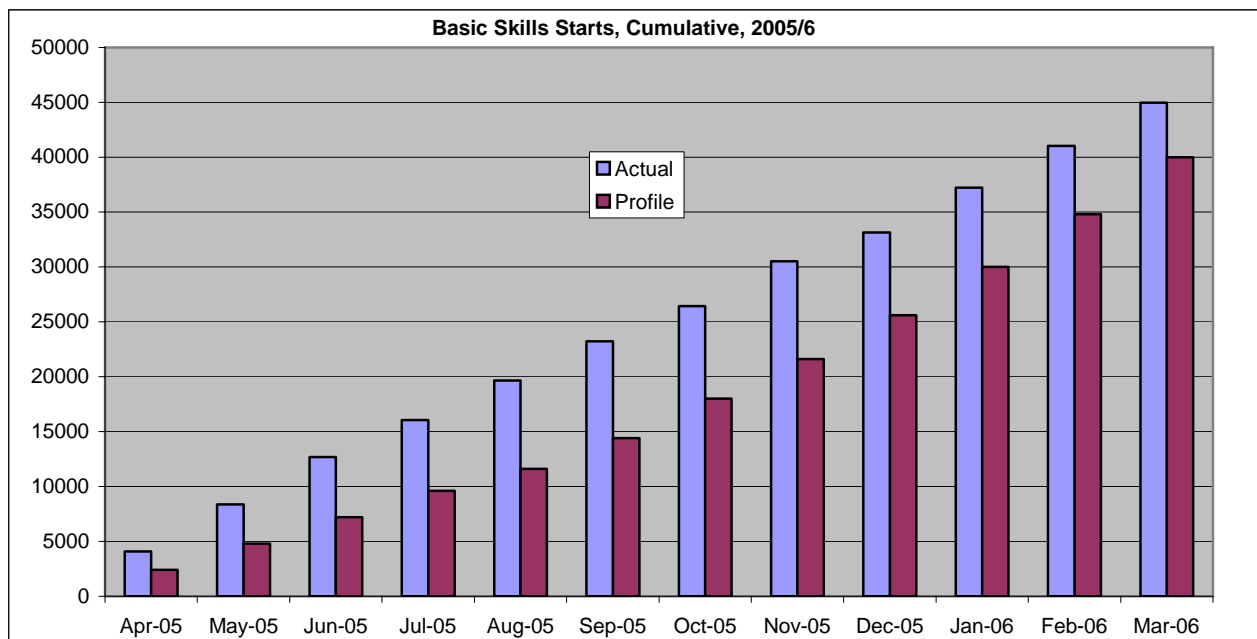
DTTO/DRR Commencements April 2005 - March 2006

<i>Region</i>	<i>Area name</i>	<i>Profiled target</i>	<i>Starts</i>	<i>Target Achieved</i>	<i>Performance</i>
West Midlands	Staffordshire	304	356	117%	Above
	Warwickshire	119	87	73%	Below
	West Mercia	290	247	85%	Below
	West Midlands	1070	775	72%	Below
	Regional Sub Total	1784	1465	82%	
North East	County Durham	220	108	49%	Below
	Northumbria	548	385	70%	Below
	Teesside	255	250	98%	Near miss
	Regional Sub Total	1024	743	73%	
East	Bedfordshire	155	108	70%	Below
	Cambridgeshire	179	141	79%	Below
	Essex	375	264	70%	Below
	Hertfordshire	206	160	78%	Below
	Norfolk	213	130	61%	Below
	Suffolk	158	83	52%	Below
	Regional Sub Total	1286	886	69%	
North West	Cheshire	272	167	61%	Below
	Cumbria	147	84	57%	Below
	Greater Manchester	990	1171	118%	Above
	Lancashire	483	501	104%	Above
	Merseyside	599	548	91%	Near miss
	Regional Sub Total	2491	2471	99%	
East Midlands	Derbyshire	278	204	73%	Below
	Leicestershire & Rutland	280	309	111%	Above
	Lincolnshire	168	180	107%	Above
	Northamptonshire	169	162	96%	Near miss
	Nottinghamshire	365	425	116%	Above
	Regional Sub Total	1260	1280	102%	
Yorkshire & Humberside	Humberside	316	346	110%	Above
	North Yorkshire	174	196	113%	Above
	South Yorkshire	491	425	86%	Below
	West Yorkshire	782	698	89%	Below
	Regional Sub Total	1763	1665	94%	
South East	Hampshire	451	273	61%	Below
	Kent	411	311	76%	Below
	Surrey	168	148	88%	Below
	Sussex	337	253	75%	Below
	Thames Valley	441	419	95%	Near miss
Regional Sub Total	1807	1404	78%		
South West	Avon & Somerset	382	324	85%	Below
	Devon/Cornwall	394	285	72%	Below
	Dorset	153	126	82%	Below
	Gloucestershire	132	89	67%	Below
	Wiltshire	144	158	110%	Above
	Regional Sub Total	1206	982	81%	
London	London North	611	529	87%	Below
	London West	504	611	121%	Above
	London East	589	540	92%	Near miss
	London South	670	537	80%	Below
	Regional Sub Total	2374	2217	93%	
Wales	Dyfed/Powys	138	124	90%	Near miss
	Gwent	212	227	107%	Above
	North Wales	199	119	60%	Below
	South Wales	457	418	92%	Near miss
	Regional Sub Total	1005	888	88%	
ENGLAND & WALES		16000	14001	88%	

