

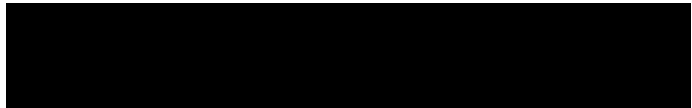
Public Document Pack



Wednesday 30 August 2023

To: Members of the Public Accountability Board

This matter is being dealt with by:
email:



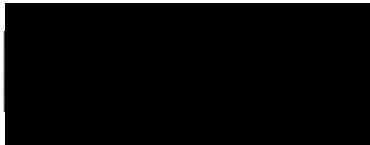
Dear Colleague

Public Accountability Board

You are invited to the next Public Accountability Board on **Thursday 7th September 2023** at **2.30 pm** which will be held at the Office of the Police and Crime Commissioner, 5 Carbrook Hall Road, Carbrook, Sheffield, S9 2EG and via MS Teams.

The agenda and supporting papers are attached.

Yours sincerely



Dr Alan Billings
South Yorkshire Police and Crime Commissioner

Enc.

PUBLIC ACCOUNTABILITY BOARD

THURSDAY 7TH SEPTEMBER 2023

AGENDA

	Item		Page
1	Welcome and Apologies	Dr A Billings	Verbal Report
2	Filming Notification	Dr A Billings	Verbal Report
	<p>This meeting is being filmed as part of our commitment to make Public Accountability Board meetings more accessible to the public and our other stakeholders. The meeting will be streamed live on our You Tube channel (SYPCC Media) and will be recorded and uploaded via You Tube to our website (https://southyorkshire-pcc.gov.uk/) where it can be viewed at a later date.</p> <p>The OPCC operates in accordance with the Data Protection Act. Data collected during the filming will be retained in accordance with the OPCC's published policy.</p> <p>Therefore by entering the meeting room, you are consenting to being filmed and to the possible use of those images and sound recordings for publication on our website and/or training purposes.</p>		
3	Announcements	Dr A Billings	Verbal Report
4	Public Questions	Dr A Billings	Verbal Report
5	Urgent Items	Dr A Billings	Verbal Report
6	Items to be considered in the absence of the public and press – There are no items	Dr A Billings	Verbal Report
	THAT, using the principles identified under section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business, on the grounds that they involve the likely disclosure of exempt information as specified in the relevant paragraphs of Part 1 of Schedule 12A to the Act, as amended, or that they		

	Item		Page
	are otherwise operationally sensitive or would attract an exemption under the Freedom of Information Act 2000.		
7	Declarations of Interest	Dr A Billings	Verbal Report
8	Minutes of the meeting of the Public Accountability Board held on the 6 July 2023	Dr A Billings	5 - 10
9	Matters Arising/Actions	Dr A Billings	11 - 12
	FORCE PERFORMANCE		
10	Doncaster District Summary Update	I Proffitt	13 - 30
11	Force Performance Against the Police and Crime Plan 2022 - 2025 - Treating People Fairly	T Forber	31 - 44
12	Force Quarterly Budget Monitoring Overview (Q1)	D Carrington	To Follow
13	Firearms Licensing Update	TBC	To Follow
14	HMICFRS	TBC	To Follow
	ASSURANCE REPORTS		
15	JIAC Assurance Report	S Wragg	45 - 50
	CHIEF EXECUTIVE REPORTING		
16	PCC's Annual Report	M Buttery	51 - 86
17	PCC Decisions	M Buttery	87 - 88
18	Work Programme	M Buttery	89 - 90
19	Any Other Business To be notified at the beginning of the meeting		
20	Date and Time of Next Meeting 6 November 2023 at 2pm.		

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PUBLIC ACCOUNTABILITY BOARD: NOTE OF THE MEETING

6 July 2023

Attendees present (in person and virtually)

Dr A Billings (Chair)
 M Buttery (Chief Executive & Solicitor, OPCC)
 S Abbott (Chief Finance Officer, OPCC)
 F Topliss (Engagement and Communications Manager, OPCC)
 S Parkin (Governance and Compliance Manager, OPCC)
 S Baldwin (Evaluation & Scrutiny Officer, OPCC)
 L Poultney (Chief Constable, SYP)
 T Forber (Deputy Chief Constable, SYP)
 R Alton (Temp/Assistant Chief Constable, SYP)
 J Bland (Assistant Chief Officer, SYP)
 D Carrington (Chief Finance Officer, SYP)
 L Butterfield (Chief Superintendent, Sheffield, SYP)
 B Kemp (Superintendent, SYP)
 A Greenwood (Violence Reduction Unit)
 J Humphries (Violence Reduction Unit)
 S Wragg (Chair of the Joint Independent Audit Committee)
 M Lewis (Interim Chair of the Independent Ethics Panel)

Observing

One member of the public and Cllr Ransome, a member of the Police and Crime Panel

Apologies received

E Redfearn, C Goodwin, S Poolman, D Thorpe

NO:	AGENDA ITEM NAME
1	<p><u>WELCOME AND APOLOGIES</u></p> <p>The Commissioner welcomed L Butterfield to her first Public Accountability Board as District Commander for Sheffield.</p>
2	<p><u>FILMING NOTIFICATION</u></p> <p>The Commissioner confirmed that the meeting was being streamed live on You Tube (SYPCC Media) and was being recorded and uploaded via You Tube to the website (www.southyorkshire-pcc.gov.uk/) where it can be viewed at a later date.</p>

3	<p><u>ANNOUNCEMENTS</u></p> <p><u>Sheffield Trees Dispute</u></p> <p>The Commissioner informed the Board that the Sheffield Trees controversy was a traumatic time for the city of Sheffield, considerably damaging the reputation of the city council and upsetting many residents.</p> <p>The council commissioned an inquiry into the dispute, chaired by Sir Mark Lowcock, which reported earlier this year.</p> <p>Along with SYP, he had personally given evidence to the inquiry, as did the former Chair of his Independent Ethics Panel (IEP), Andrew Lockley who had provided him with an independent assurance report on the police involvement in the Trees dispute.</p> <p>The inquiry found that the council had not conducted themselves well and, among other things, said they should apologise to residents generally and to some individuals and organisations specifically.</p> <p>The report commended the Commissioner, the Independent Ethics Panel (IEP) and SYP.</p> <p>On Monday 19 June 2023, Sheffield City Council presented a report to its Strategy and Resources Policy Committee about the Sheffield Trees dispute. The report contained a remarkably full and frank acceptance that the council had made mistakes, need to say sorry, and hoped for a new era of properly listening to and engaging with citizens with openness and transparency.</p> <p>The Inquiry made it clear that the council placed the police in an invidious position during the dispute. At times the council placed undue pressure on the police and did not do enough to find alternative solutions to the dispute or to play a visible role on the streets during the protests and that the Commissioner had called for a political resolution to the dispute several times.</p> <p>Following the 19 June 2023 Committee meeting, the Commissioner received a written apology from the leader and chief executive of Sheffield City Council, as did the Chief Constable. Both have written back thanking the council for its apology and saying that they hoped we can now all move on.</p> <p><u>Safer Streets Fund</u></p> <p>The Commissioner announced the launch of Round 5 of the Safer Streets Fund. This will give South Yorkshire £1.4m to deliver interventions tackling neighbourhood crime, Anti-Social Behaviour (ASB) and Violence Against Women and Girls (VAWG) across South Yorkshire.</p>
4	<p><u>PUBLIC QUESTIONS</u></p> <p>There were no public questions.</p>

5	<u>URGENT ITEMS</u> None.
6	<u>ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS</u> There were no items to be considered in the absence of the public and press.
7	<u>DECLARATIONS OF INTEREST</u> There were no declarations of interest.
8	<u>SUMMARY NOTE AND DECISIONS/ACTIONS OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 4 MAY 2023</u> The notes of the meeting were agreed as an accurate record.
9	<u>ACTIONS AND MATTERS ARISING</u> There were no outstanding actions or matters arising.

10	<u>SHEFFIELD DISTRICT SUMMARY UPDATE</u>
Purpose	To provide assurance to the Public Accountability Board (PAB) and the communities of Sheffield that South Yorkshire Police is committed to working with our partners to deliver the vision and strategic objectives of the Police and Crime Plan.
Key points	<p>A discussion took place with Chief Superintendent Lindsey Butterfield, the District Commander for Sheffield, about the report in the Agenda Pack.</p> <p>The Commissioner asked questions about the following areas in the report:</p> <ul style="list-style-type: none"> • Leadership pledge • Community engagement, including engagement with black communities • Neighbourhood Crime Team and their alignment with Neighbourhood Policing Teams • Demand • Vehicle Crime • 'Changing Futures' programme • Response times • Children absent from school • Domestic abuse arrest rates • Claire's Law • Organised Crime Groups
Decision / Action	None

11	<u>FORCE PERFORMANCE AGAINST POLICE AND CRIME PLAN – PROTECTING VULNERABLE PEOPLE</u>
Purpose	To provide an update on the progress against the ‘Protecting Vulnerable People’ priority of the Police and Crime Plan, ‘Safer Streets More Police 2022-2025’ to support the Commissioner’s overarching aim of South Yorkshire being a safe place in which to live, learn, work and travel.
Key points	<p>A discussion took place in the following areas of the report in the Agenda Pack:</p> <ul style="list-style-type: none"> • SYP’s ‘Right Care, Right Person’ approach • Victim’s voice – putting victims first • Independent Domestic Abuse Advocates (IDVAS) with specific responsibility for engaging with older people • Disengaged victims of Violence Against Women and Girls (VAWG) offences • Operation Encompass and widening this to nurseries • Modern slavery • Gambling addictions • Approval of a drug deaths coordinator • Free text entries from a re-designed online ‘Public and Private Spaces’ survey • ‘Good Sam’ App
Decision/ Action	None

12	<u>MISSING FROM HOME</u>
Purpose	To demonstrate the work around missing people, focusing on SYP systems and links to Criminal Exploitation (CE) and vulnerability.
Key points	<p>Superintendent B Kemp drew attention to the following areas within the report in the Agenda Pack:</p> <ul style="list-style-type: none"> • The use of Police Protection Powers • Vulnerability flags recorded on police systems • Prevention interviews • The work taking place nationally • Governance • Local Authority Designated Officers (LADOs)
Decision/ Action	Further information to be provided on the work of the LADOs, including the benefits of them working with the police on missing people

13	<u>BUDGET MONITORING</u>
Purpose	To inform the Public Accountability Board of the Force's out-turn position on its revenue and capital budgets, as at 31 March 2023. It is based on an analysis of income and expenditure for the period 1 April 2022 to 31 March 2023, before accounting adjustments
Key points	D Carrington, SYP's Chief Finance Officer, drew attention to the following areas within the report in the Agenda Pack: <ul style="list-style-type: none"> • SYP has an a £0.03m underspend (before legacy costs) • 2022/23 being a challenging and unpredictable year • Underspends have allowed SYP some flexibility to invest in other areas • The overspend in police pay • The underspend in staff pay due to vacancies • Exceeding the target set by the national Police Uplift Programme • Legacy costs • Slippage in the capital programme
Decision/ Action	None

14	<u>PCC DECISIONS</u>
Purpose	To provide the Board with a record of key decisions taken by the Commissioner outside of this Board since the last PAB meeting
Key points	<ul style="list-style-type: none"> • There have been five decisions since the last meeting to draw to the attention of the Board • The report was noted
Decision/ Action	None

15	<u>WORK PROGRAMME</u>
Purpose	To provide the Board with an overview of the content of future meeting agendas
Key points	M Buttery highlighted that: <ul style="list-style-type: none"> • The work programme provides details of the next three meetings • The Chief Executive and Solicitor confirmed that she is working closely with the Deputy Chief Constable on items to be added to the work programme

Decision/ Action	None
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16	<u>INDEPENDENT ETHICS PANEL (IEP) ASSURANCE REPORT</u>
Purpose	To provide an update on the IEP's involvement with, and observation of, SYP's Internal and External scrutiny mechanisms in relation to: <ul style="list-style-type: none"> • Stop and Search • Use of Force (including Use of Taser)
Key points	M Lewis, Chair of the IEP, drew attention to the following areas within the report in the Agenda Pack: <ul style="list-style-type: none"> • The external Stop and Search scrutiny panel • The internal Stop and Search scrutiny panel • The external Use of Force scrutiny panel • The internal Use of Force scrutiny panel • The 'Taser' panel which is being established • The use of Body Worn Video • Disproportionality
Decision/ Action	None

17	<u>AOB</u>
	The Commissioner acknowledged the sad news about the death of Baron Kerslake.

18	<u>DATE AND TIME OF NEXT MEETING</u>
	7 September 2023 at 2pm

MATTERS ARISING / ACTIONS

Ref	Date of meeting	Matter arising/action	Update	Owner	Complete (Y/N)
455	06/07/23	Further information to be provided on the work of the LADOs, including the benefits of them working with the police on missing people		T Forber	

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Item 10

PUBLIC ACCOUNTABILITY BOARD OF THE SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER

TITLE	Doncaster District Performance Report
MEETING DATE	7 September 2023
REPORT OF	Deputy Chief Constable Forber

EXECUTIVE SUMMARY

This report will outline activity that is ongoing to meet the Police and Crime plan at Doncaster District and will address six key areas:

- 1) Demand and Resources.
The district has seen relatively consistent volumes of incident demand during the first six months of the year. The district performs consistently against emergency response demand and has seen gradual improvements in emergency response times since January 2023. The district aspires to reinstate a fourth response base to further improve performance in the North sector of the borough.
- 2) Tackling Crime & ASB
Doncaster has seen a modest reduction in recorded crime over the last six months with further reductions in residential burglary volumes. Focussed work has seen a 4% reduction in burglary residential (home) offences in the six months to the end of June 2023 compared to the same time frame in 2022, and improved charging rates for burglary residential. The report also reflects a general downward trend in personal robbery offences since August 2022.
- 3) Most Serious Violence
Since January 2023 there have been fluctuations in the reporting of MSV offences, with month on month increases since March 2023. Reporting rates for comparable periods in 2023, however, remain lower than the same period in 2022. Knife related crime has continued to trend downwards since the start of the year, and while there have been some monthly fluctuations, comparable periods in 2023 remain lower than 2022. Partnership work is delivered through the Safer Stronger Doncaster Partnership (SSDP) violence reduction theme group.
- 4) Domestic Abuse
Domestic Abuse remains a priority and the leadership team ensure that officers take a proactive approach to domestic abuse. The volumes of recorded DA investigations have increased in Q1 2023/24. However, these remain at levels below those seen in previous years going back to 2019. The district continues to prioritise high risk investigations and the arrest rate for this category remains consistent around 90%; with an average of 70% of those arrested within 7 days of a report.
- 5) VAWG
Since May 2023 there has been a downward trend in all VAWG offences. This represents a 9% reduction in June 2023 compared to June 2022. VAWG remains an important part of the work of the Safer Stronger Doncaster Partnership (SSDP), and in

particular, the Reducing Violence and Violent Crime sub-group is leading on work to reduce the number of incidents related to violence against women and girls. The previously commissioned SSDP VAWG survey continues to inform the partnership about the extent of VAWG offending.

6) Safeguarding

Doncaster district now has dedicated resources allocated to Child Exploitation investigations. The recently implemented CE team is collocated within the Multi Agency Safeguarding Hub (MASH) to enable effective multi agency working. The team have a mix of investigation skills to allow for a proactive response to referrals and to respond effectively to persons identified at risk of CE through the Multi-Agency Child Exploitation meeting (MACE). It is anticipated that this team will bring about an increase in intelligence submissions, an increase in the use of protective measures such as Child Abduction Warning Notices (CAWNs) and an increase in crime recording and effective investigations associated with CE/CSE/County Lines.

PURPOSE OF THE REPORT

The purpose of the report is to reassure the people of Doncaster that the police are working to deliver the priorities of the Police and Crime Plan and are working to improve the service we deliver the communities within the borough.

RECOMMENDATIONS

That the Police and Crime Commissioner (PCC) considers the content of this report on behalf of the public in Doncaster and across South Yorkshire.

1. DEMAND AND RESOURCES

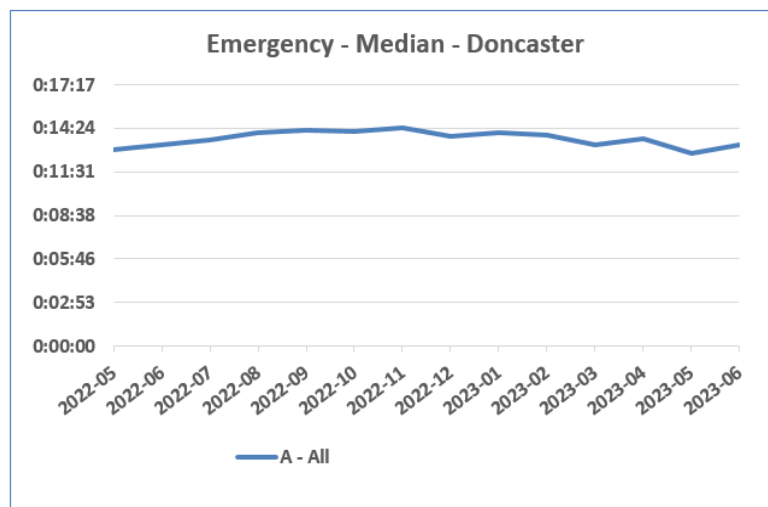
Incident Response Performance

1.1 Incident demand has broadly remained high across the borough over the first six months of the year. Emergency incident demand remains one of the district’s priorities. The borough records an average of just under 1400 emergency calls per month.

1.2 The table below illustrates the volumes of emergency calls between May 2022 and June 2023.

Volumes for Year - Month	All	DA	Hate	Repeat	Vulnerable
2022-05	1610	263	10	188	363
2022-06	1624	305	12	159	363
2022-07	1736	311	12	175	352
2022-08	1692	323	13	137	388
2022-09	1574	295	13	133	327
2022-10	1513	304	6	139	328
2022-11	1432	237	14	111	302
2022-12	1421	254	9	132	279
2023-01	1396	278	5	140	304
2023-02	1239	217	7	141	269
2023-03	1292	231	9	136	243
2023-04	1387	267	9	149	230
2023-05	1384	263	9	179	261
2023-06	1465	260	13	185	298

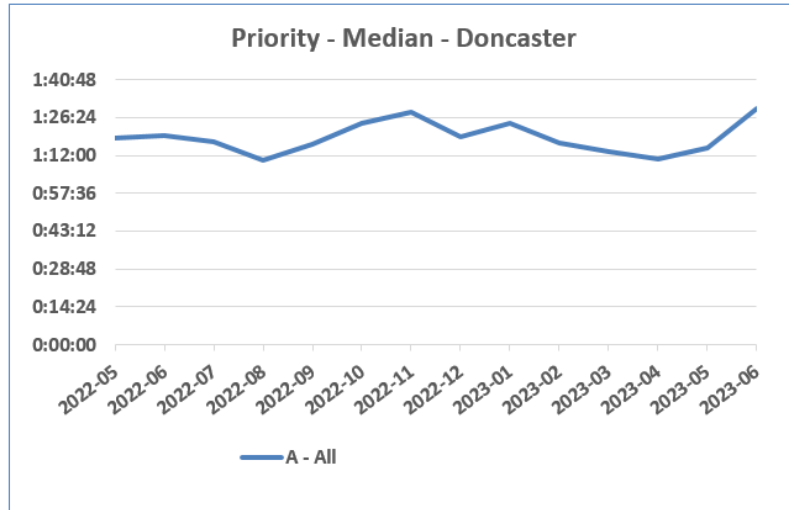
1.3 The charts below show that attendance at emergency incidents within the 15 minutes target remains relatively stable and has gradually improved since February 2023.