6. Basic Skills - April 2005 to March 2006

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	26436	30511	33155	37238	41024	44972
Profile	2400	4800	7200	9598	11600	14402	18000	21600	25600	30000	34800	40000
Percent	170%	175%	176%	167%	169%	161%	147%	141%	130%	124%	118%	112%



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	40,000	44,972	112%

The area breakdown shows that:

- 31 areas exceeded their target.
- A further eight areas were within 10% of the target.
- Six areas were more than 10% below their target.

The best performing areas were:

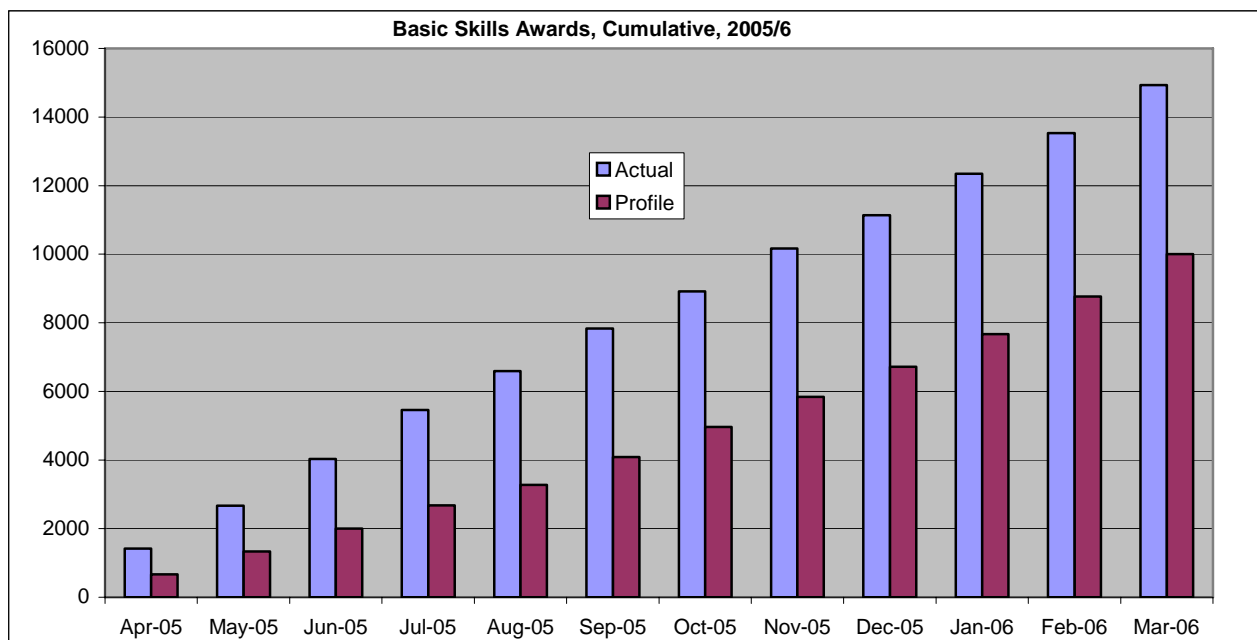
- Lancashire (186%)
- Gloucestershire (185%)
- Wiltshire (170%)
- Avon & Somerset (164%)
- Devon/Cornwall (154%)
- North Yorkshire (148%)

The most serious under-achievers were:

- Suffolk (64%)
- Hertfordshire (67%)
- West Yorkshire (69%)
- Northumbria (74%)
- London South (86%)
- Essex (86%)

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	5456	6588	7840	8910	10165	11133	12339	13533	14930
Profile	669	1338	2006	2675	3273	4083	4964	5844	6724	7675	8767	10000
Percent	212%	199%	201%	204%	201%	192%	179%	174%	166%	161%	154%	149%



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	10,000	14,930	149%

- 44 areas exceeded their target
- Only one area, Northumbria was below target.

Northumbria Probation Board were very keen to become sub contractors under phase 1 of the new Offenders Learning and Skills (OLASS) arrangements. However, following many months of negotiation the area finally took the view that they were unable to accept the risks of the subcontract offered to it under OLASS and withdrew from the process in November 2005. The staff engaged in delivery were therefore subject to TUPE transfer over to the new providers and this process was completed by January 2006. This long period of uncertainty almost certainly affected performance and was the major contributing factor for the area not achieving their target. Had Northumbria achieved the same level of performance as last year, 101% of target, it would have been 6 places better off in the weighted scorecard.

The best performing areas were:

- Suffolk (310%)
- Avon & Somerset (285%)
- Cumbria (213%)
- Cambridgeshire (212%)
- Hertfordshire (204%)
- London West (194%)

Basic Skills, April 2005 - March 2006

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	761	800	105%	Above	190	284	149%	Above
	Warwickshire	298	329	110%	Above	75	87	117%	Above
	West Mercia	724	715	99%	Near miss	181	215	119%	Above
	West Midlands	2675	3443	129%	Above	669	961	144%	Above
	Regional Sub Total	4459	5287	119%		1115	1547	139%	
North East	County Durham	551	551	100%	Above	138	232	168%	Above
	Northumbria	1371	1013	74%	Below	343	216	63%	Below
	Teesside	638	749	117%	Above	159	303	191%	Above
	Regional Sub Total	2560	2313	90%		640	751	117%	
East	Bedfordshire	388	377	97%	Near miss	97	119	123%	Above
	Cambridgeshire	446	494	111%	Above	112	236	212%	Above
	Essex	938	807	86%	Below	234	429	183%	Above
	Hertfordshire	516	345	67%	Below	129	263	204%	Above
	Norfolk	531	614	116%	Above	133	168	126%	Above
	Suffolk	396	253	64%	Below	99	307	310%	Above
	Regional Sub Total	3215	2890	90%		804	1522	189%	
North West	Cheshire	681	791	116%	Above	170	178	105%	Above
	Cumbria	367	379	103%	Above	92	196	213%	Above
	Greater Manchester	2475	2440	99%	Near miss	619	839	136%	Above
	Lancashire	1208	2249	186%	Above	302	495	164%	Above
	Merseyside	1497	1412	94%	Near miss	374	531	142%	Above
	Regional Sub Total	6228	7271	117%		1557	2239	144%	
East Midlands	Derbyshire	695	799	115%	Above	174	197	113%	Above
	Leicestershire & Rutland	699	788	113%	Above	175	316	181%	Above
	Lincolnshire	419	464	111%	Above	105	192	183%	Above
	Northamptonshire	424	384	91%	Near miss	106	144	136%	Above
	Nottinghamshire	914	1044	114%	Above	228	286	125%	Above
	Regional Sub Total	3151	3479	110%		788	1135	144%	
Yorkshire & Humberside	Humberside	789	831	105%	Above	197	368	187%	Above
	North Yorkshire	435	645	148%	Above	109	137	126%	Above
	South Yorkshire	1228	1206	98%	Near miss	307	368	120%	Above
	West Yorkshire	1955	1353	69%	Below	489	572	117%	Above
	Regional Sub Total	4408	4035	92%		1102	1445	131%	
South East	Hampshire	1127	1508	134%	Above	282	375	133%	Above
	Kent	1027	928	90%	Near miss	257	492	192%	Above
	Surrey	419	438	104%	Above	105	131	125%	Above
	Sussex	842	1041	124%	Above	211	262	124%	Above
	Thames Valley	1102	1422	129%	Above	275	447	162%	Above
	Regional Sub Total	4517	5337	118%		1129	1707	151%	
South West	Avon & Somerset	955	1563	164%	Above	239	682	285%	Above
	Devon/Cornwall	986	1516	154%	Above	246	404	164%	Above
	Dorset	383	486	127%	Above	96	157	164%	Above
	Gloucestershire	330	610	185%	Above	82	96	117%	Above
	Wiltshire	360	613	170%	Above	90	123	137%	Above
	Regional Sub Total	3014	4788	159%		753	1462	194%	
London	London North	1496	1439	96%	Near miss	374	389	104%	Above
	London West	1235	1379	112%	Above	309	601	194%	Above
	London East	1442	2056	143%	Above	361	607	168%	Above
	London South	1763	1514	86%	Below	440	604	137%	Above
	London Sub Total	5936	6388	108%		1484	2201	148%	
Wales	Dyfed/Powys	346	351	102%	Above	86	114	132%	Above
	Gwent	529	732	138%	Above	132	161	122%	Above
	North Wales	497	573	115%	Above	124	170	137%	Above
	South Wales	1142	1528	134%	Above	285	476	167%	Above
	Regional Sub Total	2513	3184	127%		628	921	147%	
ENGLAND & WALES		40000	44972	112%		10000	14930	149%	

7. 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%	17.6%	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%	6.8%	Above
East Midlands	7.2%	12.2%	11.1%	Above
Yorks & Humberside	5.1%	7.6%	7.9%	Above
South East	3.6%	6.0%	6.3%	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%	11.9%	Above

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. The overall figures for performance shown in the final column of the table are calculated by averaging the preceding two columns ('All Orders and Licences' and 'All staff').