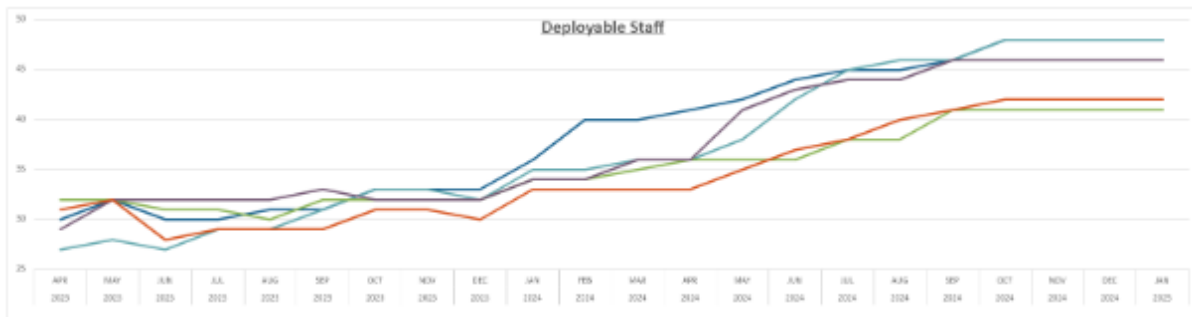
1.4 Incident demand for priorities has also remained consistent with an average of 1390 priority calls per month across the district.

Month	All	DA	Hate	Repeat	Vulnerable
2022-05	1492	204	14	257	470
2022-06	1426	178	7	215	440
2022-07	1348	179	7	202	407
2022-08	1337	180	3	156	379
2022-09	1271	163	7	171	367
2022-10	1317	157	3	158	361
2022-11	1362	186	4	171	373
2022-12	1341	178	9	183	371
2023-01	1413	196	6	182	380
2023-02	1265	145	8	161	325
2023-03	1393	179	8	198	349
2023-04	1494	225	11	243	360
2023-05	1596	261	10	308	440
2023-06	1407	231	14	256	398

1.5 Response times for priority incidents remains a challenge with the average response time being 1 hour 12 minutes in April and May, but this increased to 1 hour and 26 minutes by the end of June 2023. This longer response time correlates with an increase in emergency demand during that month.



- 1.6 Analysis of district response times highlights the geographical challenges in Norton and Askern ward, in the North sector of the borough. There remains an aspiration for a 4th response base and as previously reported, the data supports the plan to relocate a proportion of response officers to a fourth response base at Adwick Police Station. The relocation of resources will complement the creation of the fourth neighbourhood policing team, known as the North Neighbourhood team, who work from Davies House Police Station in Roman Ridge Ward. Once a fourth response base is in place it will reduce the travelling distances to a number of the affected areas, however, there are currently some barriers to implementation. These include awaited changes to ward boundaries on the force’s command and control IT system, and crime management system. Until the IT systems are updated to reflect the proposed boundary changes, the implementation of the fourth base cannot take place. It is anticipated that the force Information Services Department will be commencing this work later on in the year.
- 1.7 The district’s ability to meet demand is likely to improve as vacancies are filled by student officers, signed off as operationally competent following their first two years of training. In the main these student officers will join the response teams.
- 1.8 The graph below illustrates the steady increase of student officers onto the five response teams based at the district between April 2023 and January 2025.



- 1.9 In the meantime, the district command team have brought about several changes in order to sustain emergency response times, and to improve response times to priority incidents. Firstly, the response function’s ratio of staff at the three sites has been reviewed and rebalanced. A comparison of workloads justified an amendment to the

staffing profiles and a modest number of constable posts have been moved from Thorne to College Road to address high demands there.

- 1.10 Changes have also been made to briefings to drive daily business without unnecessary delays. For example, duty times have been brought forward for some departments to align with the 7am response briefings. This allows for the early assessment of demand and ensures resources are allocated promptly. The Daily Management Meeting (DMM) has been brought forward by one hour. The earlier DMM provides an opportunity to assess key business areas such as critical incidents, missing persons, community tensions and demands such as the active queue, prisoner handovers and sitting duties. This reduces delays in key decision making around commitments, demands and tasks. By minimising delays, resources are swiftly assigned to the active queue.
- 1.11 A weekly meeting takes place with Force Control Room (FCR) supervisors to foster cooperation, communication, and efficiency. The meeting allows a review of incident triage and active queue management processes, highlights the areas of threat and volume on the queue, and is an opportunity to identify incidents that can be resolved more efficiently.
- 1.12 Doncaster district have released staff early to the FCR to enable the Incident Triage Team to be implemented. The district command team recognise the benefits of the function in helping to manage and resolve incidents more efficiently, and often without the delay in waiting for a resource to become available to attend calls for service. The team are able to provide an improved and streamlined service for callers. Similarly, Doncaster District provided staff to support the *GoodSam* trial earlier this year. This initiative allows officers in the force control room to make early contact with victims of domestic abuse to provide early advice and support. The feedback from this initiative has been positive and again the investment in staff was seen as worthwhile.
- 1.13 As part of local governance process the district runs 'Team Accountability Meetings' (TAM) where the command team scrutinise department's performance. The response portfolio TAM naturally examines response time performance. A basic analysis tool has been created which differentiates response times between each of the inspector led response teams. Plans are in place to create an improved and automated version of this toolkit using the *PowerBi* platform. This will enable the command team to have an overview of the individual response team's performance against response time targets.
- 1.14 The command team has also implemented the following to improve the capacity to respond to priority and emergency demand;
 - Weekend diaries have been used to allocate suitable DA incidents to provide opportunities for victims to see an officer in a secure setting and at their convenience. The use of crime cars has been reviewed to align resources to the active queue during high demand periods.
 - Child concern reports are allocated to the Local Referral Unit for screening and prompt action by PVP and social services where necessary rather than waiting for allocation to the response teams.
 - The District Support Hub carries out a crime triage function using restricted and non-deployable officers. This allows the opportunity for efficient and early resolution of investigations before onward allocation. The district support hub also has Missing from Home and Retail Crime Teams all contributing to the reduction in demand for the response function.
 - The district command team has also reviewed the allocation of investigations and produced an amended crime allocation policy. A significant percentage of investigations were with the response teams. The change to crime allocation has

directed a number of investigation types to other teams and is intended to build capacity into the response function.

- 1.15 Sickness levels on the district’s response teams continue to be low. There is a good understanding of wellbeing and support for district based staff. Doncaster district is a busy and challenging operational environment with high demand and this can place work-related pressures on the staff. The Doncaster response portfolio has a low sickness rate at around 1%. This is in contrast to the national average of 4.6% and reflects the priority that is given to staff wellbeing with a supportive approach at all levels.

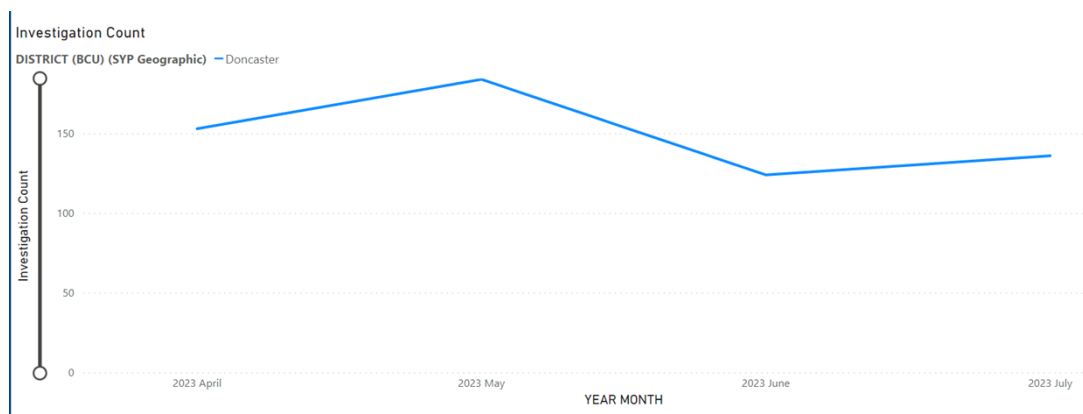
2. TACKLING CRIME AND ASB

- 2.1. Doncaster has seen a reduction in recorded crime in the last six months compared to the preceding six months.

	July - Dec 22	Jan –Jun 2023	% Change
Doncaster Crime	21,526	21,074	-2 per cent

Residential Burglary

- 2.2. Doncaster has continued to see reductions in burglary offences since the implementation of the dedicated burglary team, known as Operation Castle.
- 2.3. In April 2023, burglary recording classifications were changed by the Home Office, which creates challenge when making direct comparison with recorded offences prior to April 2023. Overall, the district is seeing reductions in the number of offences but there was a short, and unexpected, spike in residential burglaries in May. Reductions were seen again in June and July. Overall, a reduction of 3% has been seen in the quarter since April. There has been promising reduction in the new Home Office category of offence recorded as “Home Burglary”.



What is working well:

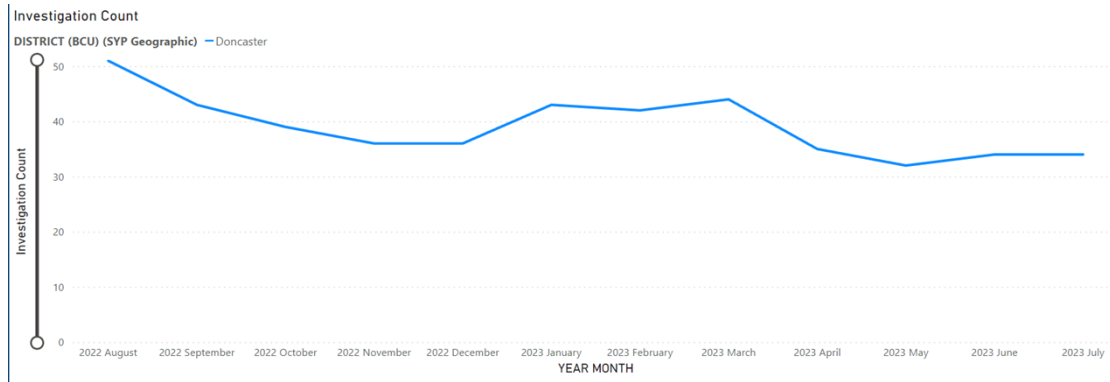
- 2.4. In February 2023, the district introduced Op Castle. This operation introduced a dedicated burglary sergeant supervising a team of five detectives. Funding was also secured for two burglary scene attenders. The scene attenders provide a consistent approach to evidence collection and victim care at dwelling burglaries. They are embedded with the Operation Castle staff to ensure quick and effective investigations into the burglaries they attend. In its first five months, Operation Castle has seen the arrest of 38 burglars, 16 of which have been charged and remanded into custody with a total of 29 residential burglaries charged. 42 other related investigations have also been charged as a result of this team's work.
- 2.5. Since Operation Castle commenced, overall performance around burglary in Doncaster has improved. For Home and Residential Burglaries, there has been a 4% decrease when January to June 2023 is compared to January to June 2022. Encouragingly, there has also been an improvement in action taken outcomes (suspects charged or cautioned) for burglary. In the category of all *home* burglary crimes (both classifications of 'residential' and 'home' are included either side of the change in April but excluding 'business burglary') action taken outcomes were seen in 11.6% of cases between January and June 2023; compared to 3% for the same period January to June 2022. Since the classification change in April 2023, the action taken outcome rate for residential burglary has increased month on month from 4.4% in April, to 10.2% in June 2023.
- 2.6. The weekly THRIVE process chaired by the operations superintendent ensures that neighbourhood crime suspects are arrested as quickly as possible, and there is effective governance to ensure that the neighbourhood policing teams are working to patrol priority areas and have effective problem-solving plans in place to reduce the number of offences.

What we are worried about:

- 2.7. The cost-of-living crisis has the potential to result in increases in acquisitive crime, specifically burglary. The Safer, Stronger Doncaster Partnership has a subgroup dedicated to reducing crime and re-offending and works effectively with partners. They are considering the impact of the current financial situation.

Personal Robbery

- 2.8. Doncaster has recorded a reduction in the number of robberies (all categories) between April to July 2023. Between November 2022 and March 2023, the district had increases in personal robbery after a steady decrease from August 2022 onwards. The downward trend continued from April 2023 onwards. The district monitors robbery trends through the weekly crime management process and the monthly Tasking Meetings. This allows the team to identify crime series or patterns, link offences to serial offenders and use targeted patrol plans. The graph below illustrates the general downward trend for personal robbery in Doncaster.



What we are worried about:

- 2.9. The Town Centre ward continues to be the area with the highest volume of offences with a 5% increase taking place in the first six months of 2023, compared to the last six months of 2022. Many of these offences are committed by young people and children on other similar aged victims.

What we are doing:

- 2.10. Town Ward remains a priority patrol area for the response and neighbourhood teams, and the district is supported by OSU colleagues through increased patrols which are secured through the TT&CG bidding process. This visibility work is supported by the GRIP patrols which see officers conduct pulse patrols in hotspot locations where violent crime is prevalent and now through the additional ASB patrols funded through the Home Office, and now known as Operation Civitas. This means that as of July 2023, most of the city centre is covered by either Grip or Civitas Patrols.

Visibility and Engagement

- 2.11. The Doncaster Independent Advisory Group has been reinvigorated to improve engagement with hard-to-reach groups. The IAG now has a diverse membership. The group recently received an input from representatives of groups assisting people seeking asylum in Doncaster. This has improved contact between officers from the Safer Neighbourhood Services team and improved reporting mechanisms for asylum seekers, identifying vulnerability and victims of crime.
- 2.12. Two new partnership-based drop-in centres have recently been opened. One in Armthorpe and one in Denaby. These provide a community-based location for residents to speak to police, council officers and other partners. Both hubs were launched with partnership days of action which included engagement stalls, environmental scans, enforcement activity and community surveys. Regular partnership attendance is planned and advertised to local communities. Footfall at the hubs is currently low but expected to increase as community awareness grows.
- 2.13. The Neighbourhood teams have continued to use QR based surveys to identify local priorities. These can be accessed through engagement events, leafleting, SYP alerts and online platforms. Further engagement is progressed through attendance at Parish council meetings, ward member meetings and local solution group meetings. The district commander has a regular, quarterly meeting process with ward councillors, the neighbourhood inspector and members of the local authority communities' teams. This allows elected members to raise local issues and the police to highlight good work, initiatives and provide an understanding of the districts priorities and demands.

- 2.14. The Doncaster Night time economy plan has been revised to focus on visibility and engagement. Officers conduct scheduled visits to licensed premises to conduct licensing checks. Neighbourhood officers attend *Pubwatch* meetings and licensing training events to update on current issues and provide feedback on policing activity. Neighbourhood officers have worked with partners in City of Doncaster Council and RDaSH to introduce a 'safe haven' bus into the night-time economy. This facility is deployed on key NTE dates to provide pastoral services to those requiring help and advice. Further deployment dates are planned for bank holiday weekends, the St Leger festival, and the Christmas period.
- 2.15. Doncaster Neighbourhood teams recently played a key role in a national operation targeting the cannabis production by organised crime groups. Criminal proceeds from these set ups are used to fund wider issues such as Class A drug supply, people trafficking and modern slavery. In the last week of June, the team executed 10 warrants over a three day period. Subsequent intelligence identified a further 12 addresses where cannabis was being grown. Over 1500 plants were seized and 6 suspects charged with associated offences.

Operation Civitas and Grip Patrols

- 2.16. Hotspot patrols have continued to be conducted in violent crime hotspots areas, known as "Grip Patrol". There are several locations where most serious violence is prevalent that are subject to routine patrols by uniformed officers. In March 2023, South Yorkshire Police was announced as one of ten pilot forces to receive a total of £2.4 million, to deliver initiatives that are set out in the government's anti-social behaviour (ASB) Action Plan over the next two years. This Home Office initiative to reduce and tackle ASB, has provided money to police and crime commissioners to fund increased patrols to tackle issues and reduce offences in their areas.
- 2.17. The funding was announced as part of national ASB awareness week, at the force's ASB Symposium on Wednesday 5 July. Patrols in the hotspot areas successfully began on Monday 17 July and we are expected to see some great outcomes following these. Known as Operation Civitas, the increased foot patrols will increase police visibility in these areas, promote community engagement and deter ASB. All officers who are on the patrols receive a GPS tracker to ensure compliance and allow us to track movement and collect data. All activity will be underpinned by local Neighbourhood Policing Teams through problem-ordinated policing (POP). The data collected by a dedicated analyst, will allow us to report back to the Home Office, showing number of patrols, hours patrolled, days spent in a certain area and time spent in each hotspot.
- 2.18. Since the start of the operation, on 17th July 2023, and up to and including 31st July 2023, Doncaster has seen its ASB hotspot locations patrolled 155 times. We are pleased with the results that we have had in the first month and anticipate this momentum continues throughout the two-year trail. The next steps will be to seek support from all local authorities across the region, to support police with patrols. Additional rural patrols will be identified over the course of the project with input and direction from local neighbourhood inspectors.

Clear, Hold, Build

- 2.19. The Clear, Hold, Build project is underway in the Royal Estate in Edlington. This was outlined in the previous report to the PCC. The project has three phases;

- 'Clear' - to disrupt and remove from that area as many key nominals as possible. By its nature, this is predominantly police led, relying on recognised tactics such as arrest and remand, the imposition of bail conditions and orders, the execution of search warrants, and coordinated stop and search activity.
- 'Hold' – this element of the plan centres around a partnership approach, demonstrating a sustained presence within the community. It uses utilises high visibility policing, as well as a visible partnership presence as well as community engagement events.
- 'Build' – this phase is led by partners and aims to deal with the root cause of how criminality has become embedded within the community. It provides solutions intended to make the community more resilient and less vulnerable to further criminality.

2.20. The 'Clear' phase of this project has continued in Edlington and has seen a great deal of enforcement work in and around this area. The work has had an impact on the two OCGs that effect the communities in the Edlington area, and the police interventions have seen a significant reduction in the risk posed by these groups since June 2022. Much of this work is incorporated in the Train Alpha operation which is subject to update later in this report.

2.21. Plans are now being developed to implement the 'hold' phase, which is focused on sustaining the partnership presence in the community. The Edlington neighbourhood team have consulted with successful projects elsewhere in the region to identify good practice. A partnership based operational delivery group is being planned to deliver multi agency and community powered interventions and create sustainable community resilience to organised crime related harm.

Drugs interventions

2.22. Work to disrupt drug supply continues across Doncaster, with the majority of proactive work undertaken by neighbourhood policing teams and the district Fortify team. The recording of drug related offences (possession and trafficking) has increased by 17% between January and June 2023, compared to the same period past year. Some of this success is down to Operation Train Alpha which was the districts dedicated response to drugs supply between 9th September 2022 and 17th May 2023.

- The results of the operation are as follows:
- 75 search warrants executed, with 51 resulting in the recovery of drugs, cash, or firearms.
- 115 arrests for various offences.
- Over £368,000 worth of Class A and Class B drugs recovered.
- 1100 cannabis plants recovered.
- £32,000 cash recovered.
- Eight viable firearms recovered.
- 321 stop searches conducted.
- 960 vehicles stopped - 122 of which were removed from the roads as a result of offences identified.