Offenders starting orders / released on licence, April 2005 - March 2006; staffing as at end of December 2005

Region/Area	Orders			Licences			All Orders & Licences	All Staff	Performance
	Total starts	No ethnic code	% with valid ethnic code	Total starts	No ethnic code	% with valid ethnic code			
North East									
Durham	1,792	47	97%	422	7	98%	98%	99%	98%
Northumbria	4,368	48	99%	1,013	7	99%	99%	100%	99%
Teesside	2,324	45	98%	640	7	99%	98%	100%	99%
North West									
Cheshire	2,528	53	98%	762	26	97%	98%	100%	99%
Cumbria	1,606	79	95%	391	12	97%	95%	100%	98%
Lancashire	4,663	61	99%	1,514	46	97%	98%	100%	99%
Greater Manchester	10,724	453	96%	3,403	145	96%	96%	99%	97%
Merseyside	5,217	245	95%	1,740	91	95%	95%	100%	98%
Yorkshire & Humberside									
Humberside	2,861	88	97%	915	46	95%	96%	100%	98%
North Yorkshire	1,998	45	98%	450	17	96%	97%	100%	99%
South Yorkshire	4,540	155	97%	1,433	58	96%	96%	100%	98%
West Yorkshire	7,938	217	97%	2,243	74	97%	97%	100%	98%
East Midlands									
Derbyshire	2,803	107	96%	718	41	94%	96%	100%	98%
Leicestershire	2,881	29	99%	723	35	95%	98%	91%	95%
Lincolnshire	1,462	2	100%	335	9	97%	99%	99%	99%
Northamptonshire	1,435	54	96%	449	19	96%	96%	96%	96%
Nottinghamshire	3,998	136	97%	1,008	67	93%	96%	98%	97%
West Midlands									
Staffordshire	2,832	92	97%	769	36	95%	96%	96%	96%
Warwickshire	1,122	24	98%	254	7	97%	98%	100%	99%
West Mercia	2,447	116	95%	1,123	91	92%	94%	100%	97%
West Midlands	9,611	300	97%	5,426	331	94%	96%	95%	95%
East of England									
Bedfordshire	1,372	24	98%	422	28	93%	97%	99%	98%
Cambridgeshire	2,011	150	93%	466	44	91%	92%	99%	95%
Essex	3,773	20	99%	935	30	97%	99%	99%	99%
Hertfordshire	2,245	198	91%	464	55	88%	91%	100%	95%
Norfolk	1,799	106	94%	383	28	93%	94%	98%	96%
Suffolk	1,458	27	98%	370	7	98%	98%	100%	99%
London									
London	18,939	1,153	94%	7,652	459	94%	94%	100%	97%
South East									
Hampshire	4,822	79	98%	1,332	77	94%	97%	91%	94%
Kent	3,453	8	100%	872	3	100%	100%	100%	100%
Surrey	1,669	56	97%	347	39	89%	95%	99%	97%
Sussex	3,055	92	97%	721	141	80%	94%	96%	95%
Thames Valley	4,310	595	86%	1,022	134	87%	86%	100%	93%
South West									
Avon & Somerset	2,749	105	96%	741	84	89%	95%	99%	97%
Devon & Cornwall	2,676	66	98%	620	30	95%	97%	94%	96%
Dorset	1,365	82	94%	397	18	95%	94%	100%	97%
Gloucestershire	1,227	26	98%	340	8	98%	98%	99%	98%
Wiltshire	1,251	12	99%	267	6	98%	99%	100%	99%
Wales									
Dyfed Powys	1,124	51	95%	223	12	95%	95%	100%	98%
Gwent	1,741	129	93%	400	24	94%	93%	100%	96%
North Wales	1,887	157	92%	483	51	89%	91%	100%	96%
South Wales	4,419	149	97%	1,279	66	95%	96%	100%	98%
Total	146,495	5,679	96%	45,512	2,517	94%	96%	99%	97%

8. Sickness Absence - April 2005 to March 2006

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 2005 to March 2006 and October 2005 to March 2006.

For the period April-05 to March-06, five areas achieved the target by having fewer than nine days sickness per employee per year, with a three six areas are achieving the old target by having fewer than 10 days.

The best performing areas were:

- North Yorkshire (6.6)
- Avon & Somerset (8.5)
- Derbyshire (8.7)
- Suffolk (8.7)
- Devon & Cornwall (8.9)

The most serious under-achievers were:

- West Midlands (15.5)
- Greater Manchester (14.7)
- Hampshire (14.7)
- London West(14.6)
- South Wales, Bedfordshire (14.5)

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

Sickness Absence, April 2005 - March 2006

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	3116	1874	252	5242	427	7.3	4.4	0.6	12.3	Above
	Warwickshire	964	1148	0	2112	222	4.3	5.2	0.0	9.5	Near miss
West Midlands	West Mercia	2496	1725	603	4825	377	6.6	4.6	1.6	12.8	Above
	West Midlands	11105	9808	13	20926	1348	8.2	7.3	0.0	15.5	Above
	Regional Sub Total	17681	14556	868	33104	2373	7.5	6.1	0.4	13.9	
North East	County Durham	1922	1875	252	4049	297	6.5	6.3	0.8	13.6	Above
	Northumbria	3858	3145	0	7003	655	5.9	4.8	0.0	10.7	Above
	Teesside	1641	2293	323	4256	325	5.1	7.1	1.0	13.1	Above
	Regional Sub Total	7421	7312	575	15308	1276	5.8	5.7	0.5	12.0	
East	Bedfordshire	1452	1910	13	3374	232	6.3	8.2	0.1	14.5	Above
	Cambridgeshire	1432	875	200	2507	229	6.3	3.8	0.9	11.0	Above
	Essex	2811	2048	0	4859	447	6.3	4.6	0.0	10.9	Above
	Hertfordshire	1528	1292	232	3052	285	5.4	4.5	0.8	10.7	Above
	Norfolk	2287	1418	248	3953	283	8.1	5.0	0.9	14.0	Above
	Suffolk	1326	523	8	1857	212	6.2	2.5	0.0	8.7	Below
	Regional Sub Total	10835	8065	701	19601	1689	6.4	4.8	0.4	11.6	
North West	Cheshire	2632	1880	552	5064	442	6.0	4.3	1.2	11.5	Above
	Cumbria	1166	1029	48	2243	174	6.7	5.9	0.3	12.9	Above
	Greater Manchester	7368	11638	0	19006	1290	5.7	9.0	0.0	14.7	Above
	Lancashire	3498	3858	695	8051	597	5.9	6.5	1.2	13.5	Above
	Merseyside	3433	4103	1024	8561	777	4.4	5.3	1.3	11.0	Above
		Regional Sub Total	18097	22510	2318	42925	3280	5.5	6.9	0.7	13.1
East Midlands	Derbyshire	1717	1336	64	3117	360	4.8	3.7	0.2	8.7	Below
	Leicestershire & Rutland	2823	2080	0	4904	511	5.5	4.1	0.0	9.6	Near miss
	Lincolnshire	1637	693	159	2488	225	7.3	3.1	0.7	11.0	Above
	Northamptonshire	1343	1838	0	3181	224	6.0	8.2	0.0	14.2	Above
	Nottinghamshire	3220	4264	120	7604	539	6.0	7.9	0.2	14.1	Above
	Regional Sub Total	10740	10212	343	21294	1859	5.8	5.5	0.2	11.5	
Yorkshire & Humberside	Humberside	2937	2316	0	5253	462	6.4	5.0	0.0	11.4	Above
	North Yorkshire	1031	495	0	1526	230	4.5	2.1	0.0	6.6	Below
	South Yorkshire	3636	2363	541	6540	688	5.3	3.4	0.8	9.5	Near miss
	West Yorkshire	5716	5267	384	11367	1040	5.5	5.1	0.4	10.9	Above
		Regional Sub Total	13321	10440	925	24686	2421	5.5	4.3	0.4	10.2
South East	Hampshire	4295	4005	0	8300	565	7.6	7.1	0.0	14.7	Above
	Kent	2169	3788	18	5975	470	4.6	8.1	0.0	12.7	Above
	Surrey	1593	881	230	2704	256	6.2	3.4	0.9	10.5	Above
	Sussex	1986	2591	2	4579	388	5.1	6.7	0.0	11.8	Above
	Thames Valley	4699	2964	18	7680	625	7.5	4.7	0.0	12.3	Above
		Regional Sub Total	14742	14228	268	29237	2304	6.4	6.2	0.1	12.7
South West	Avon & Somerset	3712	1250	23	4985	587	6.3	2.1	0.0	8.5	Below
	Devon & Cornwall	1643	2571	8	4221	476	3.5	5.4	0.0	8.9	Below
	Dorset	1195	1755	110	3060	228	5.2	7.7	0.5	13.4	Above
	Gloucestershire	773	1085	0	1857	167	4.6	6.5	0.0	11.1	Above
	Wiltshire	890	772	0	1662	165	5.4	4.7	0.0	10.1	Above
		Regional Sub Total	8213	7432	141	15785	1623	5.1	4.6	0.1	9.7
London	London East	3221	4336	2	7559	580	5.6	7.5	0.0	13.0	Above
	London North	3576	4973	2	8551	592	6.0	8.4	0.0	14.4	Above
	London South	3707	4999	4	8710	676	5.5	7.4	0.0	12.9	Above
	London West	3748	5835	259	9842	675	5.6	8.6	0.4	14.6	Above
	London Sub Total	14253	20144	266	34662	2524	5.6	8.0	0.1	13.7	
Wales	Dyfed-Powys	974	883	0	1857	158	6.2	5.6	0.0	11.8	Above
	Gwent	1764	1605	0	3369	257	6.9	6.2	0.0	13.1	Above
	North Wales	1030	1416	132	2577	247	4.2	5.7	0.5	10.4	Above
	South Wales	3752	5058	22	8832	608	6.2	8.3	0.0	14.5	Above
		Regional Sub Total	7519	8962	154	16634	1269	5.9	7.1	0.1	13.1
ENGLAND & WALES		122821	123860	6557	253238	20618	6.0	6.0	0.3	12.3	