3 MOST SERIOUS VIOLENCE

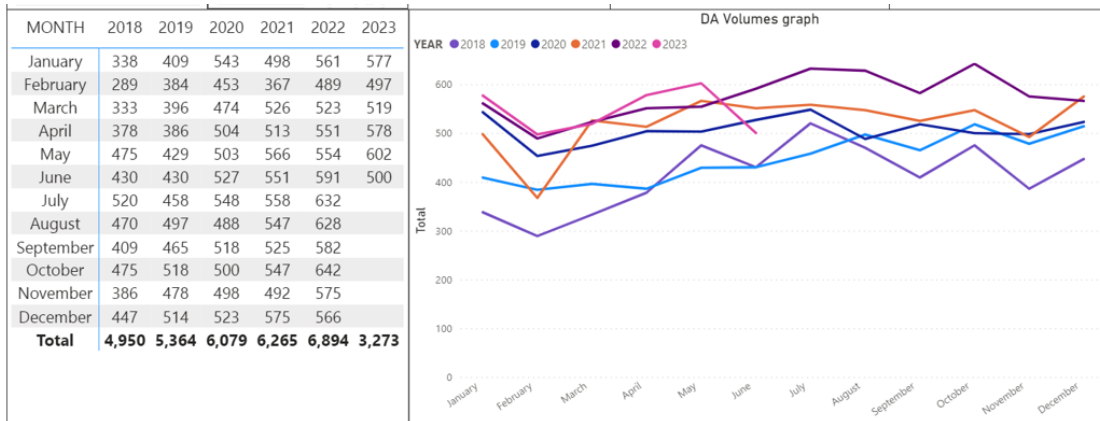
3.1 Since the beginning of 2023 there have been fluctuations in the reporting of MSV offences, with month on month increases since March 2023. Reporting rates for comparable periods in 2023 remain lower than the same period in 2022. The changes

in reporting have been driven by an increase in assaults and a number of attempted murders which are directly linked to ongoing OCG offending.

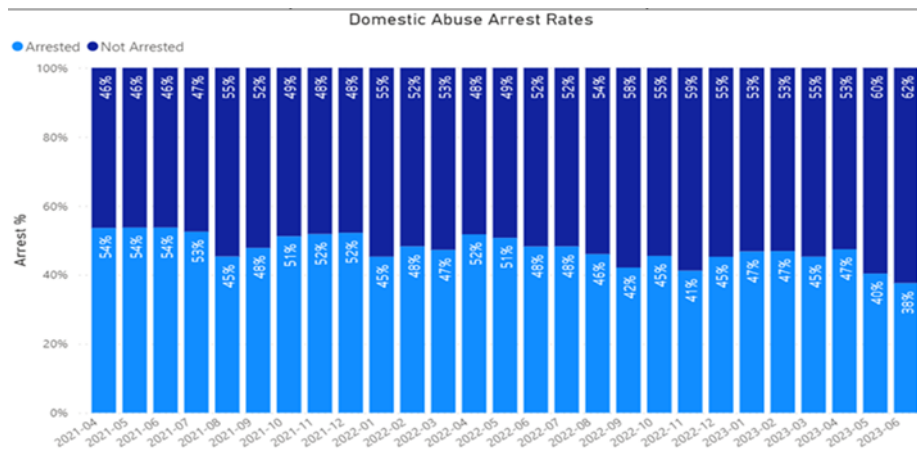
- 3.2 Much work is undertaken to disrupt Doncaster's OCGs. Doncaster has four of the top ten OCGs in the force based on risk score. The district recorded 37 disruptions against these four groups from January to June. 23 of these disruptions relate to an OCG primarily based in Conisbrough and Mexborough. This is the result of hard work across a number of district and force teams. Doncaster consistently records a high number of disruptions, partially due to the work of a dedicated SOC co-ordinator who has been in post for 18 months. In June, for example, Doncaster recorded 13 disruptions amounting to 37% of the total force-wide disruptions. Notably in April, five individuals from a Doncaster based organised crime group were charged and remanded into custody as a result of an investigation into an attempted murder. The district continues to receive support from the Armed Crime Team for a number of OCG-related firearms discharges.
- 3.3 Action taken rates in relation to all violence with injury offences have remained static when comparing the first 6 months of 2023 to the same period in 2022.
- 3.4 Knife related crime has continued to trend downwards since the start of the year, and while there have been some monthly fluctuations, comparable periods between 2023 remain lower than 2022.
- 3.5 The Safer Stronger Doncaster Partnership (SSDP) violence reduction theme group has delivered a number of initiatives which were supported through the use of VRU funding. These were subject to some detail in the last two Doncaster PAB reports. The previously reported initiatives remain in addition to the implementation of a safe haven bus into the night time economy at key times to offer help and support to anyone who may need it. Operation Sentinel has been successfully running across key night-time economy hot spots for several months now which is proving effective at identifying and supporting members of the public who may be vulnerable to offending. This works in conjunction with key partners operating in the night time economy to prevent offending and target would be offenders. The operation was briefed to local licensees at a recent event and has been well received and supported by them.
- 3.6 The SSDP Violence Reduction sub-group is further working to implement mobile app technology free at the point of use which will allow member of the public to navigate safely around the city, understand safe haven locations and where support services are operating within the night time economy. This in addition to providing support to licence venues to achieve purple flag status and support to employers in the city to ensure their workforce get home safely.

4 Domestic Abuse

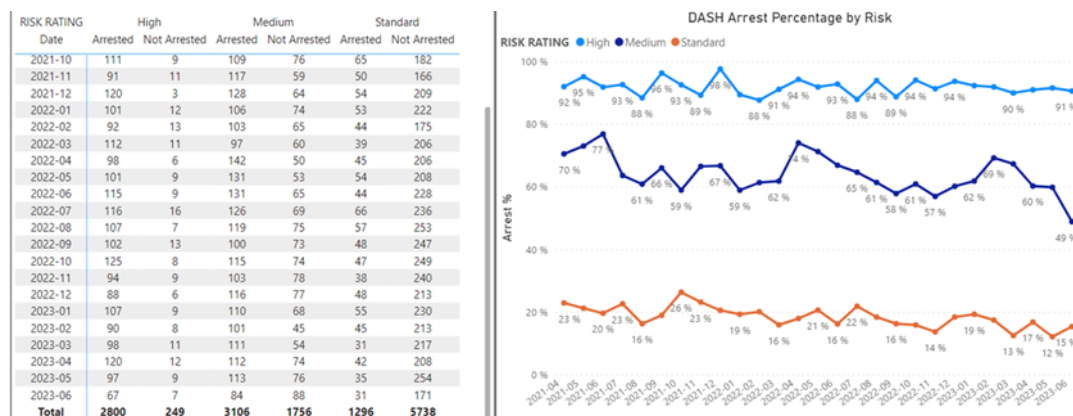
- 4.1 The volume of recorded DA investigations has increased in Q1 2023/24. However, this still remains at levels below those seen in previous years dating back to 2019. There are a number of reasons which may account for this lower recording of offences and is likely to be a combination of recording practices around behavioural crimes and the impact of Covid.
- 4.2 The chart below illustrates the volumes of DA over the past 5 years and demonstrates the increasing volumes over this time frame.



4.3 The DA arrest rate has been consistent around 45-48% over Q4 22/23 and into Q1 23/24. This is consistent with the rest of the force. The district recognises that there are still challenges around timeliness of allocation and arrest for suspects assessed as medium risk. This can impact on evidential collection and victim engagement. This remains an area of focus for the district to improve upon.



4.4 The district continues to prioritise high risk investigations and the arrest rate for those remains consistent around 90%; with 70% (on average) of those arrested done so within 7 days of a report.

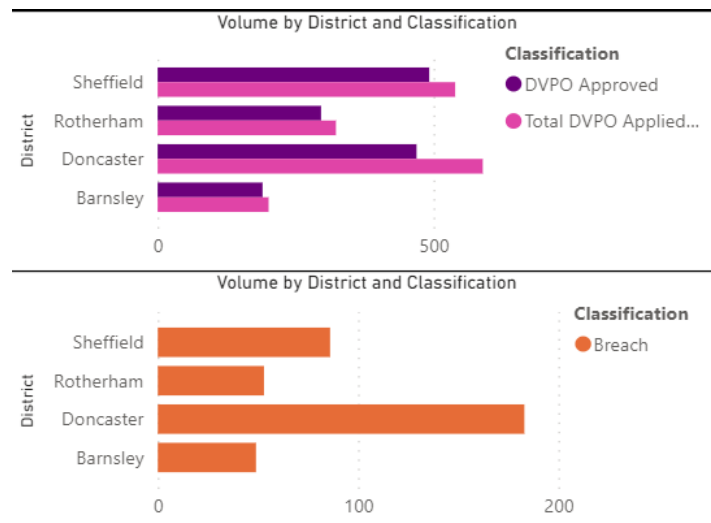


- 4.5 The number of outstanding Domestic Abuse suspects has been decreasing consistently since October 2022. This has been delivered through improved governance with focus on risk and improved timeliness of arrest. As a result, the current outstanding DA suspect ratio to active criminal investigation is one of the lowest in force. In order to reduce this further, staff in the District Support Hub are now supporting response officers with the desk-top triage of crime allocations. This allows them to prioritise DA investigations therefore reducing loss of evidence, and victim disengagement while improving the management of suspects.

DA perpetrators and Problem solving plans

- 4.6 Doncaster currently has three domestic abuse problem orientated plans. These plans are designed to target specific perpetrators and in doing so seek to understand root causes of domestic abuse. They also enable the police to work with partners to support effective problem solving with a combination of engagement, education and enforcement. These plans are reviewed Bi-weekly at THRIVE where the impact of the plans is assessed, and further actions and tasks are allocated.
- 4.7 As an example of the effectiveness of these plans as a tool to tackle repeat domestic abuse, this partnership approach has effectively reduced the offending of one particular offender against his partner. Prior to the implementation of this plan the couple regularly contacted police reporting domestic incidents against each other. It was apparent that the police were trying to reduce these repeat domestic abuse incidents in isolation. A robust partnership response and use of partnership information assisted the police in achieving a threshold for charges against the offender and he was housed outside of the area to prevent reoffending. Since the implementation of this plan in May 2023 there have been no further reported offences. These plans are in addition to the other diversionary methods used to tackle domestic abuse offenders; tasked and driven through Multi-Agency Tasking and Co-ordinating meeting and Multi-Agency Public Protection Arrangements. Following the creation of a fourth domestic abuse team the portfolio will be expanding to manage a fourth problem orientated plan.
- 4.8 Action taken outcomes remain stable with an average of 14% in the first six months of the year. This is comparable with other districts and monthly breakdown displays consistency. The district command team conduct audits of crimes where no action has been taken where the victim does not support the prosecution. The number of cases finalised in this way has increased slightly since the start of the year and may be a consequence of changes to the recording of DVPN finalisations which were previously recorded as a diversionary outcome. Changes to crime recording standards means that these are now generally recorded as 'no further action – victim does not support'.
- 4.9 Wider safeguarding opportunities such as Domestic Violence Protection Notices (DVPN) and Domestic Violence Protection Orders (DVPO) are well understood by staff and the legislation is applied frequently. Doncaster performs well in enforcing DVPOs once they are in place. These orders are robustly policed by the district IOM team and the district consistently records the highest number of breaches in the county. This is an important tool to safeguard victims and through the effective application and enforcement of these powers, the district demonstrates its commitment to victims of domestic abuse.

4.10 The table below illustrates the volumes of DVPO applications and breaches in compared to other boroughs.



5 VAWG

- 5.1 Over the last 12 months Doncaster had seen a modest 3% increase in recorded VAWG offences compared to the previous 12 month period. Since May 2023, however, there has been a downward trend in all VAWG offences. This represents a 9% reduction in June 2023 compared to June 2022. This is at odds with previous years where seasonal summer months have seen increases in reporting. The district command team will be able to understand more about this trend at the conclusion of the summer.
- 5.2 VAWG remains an important part of the work of the Safer Stronger Doncaster Partnership (SSDP), and in particular the Reducing Violence and Violent Crime sub group is leading on some work to reduce the number of incidents. The previously commissioned SSDP VAWG survey continues to inform the partnership about the extent of VAWG offending. In particular, it has informed the ongoing roll out of additional CCTV and lighting in public spaces, and helped the police identify hotspot locations that are incorporated into the NTE patrol plans. Through the local authority community safety department, the safer streets fund has awarded significant funding to improve parks and other open spaces. Work carried out to date has seen a combination of solar lighting with CCTV installed and specifically addresses and strengthens several locations identified by women as locations they feel unsafe in.
- 5.3 In February 2023, the district hosted an open day with the Doncaster Muslims Women's network. The event included presentations on the role of different policing teams, a presentation on the work the police is doing to tackle VAWG, honour-based abuse and hate crime. A female Muslim officer also gave a talk about life as a police officer. The event was a success, and the district operations superintendent now hosts engagement events with a VAWG action group led by a local elected member. This is in its early stages but is an excellent opportunity for the police to learn more about the experiences of women, particularly in the borough's open spaces.

- 5.4 The district is supporting a change to the THRIVE process. The term thrive is a pneumonic **T**hreat, **H**arm, **R**isk, **I**ntervention, **V**ulnerability and **E**ngagement and is designed to assist Policing in considering key factors when assessing risk. The purpose of the South Yorkshire Police THRIVE is to provide oversight and leadership across the wide ranging and cross cutting themes relevant to the protection of vulnerable people and other victims within the district. The meeting will seek to identify and implement effective interventions considering use of partners to provide effective safeguarding and problem solving to improve the lives of the people discussed. The meeting will now include a standing agenda item where VAWG offenders are subject to discussion, and this is informed by the newly implemented VAWG offender dashboard. Within the THRIVE process the offender may be identified as being managed through MAPPA or the serial perpetrator MATAC or the Multi Agency Child Exploitation (MACE) meeting.
- 5.5 The VAWG offender process has been drawn up by the Doncaster District Operations Superintendent and the terms of reference (ToR) is being rolled out across the force. The ToR states that the meeting chair will ensure that whichever process the offender is being managed under, there is an owner and a plan for the management of the individual. The district can then create a briefing item so that officers are aware of the individual, and what is required from them so that updates can be recorded in a timely manner. The individual is then reviewed, at the district Tasking and Coordination Group (TTCG) meeting to manage the risk and to identify support and resources. This individual could be referred to the Force TTCG for support and further resources. The VAWG offenders and their management will also be discussed as part of the district QPR and as part of the PVP DCI meetings, so will form part of the PVP Performance Pack. This is to give force oversight of the offenders.

6 SAFEGUARDING

Missing from Home, Child Sexual Exploitation and Child County Lines

- 6.1 Doncaster district now has dedicated resources allocated to Child Exploitation investigations. The recently implemented CE team is collocated within the MASH to enable effective multi agency working. The team have a mix of investigation skills to allow for a proactive response to referrals or to persons identified through the Multi-Agency Child Exploitation meeting (MACE) It is anticipated that this team will bring about an increase in intelligence submissions, an increase in use of protective measures such as Child Abduction Warning Notices (CAWNs) and an increase in crime recording and effective investigations associated with CE/CSE/County Lines.
- 6.2 The multi-agency CE subgroup continues to oversee the delivery of the CE strategic delivery plan for the Doncaster Safeguarding Children's Partnership. The subgroup is now reviewing its priorities for the coming year; with a view to exploring how innovation and problem solving can take the group forward. Key workstreams within this group include the monitoring of multi-agency governance processes; and identification and implementation of actions around key themes such as education, enforcement, intervention, and prevention.

- 6.3 The district Missing from Home Team (MFH) continues to impact positively on the district's response to people reported missing. The success is seen both in terms of reducing the frequency of key vulnerability groups being reported missing; but also through the governance of local processes and quality of record keeping linked to missing investigations. 30% of all those reported missing YTD are aged 12-17 years old. Since the team's inception in late 2022, some focussed work has reduced repeat missing episodes for a core group of 25 12–17-year-olds. This group were repeatedly subject to MFH reports. The work of the MFH team has led to a reduction in missing episodes for these 25 people and represents 102 fewer missing reports to the police. Timeliness of MFH enquiries has improved, with 58% of those under 17 being located within 8 hours of the missing person report being made to the police.

Modern slavery and Human Trafficking

- 6.4 Modern slavery and Human Trafficking is a complex and often hidden crime and one which is found in all areas of the UK and also locally here in Doncaster. The challenge for policing and other statutory agencies is often in the identification of victims as they are found in many common sectors of employment; construction, nail bars and car washes, often appearing to the public as legitimate employees. However further investigation often identifies that they are controlled through mental and physical abuse and debt bondage, a system of control where people borrow money they cannot repay and are required to work off the debt, losing control of all conditions of their employment and also the debt which is most often never repaid.
- 6.5 The neighbourhood policing teams work closely with partner agencies, communities, and charities to safeguard our most vulnerable, identify this type of criminality and bring offenders to justice. A recent example of this is when South Yorkshire Police received information regarding a pop-up brothel in Doncaster city centre. Officers, supported by the force Modern Slavery Team and Immigration colleagues, identified three individuals within this property who were potential victims of sexual exploitation. They arrested two suspects for modern slavery and immigration offences.
- 6.6 The Central Neighbourhood Team work closely with Immigration colleagues and regularly work jointly on both drugs and immigration warrants. This joint working arrangement provides wider legal powers and enhances the problem-solving abilities and safeguarding.
- 6.7 In June 2023 South Yorkshire Police instigated Operation Mille; our local response to a national operation targeting Western Balkan criminality in particular drug supply and cannabis cultivation. Victims of modern slavery and trafficking can often be found in cannabis cultivations as they are forced to act as gardeners, being unable to leave during the three month cultivation period prior to the cannabis being cropped for sale. During this operation, ten warrants were executed over a three-day period. Twelve premises were identified as being used for the purpose of cultivating cannabis and were linked to an Albanian organised crime group. Each of the premises displayed by-passes to the electricity supply, creating a fire risk to the location and adjoining premises. 1450 cannabis plants were recovered during the operation, eight people were arrested and remanded in custody and all electricity supplies were made safe.

- 6.8 Doncaster Neighbourhood police officers and the forces Modern Slavery Team have been working together to raise awareness of modern slavery and human trafficking within partner agencies and the third sector. Recent examples of this include a community engagement event focused on organised crime and an event focused on engaging with the city’s sex worker community in order to reduce their vulnerabilities to exploitation.
- 6.9 An emerging risk area is seen in the private renting of Air BnB properties, often used as “pop-up” brothels. These are often difficult to detect and are moved on very quickly. Police rely on community intelligence about premises of interest and robust online monitoring of sex worker adverts to identify those with the indicators of exploitation.

What is working well:

- 6.10 Doncaster has now seen the inception of a new Child Exploitation Team consisting of a team led by a detective sergeant. This will strengthen the district’s response to exploited children in the city. The team is located within the multi-agency safeguarding hub to further increase and develop this partnership response. The bi-weekly Child Exploitation Tasking Group (CETG) meeting, held within Doncaster and chaired by the PVP Detective Chief Inspector, continues to provide scrutiny to the partnership response to child exploitation. This meeting is a multi-agency meeting considering all intelligence and incidents relating to victims, offenders and locations with continued emphasis on partnership intelligence sharing, disruption and safeguarding.

What we are worried about:

- 6.11 Outcomes relating to modern slavery prosecutions continue to be of concern across the force and locally. Victims have often experienced trauma, do not see themselves as victims and are mistrustful of law enforcement and authority therefore achieving best evidence from them is a challenge. The force continues to strive to pursue prosecutions where victims do not engage and continues to push the use of civil orders to manage the risk presented by offenders where the victim will not engage. Work continues with the third sector and non-governmental organisations who support victims of slavery and trafficking to engage with and support victims through the criminal justice system.

Report Author:	Chief Superintendent Ian Proffitt. Doncaster District Commander
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PUBLIC ACCOUNTABILITY BOARD

7TH SEPTEMBER 2023

SOUTH YORKSHIRE POLICE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN PRIORITIES

THEME: TREATING PEOPLE FAIRLY

REPORT OF THE CHIEF CONSTABLE

1 PURPOSE OF REPORT

- 1.1 To provide an update to the Police and Crime Commissioner (PCC) around progress against the Treating People Fairly priority of the Police and Crime Plan Safer Streets More Police 2022-2025, to support the PCC's overarching aim of South Yorkshire being a safe place in which to live, learn, work and travel.

2 RECOMMENDATION(S) AND / OR DECISION(S) REQUIRED

- 2.1 The force recommends that the PCC considers and discusses the contents of this report and considers whether further assurance is required in relation to the progress made to meet the police and crime plan priority.

3 PERFORMANCE SUMMARY ASSESSMENT

- 3.1 This report will present a summary of some of our work undertaken in Treating People Fairly in delivering the Police and Crime Plan during the current period. The three areas of focus under this priority are:-
- Treating members of the public fairly
 - Championing equality
 - Fair allocation of police resources

Background

- 3.2 This report is intended to provide a continuation from the previously published Treating People Fairly report published in March 2023. Where available and appropriate, an update has been provided within each area.

Recruitment update/ workforce representation

- 3.3 SYP's diverse workforce populations have remained consistent in growth throughout the recent Uplift campaign. Whilst this has seen individual numbers of each underrepresented group grow, it has been in proportions previously seen in the original representation prior to Uplift.

- 3.4 This can be seen particularly when looking at ‘ethnic minority and ‘other than white’ populations within the organisation. These groups have remained within a few percentage points over the last three years for both Officers and Staff; despite the 2021 Census data demonstrating growth in these areas of the population within South Yorkshire.
- 3.5 Results over the last year from recruitment campaigns for both officers and staff show some promise of improvement within LGBT+ and disability representation; but the thematic lead in this area accepts that increasing the diversity of the workforce is a long-term ambition. Detailed analysis of recruitment and retention data, including at each stage of the process, is currently a focus of SYP’s Fair Treatment project.

Police Officer Representation:

Quarter	% female	% ethnic minority	% other than white	% identify as LGBT+	% disclosed Disability
Q1 20/21	34.3	5.0	3.8	2.3	1.9
Q2 20/21	35.0	5.0	3.8	2.6	2.2
Q3 20/21	35.4	4.9	3.8	2.6	2.3
Q4 20/21	35.4	4.9	3.8	2.6	2.3
Q1 21/22	36.0	4.9	3.8	3.1	2.3
Q2 21/22	36.1	5.1	3.8	3.2	2.5
Q3 21/22	36.1	4.9	3.6	3.3	2.9
Q4 21/22	36.2	5.0	3.7	3.5	3.3
Q1 22/23	36.5	5.0	3.6	3.7	3.5
Q2 22/23	36.4	5.1	3.5	4.2	3.5
Q3 22/23	36.6	5.0	3.4	4.4	3.5
Q4 22/23	37.3	5.2	3.5	4.4	3.5
Q1 23/24	37.5	5.1	3.4	4.5	3.5

Police Staff Representation:

Quarter	% female	% ethnic minority	% other than white	% identify as LGBT+	% disclosed Disability
Q1 20/21	64.9	4.5	3.4	1.8	3.1
Q2 20/21	65.0	4.6	3.4	1.9	3.2
Q3 20/21	64.9	4.5	3.4	1.9	3.1
Q4 20/21	64.9	4.5	3.4	1.9	3.1
Q1 21/22	64.9	4.6	3.5	1.9	3.3
Q2 21/22	64.5	4.6	3.5	2.0	3.4
Q3 21/22	65.1	4.7	3.5	2.0	3.8
Q4 21/22	65.4	4.8	3.6	2.2	4.1
Q1 22/23	65.6	4.8	3.5	2.3	4.0
Q2 22/23	66.1	4.9	3.6	2.9	4.6
Q3 22/23	65.8	5.1	3.6	3.0	4.5
Q4 22/23	65.6	5.2	3.7	3.2	4.4
Q1 23/24	66.0	5.1	3.5	3.2	4.5

- 3.6 As documented in the previous PAB report, work has been taking place to increase opportunities for positive action. Following a proposal made at the ‘neighbourhood board’, it was agreed that each of the four districts would provide one Constable for a three-month attachment to support central positive action activities. These staff will be utilised to undertake outreach work and engagement with communities to promote our opportunities and encourage applications.
- 3.7 A Superintendent led district plan for positive action is currently being trialled within Sheffield district, with the intention of rolling this out across the force if successful. Neighbourhood policing team Inspectors will have a forum to report back positive

action activity, to include the work undertaken and identification of good practice and shared learning.

- 3.8 Positive action work continues as reported on previously with plans for neighbourhood policing teams to assume some responsibility for undertaking their own community engagement with black and ethnic minority communities. The forces positive action officer will continue to engage with existing links across the force area, including attendance at events and distribution of job opportunities when they become available. This will also be supported by the temporary secondment of four officers from across the force area.
- 3.9 Within quarter one of 2023, a small recruitment campaign took place, but larger cohorts are expected within quarter two to four. It is hoped these larger volumes will provide a good indication of performance within recruitment and positive action.
- 3.10 Last year saw an average of 8.2 per cent of officers recruited from ‘ethnic minority’ backgrounds and 4.1 per cent ‘other than white’; therefore, the force will be aiming to at least maintain this position, whilst aiming to improve aligned with wider plans and aspirations.

Police Officer recruitment 2023/24 to date:

Quarter	% female	% ethnic minority	% other than white	% disclosed Disability
Q1 2023-24	50%	3.6%	0.0%	3.6%

- 3.11 Police Officer applications from ‘ethnic minority’ groups are consistent with data to courses nationally across other forces. Police Constable Degree Apprenticeship (PCDA) courses range from 10 to 12 per cent, whilst Degree Holder (DHEP) routes average higher between 12 to 17 per cent.
- 3.12 Promotion processes have taken place since the previous PAB report, for ranks of Inspector and above. These processes have not demonstrated any significant changes to ethnic minority representation. It should be noted however when reviewing these figures that due to the limited number of vacancies at these ranks, the opportunity for these representation proportions to change significantly following a singular process is limited.

Police Officer representation by rank:

Rank (inc. Temporary)	Quarter 4 2022-23			
	% female	% ethnic minority	% other than white	% with disability
Chief Officers	33.3%	0.0%	0.0%	16.7%
Ch Supt	57.1%	0.0%	0.0%	0.0%
Supt	31.3%	0.0%	0.0%	6.3%
Ch Insp	40.0%	2.5%	2.5%	0.0%
Insp	30.1%	3.5%	2.8%	3.5%
Sgt	31.1%	2.8%	2.0%	1.3%
Con	38.6%	5.7%	3.8%	3.9%
Total	37.3%	5.2%	3.5%	3.5%

Detective representation by rank:

Rank (inc. Temporary)	Quarter 4 2022-23			
	% female	% ethnic minority	% other than white	% with disability
Det Ch Supt	100.0%	0.0%	0.0%	0.0%
Det Supt	33.3%	0.0%	0.0%	0.0%
Det Ch Insp	54.5%	4.5%	4.5%	0.0%
Det Insp	33.3%	0.0%	0.0%	0.0%
Det Sgt	38.2%	2.3%	0.8%	0.8%
Det Con	51.6%	4.1%	3.3%	2.5%
Total	47.1%	3.3%	2.5%	1.8%

- 3.13 SYP's approach to detective recruitment is focused on finalising current 'Detective Now' cohorts, then moving to a bespoke Detective Degree Holder (DDHEP) programme. This is intended to become a consistent feature within the workforce plan for the next five years.
- 3.14 The DDHEP is forecasted to recruit around 40 students during September of each year. The course and its programme have been aligned to the National Investigators Exam (NIE) processes to ensure it also fulfils the detective pipeline requirements for the force.
- 3.15 SYP does not intend to propose additional recruitment from Detective Now but reserves this opportunity to add this route into future plans if the demand forecast changes and additional resourcing is required.
- 3.16 To assist in the retention of our workforce, particularly those who are new to the organisation, work has been ongoing to implement a new 'buddy scheme'. This scheme has been setup on a voluntary basis for new starters in the organisation who are from ethnic minority backgrounds. It is recognised that early intervention is crucial to retaining staff who may be considering leaving the organisation, and so this buddy scheme is designed to tackle any issues at an early stage.
- 3.17 The scheme has already commenced, and some officers and staff have already been paired with a suitable buddy in the organisation. The scheme is intended to provide a safe environment in which to discuss issues which might be affecting or concerning them. The buddy will then signpost the officer or staff member to the correct support.
- 3.18 Officer and Staff leaver rates for year ending 2022/23 shows data broadly in line with the profile of the workforce in relation to female leavers. For ethnic minority and disclosed disability leavers, the percentage is a little higher than workforce profiles; but this is based on relatively small numbers of people.
- 3.19 Exit interviews are offered to all leavers from the organisation and the reasons for leaving reviewed.

Police Officer & Staff Leavers 2022/23:

Group (2022/23)	% female	% ethnic minority	% other than white	% disclosed Disability
Police Officers	35.1%	9.3%	7.3%	4.4%
Police Staff	61.6%	5.7%	5.3%	7.1%

- 3.20 The Equality Hub and Staff Support Networks continue to grow and thrive. The force has 12 networks available for staff and officers to join.
- 3.21 Following an idea submitted to the innovation station earlier this year, the Equality Hub has led work to form a new Student Support Hub. As the force's student population grows (both officers and staff), it was recognised that bespoke student support may assist SYP's students by providing a collective voice to the organisation and equally becoming a place where students can come together and support each other. This network has recently launched and is in the process of growing its membership, with an appointed chairperson who is a PCDA student police officer.
- 3.22 In the long term, it is hoped that the Student Support Hub will assist the force in retaining officers and staff, and additionally become a feed into the other support networks available.
- 3.23 Following the success of 2022's annual conference, the Equality Hub will be hosting a further conference later in 2023. This event is already fully booked and will see all of the force's networks come together to present progress and share experiences, alongside local stakeholders and partner organisations.
- 3.24 The Dementia Support Group (DSG) has worked closely with Heeley City Farm in Sheffield who offer support and services in relation to those living with dementia. The network's activities have been crucial in forging strong links and intends to hold an open day in the future at the farm to further show support.
- 3.25 The force currently has a Christian Police Association (CPA) and Association of Muslim Police (AMP) support networks. Recognising the gap this may leave for other faiths, a new 'multi-faith hub' will be formed and will incorporate the existing AMP and CPA networks within it, catering for all types of faith.
- 3.26 A challenge faced by those involved in network activities is balancing this work alongside a substantive role. The Equality Hub is in the process of agreeing a 'network charter' which will serve as a guidance document. As the networks grow in size and participation, it is recognised that governance around these groups is also needed to support members, leaders, and the wider organisation. The charter will not only assist networks in becoming fully embedded into processes, but also serve to ensure members and leaders within networks are given sufficient time where possible to complete these activities, which are done on a voluntary basis.

Hate Crime

- 3.27 The reported level of hate crime remains at broadly similar levels to those from the previous twelve months, with a 4.5 per cent increase. Non-crime hate incidents, however, show a 27.5 per cent increase when compared to the previous twelve months (for July 2022 to June 2023).
- 3.28 By strand of hate crime, Race still remains the highest, accounting for around 60 per cent of hate crime reported; followed in order by Sexual Orientation, Disability, Religion and Transgender. The highest reported crime type within this is violence against the person, followed by public order offences.
- 3.29 As previously reported within PAB, online hate offences continue to increase year on year, with 8.4 per cent of offences reported this year so far having an online element to them.
- 3.30 Recent work to measure satisfaction from hate crime victims for the three months of March to May 2023 shows 72 per cent were satisfied with Police action following their report. As a result of the feedback gained in this survey, the focus will be on improving the follow up and actions taken with victims of hate crime.
- 3.31 Police Officers and staff have been invited recently to take part in educational visits to the Porterbrook gender clinic in Sheffield to learn more about transgender services, with the aim of better serving our communities and also learning how we can better support our own transgender staff.
- 3.32 Hate crime officers across the force continue to establish new connections within communities and maintain those already in place. Much of this work is led by the levels of reporting received as noted in this report, and also informed by the results of surveys completed with hate crime victims.
- 3.33 Within Barnsley district, the hate crime officer reports work with the 'Women's Group', a group set up to support vulnerable refugees who have suffered trauma previously. From work and support provided to this group, individuals have felt comfortable in disclosing hate crime incidents to the officer which would previously have gone unreported; but by building rapport and trust the group have felt more comfortable in discussing these issues. This work also involves the local authority who are supporting the delivery and support in place.
- 3.34 A meeting was recently held at SADACCA (Sheffield and District African Caribbean Community Association) as part of the Race Action Plan work which has since led to further developments by the Sheffield hate crime officer. By working with a community leader, SYP have attended a meeting with a group of new residents to Sheffield who originate from Burundi, Tanzania and Kenya; to offer insight and education around UK legislation. The session was a success and was used to help raise awareness of cultural and legislative differences.
- 3.35 Work continues across the organisation to establish new third-party hate crime reporting centres, including a new link with the Sheffield Jewish community, allowing for reporting directly to the Police or through the service at the Synagogue.

3.36 Doncaster district have recently worked with an autistic member of the community to develop an awareness video which offers some insight into his life and also some useful practical advice to police officers of how best to interact with neurodiverse members of the public.

Fair allocation of resources

3.37 Visibility and accessibility are a priority for our neighbourhood policing teams. Officers and staff are now equipped with laptops and phone devices to enable them to remain in communities as much as possible to complete admin tasks which might previously have meant they needed to return to a Police station.

3.38 A number of initiatives are ongoing across the organisation to improve the accessibility of the teams including pop up police stations, brew with a bobby, mobile beat bus and police in the parks.

3.39 The rollout of training for neighbourhood staff and officers to utilise bicycles and e-bikes is also ongoing, to further improve visibility and accessibility.

3.40 The challenge to neighbourhood policing can sometimes come from the abstraction of staff/ officers to other priorities (which carry greater threat, harm or risk); and so, the work of the governance team is to minimise these abstractions where possible to allow for consistent neighbourhood policing to be delivered; accepting though that this cannot always be avoided.

3.41 SYP has been selected to receive grants from the government's ASB Action Plan 2023 and will be one of the first ten 'Hotspot Pilots' with 2.4 million pounds of central funding provided. A team of 1 Sergeant and 7 PCs will be appointed, patrolling these hotspot areas, 7 days per week at key times identified.

3.42 Alongside the daily patrols which SYP's GRIP officers deploy onto, these officers are now taking part in a training programme with the College of Policing to become problem orientated policing champions.

3.43 Problem solving within GRIP includes innovative programmes such as the ID scanning pilot within night-time economy locations. Creative thinking about additional funding opportunities and how that money might best be utilised has also been a focus, including CCTV camera towers, staff training and investment in effective licencing schemes.

3.44 Moving forwards, GRIP is reliant upon funding renewal and relies upon abstractions from districts to be effective and so work is being done to ensure GRIP is fully embedded and understood across the organisation.

3.45 The Your Voice Counts survey results from quarter one of 2023 showed that 29 per cent of respondents felt 'the Police are doing a good or excellent job'. This is similar to the previous quarter, however, overall has seen a steady decrease post-pandemic from a previous figure of 36 per cent two years ago.

- 3.46 This reduction does appear to be in line with trends in other forces, and further work is planned to enhance our understanding of the impact of national media stories and what we need to focus on locally.
- 3.47 The percentage of people who see crime as being a 'big or fairly big problem' is 44 per cent in quarter one, a figure which remains stable from previous years.
- 3.48 Police visibility measures remain stable also, with those reporting to see a Police Officer or PCSO at least once a week remaining at 10 per cent and 7 per cent respectively.
- 3.49 Measures of trust and engagement show that 16 per cent of respondents feel SYP are 'in touch' with the local community, 17 per cent felt they were kept informed and 20 per cent believe SYP deal with things that matter.
- 3.50 In respect of fair treatment, 56 per cent of respondents feel SYP treat people fairly and 73 per cent believe the police treat everyone with respect; these figures have also decreased a little over the last two years.

Treating members or the public fairly

- 3.51 The accurate capture of ethnicity data is recognised as being crucial in order for the force to truly understand the nature of crime, develop appropriate plans around victim care and suspect management, and to review proportionality.
- 3.52 A number of key data systems used by the force allow for the capture of both officer identified ethnicity and self-defined ethnicity. Capture of the self-defined data requirement is particularly important to enable comparison with local population data and to calculate proportionality, or disproportionality across groups; especially so when evaluating stop/ search volumes.
- 3.53 Unfortunately, the capture of self-defined ethnicity is not always possible. This can be due to a number of reasons, but can include practicality, it not being possible to gain the information from the subject of the search (including refusal); or operational necessity such as the officer(s) dealing with an emergency incident.
- 3.54 Stop/search activity for quarter one of 2023 records a total of 3025 searches conducted across the force area. Compared to the previous quarter, this shows a small reduction from 3140 searches.
- 3.55 The purpose of the searches remains largely drugs related (54 per cent), followed by stolen property (16 per cent) and 'going equipped' (12 per cent).
- 3.56 Between April and June 2023, 80 per cent of stop/search records had a self-defined ethnicity recorded, which is an increase of two per cent from the previous twelve-month period. This follows a similar pattern across other systems and processes where self-defined ethnicity is a field.

- 3.57 The disproportionality rate for 'other than white' subjects within stop/search use was 1.7 (i.e., those who self-defined as 'other than white' to the searching officer were 1.7 times more likely to be searched than those who self-defined as 'white').
- 3.58 In SYP, stop/ search rates are higher in some cases for non-white subjects, however the positive outcome rates are not lower. Is it likely that the higher search rate for non-white groups could be influenced by factors such as population density, deprivation, and crime rates; however, data is not of a sufficient standard at present to be able to robustly evidence this theory.
- 3.59 The force has invested in an expanded data office who are leading on significant pieces of work across existing systems, and future forecasted systems.
- 3.60 The data office has defined and agreed minimum data standards that should be included when creating 'person' records. This includes the capture of ethnicity data. Now agreed, the data office is involved in the delivery of training and guidance to officers and staff across the force with an ambition of improving data standards.
- 3.61 Considering disproportionality, SYP has a dedicated analyst completing work in this field as mentioned within the previous PAB report. SYP utilise the 'relative likelihood' methodology promoted by the government's racial disparity unit.
- 3.62 The benefits to using this model come from the simplicity of calculating (and understanding) disproportionality. It also means that because this model is used widely, it allows for wider comparison in other areas of criminal justice nationally, including other police force areas and partner agencies. The disadvantage to this model is that robust ethnicity data is currently only available from the Census product to allow for strong conclusions.
- 3.63 Work has been ongoing to improve representation on external scrutiny panels in SYP. A familiarisation event was held since the previous PAB report which has led to the cohort for these panels increasing from 12 panel members to 24. SYP will continue to seek new membership through familiarisation events and work with external partnerships to ensure they are representative of South Yorkshire communities.
- 3.64 The panels continue to embed and develop their confidence meeting which takes place monthly, to scrutinise cases where force has been used by officers. The findings of this panel are then recorded, and the information used to provide feedback directly to officers involved and, where appropriate, the personal safety training department. This data is also provided to local command teams to develop a strategic understanding of the panel's findings.