Sickness Absence, October 2005 - March 2006
(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	1614	847	203	2664	218	7.4	3.9	0.9	12.2	Above
	Warwickshire	602	541	0	1143	124	4.8	4.4	0.0	9.2	Near miss
	West Mercia	1551	799	173	2524	189	8.2	4.2	0.9	13.3	Above
	West Midlands	6394	5151	6	11551	687	9.3	7.5	0.0	16.8	Above
	Regional Sub Total	10161	7338	382	17882	1218	8.3	6.0	0.3	14.7	
North East	County Durham	1100	930	121	2151	149	7.4	6.2	0.8	14.4	Above
	Northumbria	1973	1581	0	3554	327	6.0	4.8	0.0	10.9	Above
	Teesside	764	1228	64	2055	165	4.6	7.4	0.4	12.5	Above
		Regional Sub Total	3836	3738	185	7760	641	6.0	5.8	0.3	12.1
East	Bedfordshire	769	860	2	1631	116	6.6	7.4	0.0	14.1	Above
	Cambridgeshire	752	632	69	1453	119	6.3	5.3	0.6	12.2	Above
	Essex	1420	1020	0	2440	221	6.4	4.6	0.0	11.0	Above
	Hertfordshire	808	1031	64	1903	144	5.6	7.2	0.4	13.2	Above
	Norfolk	1296	725	100	2121	145	8.9	5.0	0.7	14.6	Above
	Suffolk	719	245	0	964	107	6.7	2.3	0.0	9.0	Below
	Regional Sub Total	5764	4513	235	10511	852	6.8	5.3	0.3	12.3	
North West	Cheshire	1484	979	301	2764	224	6.6	4.4	1.3	12.3	Above
	Cumbria	597	592	32	1221	89	6.7	6.7	0.4	13.7	Above
	Greater Manchester	4066	5526	0	9592	640	6.4	8.6	0.0	15.0	Above
	Lancashire	1857	1772	243	3872	298	6.2	6.0	0.8	13.0	Above
	Merseyside	1842	2535	537	4914	391	4.7	6.5	1.4	12.6	Above
		Regional Sub Total	9845	11405	1112	22363	1642	6.0	6.9	0.7	13.6
East Midlands	Derbyshire	945	675	50	1670	179	5.3	3.8	0.3	9.3	Near miss
	Leicestershire & Rutland	1463	1301	0	2764	259	5.7	5.0	0.0	10.7	Above
	Lincolnshire	860	230	0	1090	113	7.6	2.0	0.0	9.7	Near miss
	Northamptonshire	714	761	0	1475	111	6.4	6.8	0.0	13.2	Above
	Nottinghamshire	1870	2422	31	4323	282	6.6	8.6	0.1	15.3	Above
		Regional Sub Total	5852	5389	81	11322	944	6.2	5.7	0.1	12.0
Yorkshire & Humberside	Humberside	1529	1386	0	2915	237	6.5	5.9	0.0	12.3	Above
	North Yorkshire	550	313	0	863	113	4.9	2.8	0.0	7.6	Below
	South Yorkshire	2096	1073	485	3654	344	6.1	3.1	1.4	10.6	Above
	West Yorkshire	2993	2593	304	5890	519	5.8	5.0	0.6	11.3	Above
		Regional Sub Total	7168	5364	789	13321	1214	5.9	4.4	0.7	11.0
South East	Hampshire	2436	2364	0	4800	290	8.4	8.2	0.0	16.6	Above
	Kent	1157	1481	18	2656	236	4.9	6.3	0.1	11.3	Above
	Surrey	984	454	109	1547	130	7.6	3.5	0.8	11.9	Above
	Sussex	1150	945	0	2096	200	5.7	4.7	0.0	10.5	Above
	Thames Valley	2803	1496	16	4315	319	8.8	4.7	0.0	13.5	Above
		Regional Sub Total	8530	6740	143	15413	1174	7.3	5.7	0.1	13.1
South West	Avon & Somerset	1842	712	23	2577	297	6.2	2.4	0.1	8.7	Below
	Devon & Cornwall	839	1015	8	1862	246	3.4	4.1	0.0	7.6	Below
	Dorset	657	789	44	1490	119	5.5	6.6	0.4	12.5	Above
	Gloucestershire	481	765	0	1246	84	5.7	9.1	0.0	14.8	Above
	Wiltshire	493	413	0	906	89	5.6	4.7	0.0	10.2	Above
		Regional Sub Total	4312	3694	75	8081	834	5.2	4.4	0.1	9.7
London	London East	1770	1909	1	3679	302	5.9	6.3	0.0	12.2	Above
	London North	1902	2360	1	4262	322	5.9	7.3	0.0	13.2	Above
	London South	1922	2393	1	4316	357	5.4	6.7	0.0	12.1	Above
	London West	1992	2767	128	4886	344	5.8	8.0	0.4	14.2	Above
	London Sub Total	7585	9428	130	17144	1324	5.7	7.1	0.1	13.0	
Wales	Dyfed-Powys	486	540	0	1026	83	5.8	6.5	0.0	12.3	Above
	Gwent	1037	704	0	1741	133	7.8	5.3	0.0	13.1	Above
	North Wales	473	832	0	1305	123	3.8	6.7	0.0	10.6	Above
	South Wales	2219	2586	0	4805	312	7.1	8.3	0.0	15.4	Above
	Regional Sub Total	4215	4662	0	8876	651	6.5	7.2	0.0	13.6	
ENGLAND & WALES		67268	62273	3131	132673	10494	6.4	5.9	0.3	12.6	