Victims and Witnesses

- 3.65 Enhanced service requirements to victims have been a continued focus since the March report highlighting the need for this training to be embedded. The Investigations Improvement Unit (IIU) have been leading on this work and progressing a number of developments across the organisation.

- 3.66 Templates for investigation plans, supervisor reviews and closing reports have been reviewed and refreshed by the IIU, to include prompts around the victim's code and the measure of this also now included within the QATT (Quality Assurance Thematic Testing) process. The results of QATT (from all areas reviewed) will then be fed into future continued professional development.
- 3.67 The Special Measures pilot, funded by the Home Office as referenced in March's report is due to come to an end in November 2023. A full report from this piece of work is due to be presented in the coming months. The temporary advisor employed into this role has spent time reviewing a number of cases (100 per month) and has been able to identify areas where the organisation can improve how it processes Special Measures procedures.
- 3.68 The training of special measures and associated procedures have been identified as the focus for improvements within Domestic Abuse and Hate Crime.
- 3.69 The Special Measures advisor has developed a training package which has been delivered to 298 officers to date. It provides up to date, practical guidance to officers on how to assess and make a Special Measures application, with focus on best supporting victims within South Yorkshire. The advisor has also been contributing to initial Police Officer training courses, with a bespoke training input.
- 3.70 To continue the positive work conducted during this pilot scheme, the advisor will be preparing a full report with recommendations to include:
- Mandatory online learning package for all officers.
 - Identification of a SPOC to ensure the momentum of this work continues.
- 3.71 The QATT process plays in an important role in improving the quality and timeliness of the investigation process. Through monitoring of specific sections within the QATT model, issues can be identified immediately for the officer in charge to rectify, and as referenced in the long term through CPD across the organisation.
- 3.72 The timeliness of investigations can often be impacted by other processes such as the downloading of evidence from electronic devices. Work has been completed to better understand any backlog for these downloads in Rotherham district which now sees downloads completed within a month, or more urgently where required. This work has introduced a local triage process and governance around officers who are trained to conduct the download of devices. Once full evaluation of this process has taken place, it is intended to share this good practice across the force area.
- 3.73 PAB previously reported on the Good Sam technology being implemented within the Force Control Room (FCR). The use of the technology is delivering a better service to the public contacting the FCR which is now embedded into daily business. The Rapid Video Response (RVR) now enables callers to speak with officers via video to assist in understanding the risk presented and action required.
- 3.74 The current Demand Resolution Team (DRT) within the FCR has an agreed expansion to one Sergeant and twelve Constables, with recruitment underway. A fully staffed team will then mean that the Good Sam technology can be used to its full potential,

freeing up the time of response officers to focus on incidents presenting great threat, risk and harm.

- 3.75 Regular liaison is made with the CPS to test the strength of live cases, with some process issues identified early and subsequent action taken to address them. This includes the need to ensure that the use of RVR is clear and flagged when presenting case files to prosecutors.

Public Trust and Confidence in Policing

- 3.76 Complaints dealt with within the Professional Standards Department (PSD) continue to be dealt with at the earliest opportunity, and early contact is made to better understand the complainant's dissatisfaction with the aim of resolving the matter as soon as possible. PSD aim to apply this approach consistently to reassure complainants.
- 3.77 All complainants receive an explanation to their concerns, and if they remain unhappy with the outcome can then request that their complaint is formally recorded which offers a right of review to the relevant body (such as the IOPC or OPCC).
- 3.78 Regular meetings are held with the OPCC to share lessons learnt and discuss proposed recommendations to make improvements. The OPCC are also invited to dip sample complaints for review and offer feedback, which provides valuable independent oversight.
- 3.79 Misconduct hearings are wherever possible held in public, and external websites are updated to reflect misconduct data for Police Officers and Police Staff; to demonstrate transparency in the action taken.
- 3.80 The recent 'upstander not bystander' campaign in force has meant that staff feel more confident to challenge and report conducts matters into the PSD, leading to misconduct investigations and again the results published onto external websites.
- 3.81 Moving forwards, PSD intend to introduce a 'complaint scrutiny panel' which will allow both internal staff and the public to review handling of complaints. The process is designed to ensure legitimacy and transparency in the way SYP deal with complaints.
- 3.82 South Yorkshire Police employ a number of methods to capture the thoughts and opinion of our communities, to best measure public trust and confidence. In addition to Your Voice Counts referenced previously, the organisation utilises victim satisfaction surveys and local community surveys run by Neighbourhood Policing Teams (NPTs).
- 3.83 Victim satisfaction rates have remained stable when compared to results from the same period in 2022:
- Overall satisfaction: 72%
 - Burglary Dwelling: 82%
 - Vehicle Crime: 67%
 - Vulnerable Victims: 69%
 - Hate Crime: 70%

- 3.84 Local community surveys led by the NPTs take a number of forms including digital media, QR codes and paper-based surveys to maximise the reach and engagement from our communities. These surveys provided indication of trust and confidence measures within our communities on a local level and in line with local priorities.
- 3.85 Whilst results from the victim satisfaction surveys remain largely positive, it is recognised that further work can be done to continue to improve and a part of this is by better understanding the demographics of our communities and who we engage with through surveys. Work is ongoing currently to provide consistency in capturing this information across all of our surveys, which will then allow teams to identify where gaps exist in engagement.
- 3.86 The Independent Advisory Group (IAG) policy is currently under review and the intention is to reinvigorate this process within local communities once concluded. IAG's provide an effective opportunity for communities to engage and advise on practice, policy, and procedure; helping us to improve the effectiveness of our policing response across the county.
- 3.87 Social media and the use of it by SYP continues to grow and develop as a tool to promote confidence in local policing. Local NPTs use local social media pages to update communities on how they are policing against the priorities set by them; and by sharing positive news stories. This work is similarly reflected by Operational Support Unit (OSU) officers who regularly post positive stories about action they have taken across the force.
- 3.88 It is recognised that targeted engagement is necessary to address specific confidence issues, examples of this have recently included media work around the Race Action Plan, linking into key events such as Stephen Lawrence day and Windrush day; all of which have been produced in conjunction with the forces own Race, Inclusion and Equity staff association.
- 3.89 Despite challenges to public confidence which can be presented beyond the control of the organisation within other forces or across the globe, it is important that SYP continues to spread the positive messages about the exceptional work conducted at a local level on a daily basis.
- 3.90 Moving forwards and into the remainder of the year, the force lead in this area identifies areas for improvement around reaching harder to reach communities; inviting innovation to improve the forces engagement. The lead also seeks to continually improve in this area by benchmarking work against other forces and identify ways in which SYP can embed learning from other forces across the country.
- 3.91 The previous PAB report published in March 2023 detailed progress around vetting, and much of the content provided in that report remains relevant.
- 3.92 Improvements have been made in relation to vetting by the introduction of mitigation risk meetings with vetting applicants. This applies to those who may have failed vetting or those who need to provide further information to allow the vetting team to make a decision.

- 3.93 The overall rejection rate is low, and a thorough analysis of SYP’s vetting procedures has been undertaken. No significant difference has been identified in gender. Based on low volumes, some moderate differences were identified within age and ethnicity groups; but evidence so far indicates that guidance has been consistently followed in decision making. It should be noted however that the reasons for rejection vary considerably.
- 3.94 The force vetting manager now holds quarterly vetting assurance panels with the OPCC. Within this process, the OPCC dip sample refused vetting applications to ensure a consistent approach.

Application completed (New applicants/Student officers)	Clearance Refused - ALL	BAME Applicant Refusals
March -76	4	0
April- 63	5	4
May -73	2	0
June -83	5	0

4 COMMUNICATIONS

NONE

5 EXCEPTION REPORTING

NONE

Chief Officer Lead: Deputy Chief Constable, Tim Forber

Report Author: Inspector Ross Greenwood

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Joint Independent Audit Committee Exception Report

Exception Report	Report Author
Joint Independent Audit Committee	Chair of the Joint Independent Audit Committee
	Date of the Report
	21 August 2023 (for PAB on 7 September 2023)

Urgent:	No
Where “Yes”, the Chair of the Joint Independent Audit Committee should immediately notify the Commissioner of the matter considered urgent and set out in this section the reason(s) for such urgency.	

Restricted:	No
The Chair of the Joint Independent Audit Committee should indicate which, if any, aspects of the report should be restricted, along with the associated rationale.	

Level of assurance

A narrative summarising the level of overall assurance from the Chair should be provided in this section. The content of the following table should guide the report author in offering a level of assurance:

Level of Assurance	Assessment
1	Significant gaps / weaknesses exist or controls non-effective (generally non compliant)
2	Some gaps / weaknesses exist or controls only partly effective (partial compliance)
3	Some minor gaps / weaknesses exist but generally strengths outweigh weaknesses and controls are generally effective (generally compliant)
4	Very few or no gaps / weaknesses exist and controls are effective (fully compliant)

Updates and Exceptions

The Committee assists the PCC in discharging his statutory responsibilities around holding the Force to account which contributes towards enhancing public trust and confidence in the governance of the Office of the Police and Crime Commissioner (OPCC) and South Yorkshire Police (SYP).

The Joint Independent Audit Committee met on the 22 June 2023 and further on 19 July 2023 for the closure of the accounts workshop.

Exceptions for noting:-

Joint Independent Audit Committee Exception Report

1 PCC UPDATE

The Commissioner informed the Committee that there is a new Police and Crime Panel and a new Chair, Councillor Neil Wright, from Barnsley.

The Commissioner reminded members that his term of office ends in May 2024. And discussions are taking place regarding the transfer of the PCC function into the Mayor's Office in May.

The Commissioner thanked R Winter and his team as this is their last meeting as Internal Auditors. The new Internal Audit provider after a thorough tender process will be Azets.

2 FORCE UPDATE

DCC Forber highlighted the increase in calls for service during the hot weather. A summer resilience plan is in place.

Price Waterhouse Cooper (PWC) are engaged to assist the force in the process of priority based budgeting. Further information regarding this work is set out at Item 6 of this Exception Report.

Five new Chief Inspectors have been appointed and the Inspectors promotion process is about to begin.

T Forber referred to the press coverage around Right Care, Right Person. SYP is implementing this initiative with consideration being given to the problems the police are being asked to solve and how best to deal with them.

T/Assistant Chief Constable Alton highlighted the positive HMICFRS PEEL 2021/22 inspection report.

3 HOIA ANNUAL REPORT AND OPINION

A report of the Head of Internal Audit, R Winter, was presented to the Committee. The report provided set out the Internal Audit Team's completed assignments throughout 2022-23, the implications made, management's implementation of them, and the Head of Internal Audit's overall positive assurance opinion based on the work undertaken during the year.

4 2022/23 EXTERNAL AUDIT PLAN

A report of the Key Audit Partner was presented to the Committee to provide the JIAC with a report on progress in delivering Grant Thornton's responsibilities as the external auditors for SYP and the PCC.

Joint Independent Audit Committee Exception Report

Grant Thornton reported they had considered the risk factors set out in ISA240 – revenue risk, and the risk of fraud relating to expenditure, and these had been rebutted.

The principal challenges identified are the valuation of buildings and the IT audit strategy. Grant Thornton set out their intention to engage IT audit experts to look at the IT. It was acknowledged that the timing is not ideal because of the legacy software and Oracle Cloud.

The new Auditing Standards are applicable in year.

5 IT GOVERNANCE UPDATE

A verbal update was given by J Bland. Members were reminded that SYP is working with Humberside Police to look at the future delivery model that seeks to address the concerns of both the force and JIAC in relation to service provision.

The business cases had been presented to both Chief Constables, however there were gaps in the detail, particularly around the service delivery.

The business cases will be presented back to both Chief Constables at the beginning of August.

Members considered the update but were still unable to provide assurance.

6 SAVINGS AND PBB UPDATE

A report of the Chief Constable was presented to the Committee to outline the Priority Based Budget (PBB) programme which is being delivered in collaboration with Price Waterhouse Coopers (PWC) as well as the wider savings work of the force including impacts on different groups of stakeholders.

The Committee were informed that SYP is on track with the programme.

PBB will provide an evidence base to support the allocation of budget based on priorities that are clearly linked to outcomes. This should enable the force to make decision that create a stable and financial position.

PWC's final report will be delivered on 8 September 2023.

Members were informed of the wider savings activity taking place within the force. These savings include, but are not limited to, software licencing and line rental, vehicle hire, consumables, uniform, corporate hospitality, attendance at conferences and rate reductions on buildings.

The initial focus is on non-people cashable savings, such as streamlining processes or introducing new technology. However, they may need to make savings that impact on staff.

Joint Independent Audit Committee Exception Report

7 SYP INFORMATION GOVERNANCE UPDATE

A report of the Chief Constable was presented to the Committee to provide an update on how South Yorkshire Police complies with the Data Protection Act and to update on the implementation of the new Data Office in South Yorkshire Police.

SYP had volunteered itself to the Information Commissioner's Office (ICO) for an audit.

The Committee was informed of the work of the Data Security team in ensuring that technology is deployed in line with national security requirements. The team have also rolled out an awareness programme to raise the awareness of key cyber security threats within SYP.

Members considered the update and acknowledged the work that had taken place but were only able to obtain partial assurance.

8 SYP ORGANISATIONAL INFRASTRUCTURE UPDATE, INCLUDING STRATEGIC CONCERNS AND ASSURANCE PLAN

The Committee was provided with a brief report on the Force's Organisational Infrastructure (OI) governance arrangements. Internal Audit had recently looked at the level of embeddedness of the OI Framework into business-as-usual activity and a reasonable assurance opinion had been given.

Members concluded that the report gave positive assurance that the SYP's organisational infrastructure arrangements, i.e. its corporate risk management strategy and framework for assessing and managing strategic concerns (key risks), remain adequate and effective.

9 OPCC RISK MANAGEMENT UPDATE

The report providing an overview of the PCC's Strategic Risks was presented to the committee.

Members were assured on the adequacy and effectiveness of the PCC's risk management arrangements.

10 SYP / OPCC BUDGET MONITORING REPORT

A report of the PCC's Chief Finance Officer was presented to the Committee to set out the outturn position of the period 1 April 2022 to 31 March 2023.

The 2022/23 final revenue budget was £311m, with the year-end resulting in an operating surplus (underspend) of £5.3m. £3.7m had been allocated automatically to earmarked reserves for future Legacy and Commissioning activity, thus reducing the surplus to £1.6m.

Joint Independent Audit Committee Exception Report

The economic climate continues to be challenging this year.

Members noted the report and were able to provide assurance to the PCC that they had scrutinised and asked questions around the matters contained within the report.

11 SYP ANNUAL GOVERNANCE ACTION PLAN - PROGRESS UPDATE

A report of the Chief Constable was presented to the Committee providing an update in relation to the actions contained within Annual Governance Statement Action Plan 2022/23.

Members were assured that progress is being made against those areas for improvement identified in the Annual Governance Statement 2021/22.

12 OPCC ANNUAL GOVERNANCE ACTION PLAN - PROGRESS UPDATE

A report of the Chief Executive and Solicitor was presented to the Committee to provide an update on the actions identified within the Annual Governance Statement Action Plan 2022/23. The report was noted and Members were assured that progress is being made against those areas for improvement identified in the Annual Governance Statement 2021/22.

13 TREASURY MANAGEMENT ANNUAL OUTTURN REPORT 2022/23

A report of the PCC's Chief Finance Officer was presented to the Committee to provide out-turn information on treasury management activities and prudential indicators for the year ended 31st March 2023, as required under the Chartered Institute of Public Finance and Accountancy (CIPFA) Treasury Management Code of Practice and the CIPFA Prudential Code.

A review of the Treasury Management financial systems has recently been undertaken by Internal Audit. A Substantial assurance opinion had been given. There were no recommendations.

14 2022/23 CLOSURE OF ACCOUNTS PROCESS

The Group, PCC and Force Statement of Accounts 2022-23 were presented, highlighting the following:-

- CIPFA bulletin
- The timetable
- Standards, accounting policies and changes to methodology
- External Audit focus for 2022/23
- Current External Audit timetable
- Impact on Audit Work
- Issues addressed from 2021/22

Joint Independent Audit Committee Exception Report

Recommendations

The Commissioner is recommended to consider and comment on the exceptions and overall level of assurance provided by the Joint Independent Audit Committee.

Report author details

Name: Steve Wragg, Chair of the Joint Independent Audit Committee

Signed: S Wragg

Date: 21.8.23

PUBLIC ACCOUNTABILITY BOARD

7th SEPTEMBER 2023

Report of the Commissioner's Chief Executive and Solicitor

PCC's Annual Report 2022/23

1. Report Objectives

To receive and comment on the PCC's Annual Report 2022/23.

2 Recommendations

The Board is recommended to note the content of the report (attached at Appendix A) and provide the PCC with any final comments ahead of publication.

3 Background Information

3.1 The Police Reform and Social Responsibility Act (2011) requires each police and crime commissioner to produce an annual report on:

- a) the exercise of the police and crime commissioner's functions in each financial year, and
- b) the progress made in that financial year in meeting the police and crime objectives in the police and crime commissioner's police and crime plan.

3.2 As soon as practicable after producing an annual report, a police and crime commissioner must:

- send the report to the relevant police and crime panel
- attend before the panel at the public meeting arranged by the panel in accordance with section 28(4), to

- a) present the report to the panel, and
- b) answer the panel's questions on the report

Police and crime commissioners must:

- give the panel a response to any report or recommendations on the annual report (see section 28(4), and
- publish any such response

3.3 Police and crime commissioners must determine the manner in which an annual report is to be published and arrange for its publication.

4 Comments

4.1 The Annual Report of the South Yorkshire Police and Crime Commissioner (PCC) for the financial year 2022/23 is attached to this report.

- 4.2 The PCC's draft Annual Report was tabled and published as an agenda item to the Police and Crime Panel meeting on 17th July 2023. The Panel's report and recommendations were received by the OPCC on 27th July 2023 and taken into consideration. A written response was provided to the Panel on 10th August 2023, a copy of which will be published on the Police and Crime Panel website:
<https://syjagu.moderngov.co.uk/ieListMeetings.aspx?CId=145&Year=0&zTS=B>
- 4.3 This is a narrative version of the report. Upon finalisation, the report will be re-designed in a more engaging format, published and made available on the PCC's website: www.southyorkshire-pcc.gov.uk

5 Financial and Value for Money Implications

- 5.1 This report reflects the 2022/23 budget, the related activity and outcomes achieved.

M Buttery
Chief Executive and Solicitor

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Background papers used in the preparation of this report are available for inspection at the OPCC, Carbrook House, Carbrook Hall Road, Sheffield S9 2EH.

South Yorkshire Police and Crime Commissioner

Annual Report

2022/23

Commissioner's Introduction

This Annual Report looks back over the financial year April 2022 to March 2023.

This is the last Introduction I shall write as Police and Crime Commissioner (PCC) as my current term ends in May 2024 and I am not seeking re-election. I am in a position, therefore, of being able to look back not just over one year but over almost ten – I was first elected in 2014 - seeing this year and the year to 2024 as the end point of a remarkable journey that South Yorkshire police (SYP) has been on – something I will return to.

In 2022-2023 I continued to keep the same three overarching priorities for the Police and Crime Plan, and they will remain in place for the rest of my term. I asked SYP to concentrate on

- Protecting vulnerable people
- Tackling crime and anti-social behaviour
- Treating people fairly

Although the priorities remained the same, within each there were some specific issues that had to be addressed.

For some time, there had been an on-going debate about the safety of women and girls in all our communities. But this was given fresh impetus after the shocking kidnap, rape, and murder of Sarah Everard by a serving metropolitan police officer in the summer of 2021. Last year saw a considerable focus on this and on the role of the police. We saw a lot of work around safety in the night-time economy and campaigns to raise awareness of the issues.

In part, as a result of this, new urgency was given to the needs of all victims and across all crime types. There was a recognition that a new police mindset was needed, one where their responsibility to victims was always at the forefront of all their activity.

The case of Sarah Everard and other disturbing issues in the Metropolitan police force raised serious questions about police conduct. They commissioned a review in February 2022 by Baroness Louise Casey into their standards of behaviour and internal culture. She reported in March 2023 and her conclusions were devastating: the Met was 'institutionally' racist, misogynistic and homophobic. The Commissioner, Sir Mark Rowley, could not accept the term 'institutional', and other chiefs said the same. I felt strongly that this was an opportunity missed by the Commissioner to enable his force to move on from what had been revealed and as a result trust and confidence will remain fragile for many years to come.

It also impacted on trust and confidence in policing generally. This is why I have always believed that my Public Accountability Board has an important role to play in giving the public of South Yorkshire confidence that I am holding the force to account and scrutinising their actions. It is why I very much value the work of the Independent Ethics Panel and its chairs; they have continued to give me assurance in the matter of police culture in South Yorkshire. And I acknowledge the willingness of the force to assist panel members in doing this work. Trust is given when a public service is transparent and willing to acknowledge mistakes and learn from them – though 'learning lessons' means more than identifying mistakes; it means changing behaviour and putting things right.

A further feature of the year has been the steady growth in the numbers of police officers - Uplift. South Yorkshire was given a target to meet as part of the government's overall commitment to increase officer numbers by 20,000 nationwide – roughly equivalent to the number of officers lost during the years of austerity. By the year end, the force had reached its target and should be able to sustain total officer numbers at 3039 for coming years. This was an immense effort – recruiting, vetting, training – by many people, including at Sheffield Hallam University where those officers who join without a degree are trained to degree level. But it will be a year or two yet before these new recruits are fully operationally deployable. Managing the expectations of the public around this was not easy. It means that the force has undergone a huge generational shift in a relatively short period. For a while the force will be younger and less experienced.

The recruitment process was an opportunity for the force to become more diverse. While there may be a greater proportion of women in the workforce, there has been much slower progress in recruiting people from ethnic minorities. This was disappointing, not least because the force had made efforts to reach out to some of those communities.

One thing of note during the year was the increasing interest central government took in matters of police performance. They introduced national policing measures as a means of assessing force performance and this became one more measure that police chiefs had to take account of in addition to what was in the local Police and Crime Plan and what the inspectorate required from them.

Overall, however, this was a year of consolidation and building on the good standards that the force reached by the end of the previous chief constable's tenure. And this brings me back to where I began.

When I became PCC in October 2014, South Yorkshire police were in a bad place. In her report on child sexual exploitation (CSE) in Rotherham between 1997 and 2013, Professor Alexis Jay had been critical of SYP's failure to protect those girls that had been groomed and sexually exploited by gangs. She estimated their number at 1400. Shortly after, the Hillsborough inquests concluded and said that SYP were responsible for the death of football supporters in the disaster at the Sheffield Wednesday stadium in 1989. By 2016, Her Majesty's Inspectors found that SYP 'required improvement'. Morale was low and public trust and confidence damaged.

But, by 2022 the force had been rated 'good' and 'outstanding' in terms of its ethical leadership, not least because of the leadership of Chief Constable Stephen Watson. When I asked Lauren Poultney to succeed him in 2021, therefore, the task was different but equally clear: to maintain that progress.

The force was again inspected by HMI (PEEL 2021/22) and the results made known in February 2023. It was clear that SYP had not only consolidated its position but had made further improvements. Of the categories inspected, the force was rated as 'outstanding' in 3, 'good' in 5, and 'adequate' in 1. It was not found to be 'inadequate' or 'requires improvement' in any category. This is now a high bar the force has set for itself.

As we look ahead, the financial situation looks bleak and the force will embark on priority based budgeting in order to find savings. The legacy issues remain a challenge – civil claims arising from Hillsborough and Rotherham CSE and the cost of the National Crime Agency's investigations into non-recent CSE. Without continuing government support at the same level as in the past, the cost of these legacy issues will make it even harder for the force to be properly funded. Whether this is the right moment to change the governance arrangements for policing in South Yorkshire is, perhaps, a moot point.

Throughout the year I continued my dual role: I held the force to account but I also supported them in all the good work they were doing to keep the people of South Yorkshire safe.

I thank my Chief Executive and the Office of Police and Crime Commissioner staff and the Chief Constable and all SYP officers and staff for all they have done this year,

Dr Alan Billings
Police and Crime Commissioner for South Yorkshire

ANNUAL REPORT 2022/2023 - SUMMARY

The following is a summary of some of the key activities and achievements during 2022/2023. More detail on all of this is included in the following pages.

Protecting Vulnerable People	Continued to provide a range of victim support services including successfully gaining additional funding to support victims of both sexual violence and domestic violence and secured additional funding of £550,000 so that women and girls feel safer in public spaces.
	Development and launch of the South Yorkshire Violence Against Women and Girls Statement of Intent and a communications campaign “No More” aimed at tackling violence against women and girls in the night-time economy.
	Made sure that vulnerable children and young people remained a priority including SYP introducing a dedicated Child Sexual Exploitation (CSE) analyst role to identify and provide information on the changing and evolving nature of CSE and the introduction of the Philomena Protocol to ensure children who go missing from home can be found more quickly.
	Supported the Force Control Room to make improvements resulting in quicker answer times for 999 and 101 calls and easier access to the police where people may not necessarily need to speak to a call handler to report an incident or crime.
Tackling Crime and Anti-Social Behaviour	Continued to focus on providing an effective Neighbourhood Policing service which has included the introduction of a fourth neighbourhood policing team in Doncaster and in increase in officer numbers in Sheffield’s City Centre policing team.
	Secured continued funding for the Violence Reduction Unit (VRU) to take a public health approach to violence prevention and reduction. The VRU was able to provide funding of almost £700,000 to community organisations in South Yorkshire supporting young people and preventing them becoming involved in violence and supporting woman and girls who were victims and survivors of violence.
	Strengthened the focus on retail crime including having nominated retail crime officers at districts and contributing to Safer Business Days to support local businesses.
	The national police officer uplift programme was implemented successfully, and the target exceeded with the total officer headcount rising to 3,113 from 2,477. The additional officers promised as part of the council tax precept increase were also recruited. It will take time to train recruits, but South Yorkshire communities should be able to see additional officers in their areas during 2023/24.
	Focused on the disruption of Organised Crime Groups through SYP’s specialist Fortify Team which has seen some positive results of disruption work and investigations. This has led to many arrests, the recovery of large amounts of drugs and assets and safeguarding of vulnerable people. The GRIP programme using additional Home Office funding has produced some good results focussing on tackling serious violence.
Treating People Fairly	Continued to strengthen the scrutiny of stop and search through my Independent Ethics Panel who have attended external stop and search scrutiny meetings to view body worn video footage of police stop and search encounters and been able to feedback on findings to SYP.
	Continued to successfully run the Independent Custody Visiting scheme including recruiting additional visitors.
	Continued to use money taken directly from criminals to fund a local grant scheme, with over £300,000 being granted to local organisations
	Expanded face to face engagement with local people and organisations whilst still retaining online engagement where organisations or communities found this to be beneficial.
The Criminal Justice System	Worked in partnership with all criminal justice partners to ensure that effective processes were considered and put in place to deal with the backlog of cases that had built up in the wider criminal justice system because of the pandemic. This has resulted in a reduction of backlogs into magistrates’ courts.

Page 57

Violence Against Women and Girls

In 2021, the nation was shocked by several high-profile murders of women, sometimes in public spaces and sometimes involving a sexual element. It provoked a national debate about the safety of women and girls in contemporary society. Throughout 2022/23, in South Yorkshire Violence Against Women and Girls has been a key focus for my office, the police and all partner agencies.

Work to tackle the issue of violence against women and girls has included:

- ✓ The launch of the “No More” campaign in June 2022. A campaign that I have funded and highlights the many acts of mini aggression that girls and women face every day, not least in town and city centre bars, pubs, and clubs – the night-time economy. All the unwanted sexual comments, ‘banter’, suggestions or touching. The campaign is designed to start a conversation among men as well as women and between men and women in the 18-35 age group about what is and is not acceptable.
- ✓ Leading on the development and launch of the South Yorkshire Violence Against Women and Girls Partnership Statement of Intent. Twenty-eight South Yorkshire organisations have signed up to a shared set of principles and values to tackle Violence Against Women and Girls.
- ✓ Holding a partnership event in November, through the Violence Reduction Unit. The Event was attended by a range of organisations from across South Yorkshire, including the NHS, local authorities, local charities, and community groups.
 - During the Event, the results of my office’s Violence Against Women and Girls Scoping and Mapping Exercise were presented. This was a far reaching and in depth look at the work taking place to tackle the issue of violence against women and girls across South Yorkshire and took 6 months to undertake. The work resulted in identifying gaps in support or service provision for women and girls, as well as identifying examples of good practice and providing recommendations for future progress.
- ✓ The securing of additional funding of £550,000 to help women and girls feel safer in public spaces. £460,000 of this funding was used to install lighting and CCTV in 4 public parks, one in each district of South Yorkshire – each selected after consultation with the public.
- ✓ OPCC attendance at the Violence Against Women and Girls Independent Advisory Group to hear experiences of and get feedback from victims and survivors of violence. The group’s feedback has resulted in the development of a victim booklet specifically for victims of rape and serious sexual offences. The group have been able to contribute to the “No More “campaign mentioned earlier and have been asked for contributions from the Police in their work focussing on police perpetrated domestic abuse.
- ✓ Continued support to local organisations through the Violence Reduction Unit’s Violence Against Women and Girls Reduction Fund. During 2022/23, this has supported 18 organisations across South Yorkshire to the value of over £280,000.

Protecting Vulnerable People.

Any of us might become vulnerable at any time in our lives including due to being the victim of crime. Victim vulnerability needs to be recognised at the earliest opportunity so that the response can be tailored to meet victims' needs. Meeting those needs requires a partnership approach with the police working closely with other agencies including those providing victim support services, local councils, charities, and the wider criminal justice system. Victims of crime and their families want reassurance that what has happened to them is taken seriously, properly recorded and investigated, and that they are kept in touch with developments.

Violence against women and girls including rape and sexual offences are amongst some of the most serious and high impact crimes against a person and victims need to have the confidence to come forward and report to the police, similarly with Domestic Abuse.

Some of our most vulnerable people are children who can become vulnerable through sexual exploitation - on-line, on the streets or be drawn into criminality – by gangs seeking to exploit them.

Part of my task is to ensure that we have a range of services in place to support all victims, including the most vulnerable, such as those services provided through the Sexual Assault Referral Centre (SARC). It is important that we seek feedback from victims if we are to deliver effective victim-led services that continually evolve to meet victim's specific needs taking account of the changing nature of crime. It is vital that we continue to focus efforts on protecting our most vulnerable.

Key Activities and Achievements. During 2022/23 I have:

- Ensured the continued provision of a Victim Support service to the people of South Yorkshire (£567,000). During the past year, the Service:
 - Has strengthened and tailored its support specifically to children and young people. The service in South Yorkshire now has a Children and Young Person specialist who delivers staff awareness sessions to develop knowledge of supporting children and young people who are victims of crime. The sessions delivered during 2022/23 include a focus on supporting children and young people with additional needs, the pathways of referral to further support from partners and an awareness of Education, Health and Care Plans (EHCP)
 - Has been able to create a "Cyber-enabled Triage Champion" role. This means that the cyber-champion has dedicated time to keep up with fast changing trends in this type of crime, including fraud. The role was created to respond specifically to the rising incidences of cyber enabled crime, including fraud, stalking and harassment and image-based abuse.
 - Has continued to link in and provide a range of awareness sessions to partner agencies. This includes a presentation to Age-UK in Sheffield linked to their fraud project to provide support to the most vulnerable. It also included linking in with South Yorkshire Police to raise awareness with officers of the work of victim support and referrals routes, as well as delivering a presentation to Doncaster Early Intervention Team about Victim Support's service for victims of stalking.
 - Has introduced a dedicated stalking advisor to support victims of stalking and harassment in South Yorkshire
- ✓ Commissioned the Independent Sexual Violence Advocacy (ISVA) Service to offer practical help, advice and information for victims of rape and sexual abuse and their families. Once again, during the year we were successful in obtaining additional funding for the ISVA service which has meant being able to recruit additional ISVAs, ensuring continued high-quality support to victims including with support at Court if needed.

Key Activities and Achievements. During 2022/23 I have:

- ✓ Continued to support the regional Adult Sexual Assault Referral Centre (SARC) as well as co-commissioning the Child Sexual Assault Service in South Yorkshire to support adults, young people and child victims of sexual assault. Support includes with health and forensic needs as well as accessing a criminal justice outcome if that is what the service user wishes. Specific work to address service user needs has included:
 - The child SARC service's support worker and crisis worker have developed tools to support children who struggle to regulate their emotions. This was as a direct result of feedback from a victim who had used the children's SARC. This work was also supported by a clinical psychologist.
 - Improving access to SARC information for users and potential service users through updating leaflets as well as making them available electronically
 - Working on production of a video looking at a child's journey through the paediatric SARC that can be forwarded to service users prior to attendance to support their understanding of what the service does and does not do.
 - Receiving continually good feedback from child SARC service users and partners who regularly describe the service as "friendly", "informative" and "approachable"
- ✓ Discussed on Child Neglect, Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE) and County Lines which has seen:
 - The introduction of a dedicated CSE analyst role within South Yorkshire Police (SYP) who has created a Child Sexual Exploitation profile which provides up to date information to partners and the public. This means a better focus on the current and evolving nature of CSE in South Yorkshire.
 - The appointment of a force wide dedicated Child Sexual Exploitation Officer. The role added to the continual strengthening of both SYP and wider partnership governance arrangements around child exploitation, including through the established weekly Multi Agency Child Exploitation (MACE) meetings. The meetings have included representation from a wide range of partners including Health, Education, Social Care, Police, Probation, Youth Crime Prevention, Youth Offending Services and Psychological Services who discuss those children and young people identified as being at high risk of exploitation. The MACE process allows actions to be set and followed through in relation to safeguarding, diversion, prevention, and identification and provision of additional support.
 - The implementation of a Home Office funded project developed in partnership with SYP and EPIC Doncaster (part of Doncaster's Children's Services) which brings criminal exploitation awareness to life through a virtual reality experience. This headset-based immersion explains the signs, risks and dangers to children who may be vulnerable to exploitation.
 - Continued work on Operation Makesafe, where SYP raise awareness of CSE and CCE to the hotel and leisure industry so that staff are aware of the warning signs and can report quickly to the police. SYP have and are continuing to widen the reach of Makesafe to include taxi firms, fast food outlets and locally identified potential hotspot areas.

Key Activities and Achievements. During 2022/23:

- ✓ I have continued to focus on children who go missing from home, which in itself has potential links to CSE and CCE as discussed above.
 - During the year, there has been a full review of SYP's missing from home return interview process to make sure all opportunities are being maximised to understand the reasons for going missing and potential links to exploitation.
 - The Philomena protocol is now in place across all 4 districts/partnerships which ensures a plan is in place already for children at risk of, or who regularly go missing. The plan is put in place by carers, partners and police and includes things such as a child's description, known contacts, key people in the child's life etc. so that officers to make directed enquiries quickly to enhance the prospect of locating the missing child promptly.
- ✓ I have ensured a continued and evolving partnership approach to addressing Modern Slavery and Human Trafficking (MSHT). The MSHT team have been involved in the national operation "Operation Aidant" – a multi-agency approach to tackling MSHT. The team have also undertaken proactive work with Sheffield University in a research project to further embed the use of a tool already used in South Yorkshire called STIM. This is a risk matrix used to support the identification of trafficking online and is used to target and streamline police activity. Partnership working has also included collaborations with trafficking charity Snowdrop Project as well as other local outreach projects including those working with vulnerable women and girls.
- ✓ I have co-funded and/or co-commissioned domestic abuse services in each local authority area of South Yorkshire to support victims of domestic abuse including being successful in bidding for additional funding from the Ministry of Justice funding which has led to an increase in the number of Independent Domestic Violence and Sexual Violence Advisors across South Yorkshire.
- ✓ I secured £517,00 of external funding aimed at working with perpetrators of domestic abuse to intervene early and prevent further offending.
- ✓ Following the extensive training in "DA Matters" and "Child Matters" training programmes last year, refresher and continuous professional development training has been delivered as well as training being integrated into student officer training.
- ✓ We were also successful in getting additional funding which has been distributed to nine local providers to support vulnerable victims including with counselling/therapeutic support, outreach support as well as providing Domestic Abuse Navigators and Children's Support Practitioners. It has also helped to provide specialist support to male victims/survivors for of domestic abuse as well as support at court.

Key Activities and Achievements. During 2022/23:

- Page 62
- ✓ I have continued to focus on the increased threat to the vulnerable and changing nature of Cyber Crime, including Cyber Fraud. For example:
 - South Yorkshire Police (SYP) have developed their response to the seizure of assets held in crypto wallets. Working with the Financial Investigators, the team are now equipped with the skills to freeze assets and recover cryptocurrencies. During 2022/23, the force signed up to Kommanue a dedicated cryptocurrency storage facility.
 - Given that cybercrime can be committed from outside of but have a direct impact on South Yorkshire residents and businesses, the cyber team have work closely during 2022/23 with regional colleagues in terms of supporting operations. For example, 'Cyber Switch Up' which is a digital and cyber skills competition aimed at young people aged 11-16 which is being run by the region and proactively supported by the force. There has been pop up events across South Yorkshire and live events in Doncaster and Sheffield as well as social media cyber protect messaging.
 - Partnership and prevention work has continued with links to companies and organisation in the South Yorkshire area including Sheffield University, Barnsley College, Barclays Bank and Trading Standards together with a number of schools across the region.
 - The force continued to support all officers including non-specialist officers to be able to support victims and to do their jobs effectively in the cyber and digital landscape by further updating the CyberDigiTools app, which is on all force mobile devices.
 - ✓ I have liaised closely with SYP to gain assurance around improving access for the public to report non emergencies to the Force Control Room at Atlas Court, including:
 - The introduction of automated routing of calls to the most appropriate department so that callers do not have to wait for a switchboard operator to transfer their call. This, together with other initiatives has led to the average wait time for calls to be answered to be reduced.
 - Continued development of the on-line reporting facility which provides people with another way of reporting non emergencies without the need to call 101, including continuation of an on-line domestic abuse reporting portal, introduced as part of the response to the Coronavirus pandemic.
 - ✓ I have also continued to support the work of the Youth Offending Teams across the County (£688,000) aiming to keep young people away from crime and re-offending.