9. Victim Contact – April to December 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 three quarters 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 December 2005	11,548	10,716	93%

Further analysis of the figures shows that:

- 37 areas met or exceeded the 85% target
- Two areas were within 5% of the target
- Three areas fell short of the target by more than 10%

Victim Contact
All Cases, April - December 2005

Region	Area	Number of named victims	No. contacted within 8 weeks	Target achieved	Performance
West Midlands	Staffordshire	286	269	94%	On or Above
	Warwickshire	193	189	98%	On or Above
	West Mercia	204	191	94%	On or Above
	West Midlands	931	910	98%	On or Above
	West Midlands Total	1614	1559	97%	
North East	Northumbria	320	315	98%	On or Above
	Teesside	214	155	72%	Below
	County Durham	80	77	96%	On or Above
	North East Total	614	547	89%	
East	Bedfordshire	224	201	90%	On or Above
	Cambridgeshire	127	125	98%	On or Above
	Essex	208	182	88%	On or Above
	Hertfordshire	130	64	49%	Below
	Norfolk	190	181	95%	On or Above
	Suffolk	106	87	82%	Near miss
	East Total	985	840	85%	
North West	Cheshire	311	299	96%	On or Above
	Cumbria	97	87	90%	On or Above
	Lancashire	342	320	94%	On or Above
	Merseyside	360	316	88%	On or Above
	Greater Manchester	817	761	93%	On or Above
	North West Total	1927	1783	93%	
East Midlands	Derbyshire	254	229	90%	On or Above
	Leicestershire & Rutland	238	234	98%	On or Above
	Lincolnshire	61	60	98%	On or Above
	Northamptonshire	118	117	99%	On or Above
	Nottinghamshire	337	322	96%	On or Above
	East Midlands Total	1008	962	95%	
Yorkshire & Humberside	Humberside	221	198	90%	On or Above
	North Yorkshire	147	135	92%	On or Above
	South Yorkshire	416	402	97%	On or Above
	West Yorkshire	498	470	94%	On or Above
	Yorkshire & Humberside Total	1282	1205	94%	
South East	Hampshire	301	247	82%	Near miss
	Kent	265	248	94%	On or Above
	Surrey	60	52	87%	On or Above
	Sussex	244	238	98%	On or Above
	Thames Valley	294	260	88%	On or Above
	South East Total	1164	1045	90%	
South West	Avon & Somerset	212	194	92%	On or Above
	Dorset	88	86	98%	On or Above
	Gloucestershire	64	48	75%	Below
	Wiltshire	122	121	99%	On or Above
	Devon/Cornwall	260	254	98%	On or Above
	South West Total	746	703	94%	
London					
	London Total	1620	1520	94%	On or Above
Wales	Gwent	104	102	98%	On or Above
	North Wales	121	113	93%	On or Above
	South Wales	350	325	93%	On or Above
	Dyfed/Powys	13	12	92%	On or Above
	Wales Total	588	552	94%	
England & Wales Total		11548	10716	93%	

10. Court Report Timeliness, July 2005 to March 2006

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 97% 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
July 2005 to March 2006**