Performance and outcomes. South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP

- There was a 3% increase in 999 calls during 2022/23 whereas 101 calls remained almost the same (a slight fall of 0.3%.) Average wait times for 101 calls decreased by just over three and a half minutes from around 10 and half minutes in 2021/21 to just over seven minutes in 2022/23. ⁽⁴⁾
- During 2022/23 there were over 39,000 referrals ⁽¹⁾ made to Victim Support by SYP, individual self-referrals and from other sources.
- As a result of using Victim Support, people told the service that they felt better informed, had a sense of reintegration, felt safer, had an improved sense of well-being, felt better able to cope and had an improved experience of the criminal justice system.
- Recorded sexual offences have increased by 4% ⁽⁵⁾ in 2022/23 compared to the previous year. Recorded offences will include a mix of reporting of recent crimes as well as the reporting of crimes that have happened in the past.
- There has been a slight decrease in referrals to the Child Sexual Assault Assessment Service. 151 referrals were received during 2022/23 compared with 168 in 2021/22. Referrals to the Adult Sexual Assault Referral Centre (SARC) saw a slight decrease from 494 in 2021/22 to 450 in 2022/23 ⁽³⁾
- I monitor closely what SARC service users tell us about their experience. During the year it has been overwhelmingly positive including: “staff helped me feel safe and comfortable as much as possible. It’s not nice circumstances but came across caring” “staff were really caring and non-judgemental” “Friendly, not felt like i had to do anything I didn’t want. I was given plenty of opportunity to change my mind” “Every bit of information was explained, and I was free to make my own choice with no pressure. I felt like I am not alone, like a place I can go for help is there if I need to and I won’t have to suffer in silence” ⁽³⁾
- During 2022/23, there were over 1850 referrals ⁽²⁾ into the Independent Sexual Violence Advisor (ISVA) service, an increase of about 2% compared to 2021/22.
- Some feedback from users of the ISVA service has included “My advisor has been a constant source of support and guidance, providing me with assistance for any uncertainties and promptly answering any questions I had.” “I felt safe and secure, and I understood all the options I had.” “I felt like I had someone who understood me and respected all my decisions, my ISVA also really supported me with my decisions.” ⁽²⁾
- Recorded domestic abuse crimes increased by 6% during 2022/23 compared to the previous year ⁽⁴⁾. Ensuring identification of domestic abuse crimes is a priority for me to make sure that these crimes can be tackled, and victims supported.
- The domestic abuse arrest rate has decreased from 48% in 2021/22 to 46% in 2022/23⁽⁴⁾, although the high-risk suspect arrest rate has remained at an average of 90%. South Yorkshire Police make good use of Domestic Abuse Protection Notices to safeguard victims – with one of the highest authorisation rates of all forces during 2022/23
- There was no statistically significant change to the overall satisfaction with the police of victims of domestic abuse – 81% satisfied overall in 2022/23 compared to 82% in 2021/22. ⁽⁴⁾

A Day in the Life of a Trainee Police Officer

In 2019, the Government announced plans to recruit an additional 20,000 police officers nationally. As a result, over the past couple of years, all police forces have seen an increase in the numbers of new officer recruits and have had to work quickly to provide training and networks to support those recruits. Here, one new officer recruit tells us what it's like to be a trainee police officer with South Yorkshire Police.

Joining as a new recruit

In early 2023 I joined South Yorkshire Police as a recruit on the Police Constable Degree Apprenticeship Programme. My initial 22 weeks training takes place at South Yorkshire Police's training facility. Once the 22 weeks have been completed there, we will, as trainee officers go to one of the districts that make up the region of South Yorkshire and be paired with a Tutor Constable who will then guide us through 2 x 10-week placements. Once these are completed, we will return to the training centre for further study. This will then complete the first year of training with the subsequent years following a similar pattern. No two days at the training centre are the same but here is an overview of a typical 'day' in the life of a trainee officer.

Classroom Learning

There is a huge amount of legislation, police powers and study that needs to be addressed before we first join our colleagues in districts on placement. It is essential we know and understand the legislation we as officers will be guided by and will be applying alongside the legal powers we hold. The parameters in which we work and the framework to which we as officers are held, such as The Code of Ethics and National Decision-Making Model, are interlinked and woven throughout all our learning journey.

Operational Police Training (OPT)

Together with the classroom learning, the Operational Police Training (OPT) aspect draws on the situations that as officers we will be expected to deal with and the correct procedure for such matters. This has included first aid, sudden death, victim care, vulnerable victims, stop and search, arrests and custody and many other more practical based possibilities. Linking this together with the legislative aspect, legal powers and police procedural framework allows us to gain a comprehensive understanding of our role.

Scenarios

An important aspect of our training is taking the classroom learning and OPT into scenario-based situations. This allows us to put into practice our learning so far and receive feedback from our trainers. Feedback is an important aspect of the overall training schedule ensuring we are meeting the required standards and targeting any areas needing improvement.

Officer Safety Training

As Police Officers we will be faced with challenging situations daily. Some of these may require us to protect ourselves and others. It will also require us to deal with large scale events, public order, night-time economy and people who might pose a risk. To carry out these duties safely and correctly it is vital we learn the procedures and protocols for doing so. Once again, all our activity is underpinned by both local and national frameworks for standards and behaviour.

Sheffield Hallam University Modules and Assessments

Alongside the training delivered by South Yorkshire Police, another important element of training is the modules and assessments set by Sheffield Hallam University. For the degree apprenticeships, the course is a 3-year programme resulting in a degree in Professional Policing upon completion. The other entry route for trainee officers, the Degree Holder Entry Programme, is a 2-year course. Sheffield Hallam University study time is interwoven into our timetable with days spent at university alongside home learning, assignments, and assessments. As students we must complete all that is required by the university and failure to do so would result in being asked to leave the programme. No pressure then!

All in all, as a trainee officer we are undertaking a thorough and intensive training programme that is equipping us to be the best force of the future and the finest version of ourselves.

Trainee officers come from all walks of life. I am a single mother who has changed career now my children are older but other members of my cohort are in their first professional role. There are ex members of the armed services, prison service and people who have worked in other roles within policing. We have shop workers, hairdressers, IT managers, NHS staff, people who have worked in hospitality and security guards. The list is endless. The knowledge, skills and behaviours needed to be a police officer are not found in jobs per se. They are found in people. Joining South Yorkshire Police has been the best decision I have ever made, and I feel excited to continue in my trainee journey and a long career ahead of me.

Tackling Crime and Anti-Social Behaviour

The nature of crime continued to evolve during 2022/23 with recorded crime seeing increases following falls during the pandemic. People's concerns around road safety started to increase and we saw an increase in attacks on emergency workers and those working in retail. Tackling crime and anti-social behaviour needs a high degree of partnership working between the police and other agencies to be effective. Police, Fire and Probation also have a duty to collaborate to keep people safe. Community Safety Partnerships (CSPs) are a key way in which partners across South Yorkshire work together to tackle crime and anti-social behaviour and to keep people safe. CSPs are made up of representatives from local authorities, South Yorkshire Police, health services, housing associations and Fire. During 2022/23, I provided funding of over £585,000 to help them work towards achieving the Police and Crime Plan priorities. Neighbourhood policing relies on good partnership working too with all local agencies, including in Safer Neighbourhood Services where partners are co-located in the same building to address local priorities more effectively. Wider criminal justice partners come together in South Yorkshire as part of the Local Criminal Justice Board. The Violence Reduction Unit has continued to promote a public health approach to tackling violent crime with close partnership working between local authorities, the voluntary and charity sectors, health partners and others.

Key activities and achievements during 2022/23.

- ✓ Through continuing to host the Planning and Efficiency Group meeting between SYP and the OPCC senior leadership teams and OPCC officer attendance at internal SYP meetings, I have continued to focus on ensuring an understanding of the changing nature of demand on policing services and the best use of police resources. The discussions at this meeting, together with public and wider consultation help inform the budget and strategic planning decision making on tackling crime and anti-social behaviour.
- ✓ I ensured the Countywide Community Safety Forum continued to meet quarterly during 2022/23, using a mix of physical and virtual attendance. During the year, the forum has allowed the Community Safety Partnership (CSP) leads from across South Yorkshire to meet with me and discuss how partnership and PCC priorities are being delivered and the outcomes being achieved including:
 - Achieving positive outcomes in relation to CCTV deployment in key crime and anti-social behaviour hotspot areas, being able to fund specialist co-ordinator posts and delivering prevention and other advice to groups in local communities including to young people in schools.
 - Ensuring effective and timely partnership working in securing bids for additional central government funding to deliver key local priorities.
 - Ensuring flexibility for CSPs in spending PCC funding on projects that might still be being adversely impacted by the pandemic.
 - Focussing on key areas of national as well as local priority including violence reduction and violence specifically against women and girls.
 - Understanding the impact of rises in the cost-of-living and the impact of inflation during 2022/23 on local people and how that is and will impact on the safety of communities and residents in future.
- ✓ I continued to focus on the development of neighbourhood policing. This sustained focus has seen:
 - A fourth neighbourhood team established in Doncaster (Doncaster North) to align with Doncaster Council's localities and improve partnership working and outreach into local communities.
 - An increase in officer numbers in Sheffield's City Centre policing team which has increased the visibility of police in the city centre and allowed more engagement opportunities including crime prevention stalls, pop up police stations and hate crime stalls.
 - Rotherham Central Neighbourhood Team winning the national Tilly Awards partnership category for their partnership working with Rotherham Council in their use of the Problem-Solving methodology in Operation Grow. This joint operation has been successful in tackling the illegal cultivation of cannabis plants which was leading to power cuts and community tensions. The operation has led to the seizure of over £10m of cannabis plants.

Key activities and achievements during 2022/23.

- Continued focus on offender management, with weekly meetings taking place to plan activity around those likely to fall back into criminality within neighbourhoods and increased numbers of curfew checks. Alongside this, offenders have been offered other diversionary activities where appropriate which seeks to help reduce further instances of crime
 - The setting up of Neighbourhood Crime Teams in some areas to allow a pro-active and re-active approach to tackle neighbourhood crime, with a clear focus on the targeting of identified suspects and working in areas of increased and emerging crime hotspots with an view to preventing crime.
 - The successful use of the recognised problem-solving methodology to address specific neighbourhood issues using a partnership approach and monitoring outcomes for residents.
 - Neighbourhood teams working together with other policing teams and partners to assure members of the public in local communities. For example, as part of Operation Sceptre, a nationwide operation highlighting and tackling knife crime, neighbourhood teams held 28 local community meetings so that members of the public could speak to neighbourhood officers directly to raise issues first hand and for neighbourhood teams to provide re-assurance to local residents.
- ✓ I am very aware that victims of anti-social behaviour (ASB) are generally less satisfied with the police response than those who are victims of crime. I have been keen to increase satisfaction and was pleased to see a spotlight put on ASB from the police through the launching of the first ASB Symposium in South Yorkshire by SYP in June with a second in November. The symposium was a chance for the police to re-focus their efforts, taking account of new and revised National Police Chief Council's principles in tackling ASB. This included, ensuring victims are confident in reporting ASB knowing they will be taken seriously and making sure Local Authority and other boundaries do not prevent a co-ordinated response to tackling ASB. Taking account also of the principle that those responsible for ASB should take responsibility for their behaviour and repair the harm they have caused with criminal justice options being used as appropriate.
- ✓ There has been a continual focus on the key priorities for local communities; residential burglary, anti-social use of vehicles and drugs offences including:
- The continued use Operation Duxford across the County. These targeted days of action focus on the things that matter to local people. In one operation in Doncaster over 170 vehicles were checked for speeding with 24 speeding vehicles dealt with, as well as police and partners dealing with the dismantling of drug cultivation properties. In Barnsley 24 arrests were made linked to burglary, vehicle crime, money laundering, robbery and affray. Twenty-eight arrests were made in Sheffield on one operation, many linked to drugs and vehicle offences and in Rotherham, 18 arrests were made with 26 speeding drivers dealt with, drugs and cannabis plants seized and suspects of domestic abuse dealt with.
 - The roll out, force wide, of a Barnsley initiative (7 x 3 Burglary Reduction Plan) which directs burglary reduction activity across all district policing teams and the continued use of problem-solving approaches in key burglary hotspot areas together with the use of property marking with SmartWater resulting in a reduction of burglaries in those areas.
 - The police using an HGV on the County's motorways to tackle the illegal use of mobile phones in cars.
 - The introduction of the Roads Policing Proactive Team in June which has contributed to tackling vehicle crime, recovering £1.8m of cloned and stolen vehicles and making 52 arrests in connection with these crimes. The specialist team has been able to work collaboratively with neighbourhood teams, officers focussing on rural crime and on cross-border operations to tackle car crime including helping stop a series of Land Rover thefts.

Key activities and achievements during 2022/23.

- ✓ I have also supported the work of drug treatment services who conduct drug testing in custody (£893,000) in relation to certain offences. The services work in the custody suites to engage with detainees who test positive for the use of opiates. During the year, these services have proactively engaged with detainees who may be using other substances or alcohol to provide them with routes into treatment services. All of which aims to address substance misusing behaviours that could be a cause for offending behaviour. In addition, a Drug Testing on Arrest Co-ordinator has been appointed to increase the numbers of drug testing being done on arrest, focussing on specific crimes where drugs are known to feature as an issue in offender behaviour.
 - ✓ As a result of my request for a focus on retail crime, SYP have now fully implemented the new digital asset management system (DAMS) across all of South Yorkshire. The system gives the force the ability to handle CCTV footage obtained from retailers more efficiently. All districts now have nominated officers who are tasked to focus on retail crime who have built up good relationships with retailers during the year and have encouraged retailers and business partnerships to subscribe onto the system, provided advice and training to retail staff and advised on evidence gathering, information sharing and the reporting processes. As part of Safer Business Actions (SaBA) days which are a joint approach by police, business, private security and business partners, South Yorkshire Police participated with activities across the force area. This included engagement stands offering crime prevention advice and reassurance to retailers, test purchases for fireworks and joint patrols.
- Page 68
- I have maintained the focus on rural crime with:
 - The amalgamation of the work of the police off-road bike team with rural crime including a changed shift pattern to better align the teams' working hours with rural crime demand so that the team were more proactive with operations during the hours of darkness.
 - Over 40 nationally trained wildlife crime officers being embedded into front line response and neighbourhood policing teams with support from a dedicated rural/wildlife crime sergeant and a co-ordinator.
 - Specific rural and wildlife crime training being delivered for officers as part of their continuous professional development (CPD)
 - The building of strong relationship with the Crown Prosecution Service's regional specialist wildlife crime prosecutor
 - ✓ The focus on disrupting the activity of Organised Crime Groups (OCG) has been maintained through the work of the Fortify Teams at districts. The teams have seen some significant results in respect of taking drugs worth thousands of pounds off the streets, seizures of cannabis plants, investigating firearms offences, serious assaults and exploitation including through County Lines ⁽¹⁾ and identification of modern slavery. As a result of focussed activity, Doncaster saw a 33% increase in trafficking and possession of drugs offences in one particular quarter of the year. Fortify teams have also been pro-active in tackling the exploitation of adults and children by OCGs. Sheffield's team, for example, have met with partners every other week including Social Care's Child Exploitation Team as well as with other organisations and have taken a lead in investigations linked to exploitation. This closer partnership working has lead to Increased identification of modern slavery as well as the successful re-location of 2 young girls being exploited by OCGs.

(1) County Lines is where illegal drugs are transported from one area to another, often across police and local authority boundaries (although not exclusively), usually by children or vulnerable people who are coerced into it by gangs. The 'County Line' is the mobile phone line used to take the orders of drugs. Importing areas (areas where the drugs are taken to) are reporting increased levels of violence and weapons-related crimes as a result of this trend.

Key activities and achievements during 2022/23.

- ✓ 2022/23 also saw the expansion of the Armed Crime Team which now covers all 4 districts in South Yorkshire after starting in Sheffield. The team have worked closely and successfully alongside colleagues in the Fortify Teams and Neighbourhood teams to tackle and reduce armed criminality. The work of the team has seen reductions in firearms discharges, a large number of suspects being charged as well as prison sentences being increased for criminals where additional linked crimes have been successfully investigated. As an example of the pro-active work of the team, in just one quarter of the year, the team were holding 60 investigations, 18 linked directly to firearm discharges / violence, 18 linked to recovery / found firearms with the remaining linked to drugs or modern slavery.
 - ✓ Throughout the year, I have monitored closely the additional resource allocated to tackle serious violence through the GRIP funding programme provided by the Home Office. The programme requires South Yorkshire Police to run additional intensive, high-visibility foot patrols in specific “hotspot” areas where data shows a risk of serious violence. This is in addition to normal policing activity delivered by the neighbourhood policing teams in those areas. Results during 2022/23 were very positive. Independent evaluation by Cambridge University showed that the additional “GRIP” patrols had led to 12 hotspot areas seeing statistically significant reductions in crime and 46 of the 60 hotspot areas seeing mean levels of crime fall compared to before additional patrols took place. Cambridge University have concluded that South Yorkshire’s residents have benefited from the implementation of the programme and suggested that all forces nationally should look to follow South Yorkshire’s example of how GRIP funding has been used.
- I continued to develop and strengthen the South Yorkshire Violence Reduction Unit (VRU). (The addition GRIP funding mentioned above, was available only to those police forces with a Violence Reduction Unit.) There is more about the unit in the following page.

Violence Reduction Unit

The South Yorkshire Violence Reduction Unit (VRU) was established in September 2019 and continued its work during 2022/23 following a further successful bid for funding. This three-year funding deal saw the Unit receive £2.89m in 2022/23, to be followed by £2.16m and £2.14m in the following two years. The VRU takes a Public Health Approach to preventing and reducing violence in South Yorkshire. This means that the Unit plays a co-ordinating role, drawing together key partners and aiming to promote a whole-system approach. The Unit aims to understand the causes, and the causes of the causes of violence, and supports projects which aim to prevent violence before it happens, stop violence once it has started, and find a way out for those entrenched in violent behaviour. The Unit further aims to promote attitudinal change and alter the long-term societal norms and behaviours which contribute to violence in the first place.

Key Activities and achievements

During 2022/23 the Unit's achievements included:

- ✓ The management of two grant funding rounds, the Violence Reduction Fund, which focused on supporting young people and preventing them from becoming involved in violence, and the Violence Against Women and Girls Reduction Fund.
- ✓ Contribution to the inclusion of a Violence Reduction Action Plan within each of the four Community Safety Partnership's strategies. These plans address the priorities identified in the VRU's Area Profile and help ensure multi-agency commitment to reducing violence in local communities.
- ✓ Delivery of the Plan B Custody Navigator and A&E Navigator schemes, which offer people in police custody or at A&E for incidents relating to violence an opportunity to make positive changes in their lives.
- ✓ The delivery of Trauma Informed Training. This programme has trained staff who work with young people across South Yorkshire. The evidence shows many young people who get involved in violence and criminality have had adverse childhood experiences growing up, which has affected them and how they subsequently behave. The aim of this project is for all staff who work with young people to be 'trauma informed', and to include the possibility of childhood trauma when making assessments and engaging with young people.
- ✓ The launch of an Interactive Trauma Hotspot Heatmap. This was put together alongside researchers from Sheffield Hallam University, and maps trauma hotspots across South Yorkshire.
- ✓ Supporting South Yorkshire Police in its delivery of the GRIP programme, using Home Office funding to target violence hotspots.
- ✓ Holding several Violence Against Women and Girls engagement events with partners.
- ✓ Supporting Operation Sceptre, a national week of police action to tackle knife crime, which took place twice in 2022/23.
- ✓ Working with two creative campaign agencies to develop Violence Against Women and Girls communications campaigns, focused on positive male role models and behaviours. These campaigns will be launched in the 2023/24 financial year.
- ✓ The agreement of partners for the VRU Executive Board to become a Serious Violence Executive to oversee the responsibilities of the Serious Violence Duty (SVD)⁽¹⁾ introduced on partners in 2022/23. This allows the executive to direct the VRU's activities and performance in this area. The SVD partners have started work on a needs assessment to inform a new Serious Violence Strategy to be delivered in January 2024.

(1) In January 2023 the Government introduced a Serious Violence Duty placing a responsibility on key organisations – described as specified authorities – to work together to address and reduce serious violence.

Performance and Outcomes. South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP.

The coronavirus lockdowns and restrictions have impacted on levels of recorded crime and ASB, performance and outcomes. This needs to be taken into account when looking at decreases or increases in recorded incidents and crime.