Probation Area	Total provided	Number provided on time	Performance against court's timescale
Avon & Somerset	3433	3349	98%
Bedfordshire	1098	1090	99%
Cambridgeshire	1612	1584	98%
Cheshire	2481	2444	99%
Cumbria	1529	1492	98%
Derbyshire	3007	2977	99%
Devon & Cornwall	3138	2926	93%
Dorset	1365	1306	96%
County Durham	2205	2108	96%
Dyfed/Powys	1280	1248	98%
Essex	3485	3475	100%
Gloucestershire	1201	1138	95%
Greater Manchester	10037	9842	98%
Gwent	1491	1428	96%
Hampshire	4049	3921	97%
Hertfordshire	2104	2007	95%
Humberside	2810	2756	98%
Kent	2797	2729	98%
Lancashire	4730	4585	97%
Leicestershire & Rutland	3075	3028	98%
Lincolnshire	1534	1530	100%
London	15043	14594	97%
Merseyside	3695	3559	96%
Norfolk	1839	1751	95%
North Wales	1680	1601	95%
North Yorkshire	1763	1755	100%
Northamptonshire	1141	1110	97%
Northumbria	4355	4240	97%
Nottinghamshire	4569	4486	98%
South Wales	4992	4848	97%
South Yorkshire	4461	4371	98%
Staffordshire	2815	2734	97%
Suffolk	1079	1060	98%
Surrey	1471	1439	98%
Sussex	2673	2633	99%
Teesside	2411	2306	96%
Thames Valley	2285	2198	96%
Warwickshire	1127	1094	97%
West Mercia	1814	1659	91%
West Midlands	10654	10398	98%
West Yorkshire	6702	6598	98%
Wiltshire	1241	1178	95%
England & Wales	136271	132575	97%

11. Weighted Scorecard year-end, 2005-06

The Weighted Scorecard covering April 2005 to March 2006 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:

- Cheshire
- Wiltshire
- Kent
- Dyfed/Powys

Moved the most places down:

- Sussex
- Northamptonshire
- Surrey
- Cumbria

There were 4 areas that moved more than 10 places up and 4 areas that moved more than 10 places down since the previous quarter.

In order to explain some of the volatility, there is 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 2005-06

Area name	Performance against Target	Performance against Average	Overall Performance	Position now	Position last time	Difference	Explanation
Warwickshire	89	53	142	1	1	0	
Derbyshire	82	49	131	2	4	2	
North Yorkshire	81	44	125	3	2	-1	
Humberside	79	41	120	4	8	4	
North Wales	75	40	115	5	5	0	
Leics & Rutland	65	39	104	6	3	-3	
Essex	61	35	95	7	7	0	
Suffolk	64	31	95	8	17	9	
Lincolnshire	58	32	90	9	9	0	
Cheshire	68	21	88	10	42	32	Missing staffing return previously
Nottinghamshire	64	24	88	11	12	1	
Wiltshire	62	22	85	12	35	23	Turnaround in basic skills; improvement in OBPs
Dorset	53	30	83	13	10	-3	
Bedfordshire	45	22	67	14	13	-1	
Devon & Cornwall	46	21	66	15	6	-9	
Kent	40	25	65	16	33	17	Turnaround in OBPs; improvement in high risk and PPO
South Wales	48	15	63	17	15	-2	
Dyfed/Powys	53	8	61	18	30	12	Turnaround in OBPs and ECP; improvement in basic skills
County Durham	50	5	55	19	18	-1	
Greater Manchester	35	20	54	20	24	4	
Gwent	26	11	37	21	29	8	
Lancashire	25	9	34	22	21	-1	
Teesside	22	10	33	23	25	2	
West Mercia	35	-4	31	24	23	-1	
Merseyside	22	7	29	25	34	9	
Avon & Somerset	15	13	29	26	22	-4	
Staffordshire	38	-12	27	27	27	0	
Sussex	28	-4	24	28	11	-17	Below average compliance, DRRs and ethnic monitoring
Cumbria	32	-11	21	29	16	-13	Poor OBPs, high risk, PPO and sickness
Surrey	29	-10	19	30	14	-16	PPO and high risk
West Yorkshire	17	0	17	31	28	-3	
South Yorkshire	22	-5	17	32	40	8	
London North	7	3	10	33	26	-7	
Northumbria	-1	-14	-15	34	19	-15	Basic skills awards
Hampshire	5	-21	-16	35	37	2	
Northamptonshire	-4	-19	-22	36	20	-16	Enforcement & compliance, high risk and sickness
West Midlands	-2	-22	-24	37	31	-6	
London South	-10	-19	-29	38	32	-6	
London West	-13	-21	-34	39	39	0	
London East	-21	-28	-50	40	36	-4	
Cambridgeshire	-14	-38	-52	41	41	0	
Gloucestershire	-16	-55	-71	42	44	2	
Thames Valley	-44	-53	-97	43	38	-5	
Norfolk	-42	-92	-134	44	43	-1	
Hertfordshire	-122	-157	-278	45	45	0	
Grand Total	1252	46	1298				