➤ During 2022/23 compared to 2021/22

- Total recorded crime in South Yorkshire (excluding fraud) increased by 8% compared to a 5% increase across England and Wales ⁽¹⁾.
- The recorded level of residential burglary increased by 6% compared to no change across England and Wales. ⁽¹⁾
- Recorded levels of drug offences have decreased by -2% compared to -1% decrease in England and Wales ⁽¹⁾
- Recorded levels of Anti-social behaviour recorded by SYP have fallen by -8% ⁽²⁾.
- Total recorded knife crime increased by 4% ⁽¹⁾
- Recorded firearms offences (excluding air weapons) increased by 38% compared to an increase in England and Wales of 13%.
- Recorded levels of violence against the person crimes increased by 4%. There was a 1% increase in levels in England and Wales ⁽¹⁾.
- Recorded levels of vehicle offences have increased by 21%, compared to an increase of 13% in England and Wales ⁽¹⁾
- Recorded volumes of hate crime have risen by 4%. ⁽²⁾
- Adult re-offending has fallen by 1.7 percentage points. Juvenile re-offending has decreased by 2.6 points ⁽³⁾
- The percentage of victims of selected crimes who are satisfied with the overall service from the police saw no statistically significant change – 72% satisfied in 2022/23 compared to 74% satisfied in 2021/22 ⁽⁴⁾

➤ The South Yorkshire Violence Reduction Unit:

- Provided grants of more the £688,000 to 43 organisations across South Yorkshire supporting young people and preventing them becoming involved in violence and supporting woman and girls who were victims and survivors of violence.
- Used GRIP funding from the Home Office to allow an additional 260 days of police patrols to 7,726 hotspot areas of violence. Forty-nine arrests were made, and fifty-eight other offences identified. Ninety nine percent of the hotspot areas that were due to be visited were visited with 94% of those being patrolled twice each day in line with the programme aims.
- Has seen 28 organisations sign up to the Violence Against Women and Girls Partnership Statement of Intent launched during 2022/23 and which sets out a shared set of principles to tackle violence against women and girls in South Yorkshire.
- Engaged with 275 police custody detainees with the Plan B Custody Navigator Programme including 83 who continued to engage with the programme after release.
- Were able to accept 175 referrals onto the Accident and Emergency Navigator Programme – an increase of over 180% on the previous year

(1) Source: Office for National Statistics: Police Recorded Crime

(2) Source: South Yorkshire Police - South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP

(3) Source: Ministry of Justice proven re-offending statistics. (Comparing July 19 – June 20 cohort with July 20 to June 21 cohort - latest data as at April 2023.

(4) Source: SYP Victim Survey – samples views from vulnerable victims plus victims of burglary, hate crime and vehicle crime

Treating People Fairly

The fair treatment of individual residents and communities in South Yorkshire is essential to maintain the public's trust and confidence in the police and partner organisations. Whoever the police engage with, they should seek at all times to treat people with courtesy and respect. This includes understanding and addressing such issues as racial and cultural differences. SYP's workforce needs better representation of women and those from ethnic minority groups at all ranks and in all roles – something that has been a focus throughout 2022/23. South Yorkshire is a mix of communities – urban and rural, inner-city and suburban. All deserve a fair share of police resources. Focus for this priority during the year has been to not only make sure people are kept safe, but making sure people feel safe with the force focussing on how communities can feel reassured, especially in those places that are more remote or are smaller townships.

- Page 79
- ✓ I have continued to convene the Independent Ethics Panel (IEP) whose role is to contribute to the overall level of assurance around the ethical culture within South Yorkshire Police. The Panel provide specific assurance to me on equality and diversity and fair treatment issues.
 - ✓ The Panel's lead member profiles were refreshed during 2022/23 with lead member roles focussing on particular areas of work in more detail outside of the quarterly meetings. There are Lead Member roles for:
 - Stop and Search
 - Equality, Diversity, and Inclusion
 - Complaints and Professional Standards
 - ✓ The lead IEP member has continued to attend the external scrutiny panel for Stop and Search following its successful re-launch in late 2021/22 using body worn video to scrutinise stop and search encounters. IEP members have received updates on stop and search panel findings and assurances on the effective operation of the panel. The focus most recently has been on working towards a panel that is representative of South Yorkshire communities, particularly those who may be impacted most by stop and search.
 - ✓ The stop and search lead has also focussed attention on understanding further the issue of disproportionality. In particular through analysing data by age group (more 17-35 year olds are stopped than other groups) and by location to understand how these two aspects are impacting on disproportionality. The work to analysis location has been impacted by IT issues during 2022/23 but will be a continued focus into 2023/24.
 - ✓ The Chair of the IEP has helped support SYP's Use of Force lead in testing arrangements for the setting up of an external public scrutiny panel looking at use of force by officers – the Chair's experience of supporting SYP with the Stop and Search panel has been particularly beneficial.
 - ✓ During the year, the Panel leads have sought assurance from SYP on pro-active work being undertaken to improve representation from those whose ethnicity is other than white in the SYP workforce. Leads found some good examples of pro-active positive action to attract interest in a career in policing from under-represented groups including the provision of additional resource in this area to support the lead positive action officer. Whilst there are some signs that this work has increased the number of applications from ethnic minorities, this has still to translate into increased representation in the workforce overall. There is still more work to do and something that I will continue to focus on through the work of the Panel
 - ✓ The Panel agreed a culture work programme during 2022/23 which is a medium-term piece of work seeking assurance on the implementation in May 2022 of SYP's Values and Behaviours Framework. Panel members commenced work on the programme which has involved speaking to focus groups with the workforce, presentations from managers and testing out the culture as part of panel members' lead role work.

Key activities and achievements during 2022/23

- ✓ The Panel have also followed progress during 2022/23 of the implementation of SYP's Leadership Academy courses which launched in 2021/22 both in respect of their work on the culture of the organisation and also with a view to seeking assurance around increased leadership skills including supportive leaders within the force.
- ✓ To understand the issue of over-representation of some minority ethnic groups within the wider criminal justice system, I have continued the work of the group I set up as part of the Local Criminal Justice Board to consider the issue. The group includes representation from the police, CPS, the prisons, Youth Offending Teams and Probation who have continued work looking at understanding partner data in respect of the ethnicity of those in the criminal justice system and where the data show racial disparities, then looking at whether the disparity can be explained or if not, then committing to reforming. The group has also drafted a Statement of Intent currently being shared with communities for their input. Some partners have held listening events which will also feed into the work of the groups as they are held.
- ✓ I actively engaged with Sheffield's Race Equality Commission in their work to provide an independent strategic assessment of the nature, extent, causes and impacts of racism and race inequality within the city. The Commission put forward a number of actions under the heading of Proportionality and Equity in Crime and Justice which did dovetail with the work already being undertaken by my office and the Independent Ethics Panel. I continue to offer my support to the Commission as it moves forward with its work into 2023/24.
- ✓ I have led a partnership with the Probation Service which sees us continue to provide a Restorative Justice Service in South Yorkshire (£198,172). The Restorative Justice Service helps set up communication between those harmed by crime and those responsible for the harm. The aim is to give victims an opportunity to let those responsible know of the full impact of the offence. It also allows people committing offences the opportunity to take responsibility for their actions.
- ✓ I have continued to successfully run the Independent Custody Visitors scheme, by which random checks are made on the custody suites in South Yorkshire to ensure that detainees are being treated fairly and properly. As well as physical un-announced visits to custody suites, a desk top check of custody records has also taken place to supplement the visits.
- ✓ I have been able to recruit new Independent Custody Visitors as well as having the pleasure of awarding some long service certificates; 6 ICVs have been an ICV for over 5 years and one ICV has been in post for over 10 years. Five new custody visitors were welcomed onto the team during the year.
- ✓ Three training events and conferences took place to support custody visitors. This covered general awareness raising in relation to visitors' roles, the role of the Liaison and Diversion team in Custody and the Custody Navigator Scheme. Two training sessions have focused on Dignity in Custody which has covered Juveniles, Transgender people in custody and Physical Disabilities in custody.
- ✓ Regular meetings have been held between my office and the Chief Inspector for custody whereby any issues found as a result of custody checks and actions to address these are discussed and monitored. Issues raised and progress monitored as a result of visits and checks include, for juvenile detainees, a focus on more timely provision of appropriate adults and checks in place to ensure safeguarding referrals are made to partners where needed.

Engagement with South Yorkshire's Communities.

As the year has progressed, I have continued to return to face-to-face engagement with communities but have continued to utilise virtual meetings where necessary in order to meet with as many people and organisations as I can

During 2022/23 I have:

- ✓ Made better use of social media to share visits or events that I am attending but also to source new events and opportunities for me and my office to take part in and attend if possible.
- ✓ Established new community contacts and a new contacts tracker has been created and continually updated to collate details and share information at relevant periods throughout the year. For example, to publicise the precept and priorities survey.
- ✓ Continued to produce a weekly Blog to keep members of the public, partners, and communities up to date with how I have been carrying out my role. This has generated comments and questions from members of the public each week, allowing me another way of having regular and direct conversations with individual members of the public and community groups and has also led to follow up meetings and events.
- ✓ Consulted widely with the public during the latter half of 2022 to understand what was important and what the priorities were for residents and businesses of South Yorkshire. This also included gathering views on the level of council tax precept for 2023/24.
- ✓ Attended community, parish, and town council meetings as well those held by the 4 local authorities and public meetings to keep up to date with emerging themes and concerns.
- ✓ Met with representatives from hard-to-reach communities such as within local mosques, on occasion with Violence Reduction Unit colleagues. The aim is to continue developing these throughout 2023/24.
- ✓ Held a number of engagement stalls in communities, often alongside neighbourhood policing teams and voluntary groups, to speak to members of the public about the policing and crime issues that affect them in their areas.
- ✓ Undertaken re-active engagement following issues raised directly with me through correspondence or phone calls. These issues have been successfully resolved by joint working with other partners by undertaking visits with local neighbourhood policing teams.
- ✓ Attended Internal meetings such as the neighbourhoods board, together with OPCC officers supporting me, to share with the police the information and feedback that I get from my visits on the ground and seek assurances that the views of local people are being taken into account and issues dealt with.

In addition:

- ✓ I have received, analysed, and replied to correspondence from local residents and councillors to take account of the views expressed and issues raised and have taken issues up with SYP as appropriate. Themes from correspondence during the year tend to mirror topical issues at any particular time including national issues but have included delays in vetting and DBS checks, the off-road bike team and dangerous dogs.
- ✓ I also received compliments about SYP; typically, these are from people expressing gratitude for the support individual officers have given them.

The Commissioner's Community (POCA) Grants Scheme.

Community Grants of up to £10,000 are available to those community groups that can help me achieve the priorities set out in the Police and Crime Plan. The scheme sees money confiscated from criminals as part of the Proceeds of Crime Act (POCA), form part of the budget available for charities and organisations to apply for.

During 2022/23:

- ✓ I was able to allocate over £300,000 to community groups. Some of the grant allocations included:
- £10,000 to the Snowdrop Project to help provide a long-term holistic casework support programme for people who have been victims of modern slavery. Support in this area is normally only available on a short-term basis, so a long-term programme is essential. Support is provided on a one-to-one basis and includes advocacy as well as practical and emotional support for survivors. Caseworkers help create a plan for survivors to move forward. Whilst the success of the programme specific to this grant will be monitored during 2023/24, the casework already undertaken by the project shows that 49% of people worked with were able to enrol into education and 45% move into permanent housing.
 - £7,500 to Aspire Amateur Boxing Association in Sheffield to allow them to deliver 10 interactive workshops for young people as well as their parents over and above the usual boxing club activities. The workshops have used drama, spoken word artists and guest speakers and covered issues of Child Sexual Exploitation, County Lines and Knife Crime. Monitoring outcomes of the workshop has shown some extremely positive feedback from participants in respect of raising awareness and allowing further exploration of issues with young people and parents alike.
 - £4,000 to Healey City Farm in Sheffield to undertake weekend supervised activities for young people who are at risk of crime. The offer of activities can be targeted through local Police Community Support Officers who are able to identify local young people who are at risk and offer them alternative engagement activity through the weekend project. Other organisations can also refer onto the weekend project. Feedback from participants and their families has been monitored and has been very positive, especially around helping young people communicate more confidently about any particular issues they might be experiencing.
 - £10,000 Edlington Hilltop Associates in Doncaster to be able to continue and expand their work supporting women at risk of violence due to domestic abuse. The support focuses on wellbeing therapy sessions and on making the sessions as accessible to those needing them as possible. The funding was awarded late in the 2022/23 year and outcomes from the work will be monitored during 2023/24.
 - £9,990 to Angling For All in Barnsley to provide coached angling sessions as a diversionary activity for those at risk of offending or have been involved in criminal activity previously. Outcomes of the activity are being monitored during the next 12 months.
 - £10,000 to Active Regen Community Foundation in Rotherham to deliver activity group sessions to those people deemed high risk and vulnerable in Kimberworth and Dinnington. The sessions include physical as well as mental health activity sessions. The sessions also incorporate positive role modelling and mentoring not only by staff but also previous participants in the sessions/programme.

Performance and Outcomes - South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP.

Stop and Search

SYP’s stop and search activity during 2022/23 is shown in the table below. The table shows some disproportionality in the rate of stop and searches on people from minority ethnic groups with a slightly higher positive outcome rate. The Independent Ethics Panel have sought and continue to seek re-assurance around this as part of their work, looking particularly at how locations of searches and breakdown by age affects disproportionality. (See earlier in the report).

South Yorkshire April 2022 - March 2023 ⁽¹⁾ (Person searches only – self defined ethnicity)				
Ethnicity	No. of searches	% of searches	Rate per 1000 population*	% Positive outcome**
White	7040	64%	5.8	31%
Black	454	4%	13.4	36%
Asian	750	7%	9.5	32%
Other	135	1%	5.3	42%
Mixed	263	2%	8.6	40%
Not Stated	2309	22%	-	19%

*Rate per 1000 population is based on 2011 population census data. These are the latest official statistics available that break down the ethnicity of the UK population and so need to be used as a guide only as population demographics may have changed.

** A positive outcome includes outcomes such as arrest, warning, caution and summons/charge by post or penalty notice

Data Source:
 (1) SYP:
 Data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP
 (2) OPCC

SYP Workforce

✓ As of 31st March 2023, the percentage of SYP’s whole workforce from an ethnic minority background stood at 5.3%, this was a small increase on the figure as at the end of March 2022 of 5.0% ⁽¹⁾

During 2022/23 my engagement team and I have:

- ✓ Engaged with a total of 4,830 local people across 217 events between May 2022 and March 2023, including almost 500 people from minority ethnic communities.
- ✓ Collected and analysed the views of over 2800 people to understand their policing priorities and views on the level of Council Tax Precept in December 2022 ⁽²⁾
- ✓ Used the views collected to set the level of Council Tax Precept for 2022/23 and to determine the priorities and areas of focus for the 2022-2025 Police and Crime Plan “Safer Streets, More Police”.

In addition:

- ✓ I have received and responded to almost 1,452 pieces of correspondence giving me insight into current issues for residents. ⁽²⁾
- ✓ Under the new complaints review process, I received 175 requests for a review – a 27% increase on last year ⁽²⁾. This increase is allowing us to work closely with SYP in improving responses to complainants. ⁽²⁾
- ✓ Independent Custody Visitors undertook 83 visits to custody suites ⁽²⁾ and 8 visits to kennels ⁽²⁾ to check on animal welfare. There were 237 custody records checked ⁽²⁾

Page 6 of 6

The police service is just one part of a wider system bringing people to justice, known as the criminal justice system (CJS). As well as police, other organisations play their part – from prosecuting cases to providing a court venue for cases to be determined; from supporting victims and witnesses throughout the criminal justice journey to supervising offenders whilst serving their sentence. The role of the police is to investigate the crime, catch the offender and provide evidence for the Crown Prosecution Service (CPS). The CPS decides whether to prosecute the offender depending on the strength of the evidence and whether it is in the public interest. Sometimes, frustration with apparent lack of action is focussed on the police, or other agencies, when in fact it is a result of this very complex system. We must make the system as responsive as possible, therefore I support and chair a Local Criminal Justice Board (LCJB), which brings local criminal justice agencies together to work through those complexities to achieve common goals and priorities pertinent to South Yorkshire. The key objectives for the South Yorkshire LCJB are to help bring about:

- A service that supports victims and witnesses throughout the process.
- The rehabilitation of offenders, including young people, who commit crime, and the reduction of reoffending.
- A more efficient and integrated criminal justice system.

Shown below is some the work that has been undertaken by the South Yorkshire Local Criminal Justice Board during 2022/23.

During 2022/23:

Page 77

- The LCJB has continued to focus on victims and their experiences through the Criminal Justice System with two key pieces of work including:
- a continuation of work started last year tracking the journey through the criminal justice system (CJS) of victims of rape who reported to the Police during a period in April 2021. Phase 2 of the work is looking in depth at additional cases that have been charged with findings being used to improve the experience for victims and enhance the support available during their journey through the criminal justice system.
 - The convening of a Task and Finish Group with key people from all partners in the criminal justice system which has identified and will aim to address those things that victims tell us make it difficult for them to navigate the complex criminal justice system. Many victims don't always feel able to progress their cases fully and thereby fail to get the justice they may deserve. The group started work in 2022/23 and is hoping to finalise and make recommendations during the summer of 2023/24.
- ✓ As part of our prevention and early intervention approach to tackling crime, collaborative work has been done to introduce a Countywide Substance Misuse Conditional Caution.
 - ✓ With support from the LCJB partners, a countywide Community Sentence Treatment Requirements Service has been introduced – addressing Drug Alcohol and Mental Health treatment. To understand the impact of this new service, I have co-commissioned independent evaluation.
 - ✓ South Yorkshire LCJB's approach to using and presenting data from the new Criminal Justice Delivery Data dashboards has been seen as good practice and has been taken on and used in other parts of the country aimed at driving improvements in efficiency and effectiveness in relation to Adult Rape and All Crime. The data in the delivery dashboards are available to the public here: [Home - CJS Dashboard \(justice.gov.uk\)](https://www.justice.gov.uk/home-cjs-dashboard)
 - ✓ As part of the Government's Police and Crime Commissioner review, the South Yorkshire OPCC and LCJB helped in the development of national guidance in relation to PCCs role in convening LCJB partners. South Yorkshire's Identified good practice around offender management included promoting Community Payback and working together to co-commission services.
 - ✓ Setting up of partnership group to look at how the whole of the criminal justice system can better work together for women and girls in or at risk of entering the criminal Justice System (called The Whole System Approach). The group has defined a Blueprint of ambition for South Yorkshire and is working to implement the blueprint over the coming year.

Transparency, Scrutiny and Holding to Account

One of my key responsibilities is to make sure the police and partners are delivering against the priorities, objectives, and outcomes I have set out in the Police and Crime Plan. Some of the ways in which I do this are outlined below and more information is provided on my website <https://southyorkshire-pcc.gov.uk/>. In turn, I am held to account by the South Yorkshire Police and Crime Panel who I meet with regularly throughout the year.

The Police and Crime Panel for South Yorkshire

I am ultimately accountable to the public at the ballot box at Police and Crime Commissioner elections, held every four years.

During those four years, I am held to account by the Police and Crime Panel. Councillors from each of the four districts in South Yorkshire, plus independent members of the public.

It is the Panel's job to make sure I am making decisions in the best interest of the public, including decisions about what priorities are in the Police and Crime Plan, how much the policing precept in the Council Tax should be and the recruitment and dismissal of the Chief Constable.

I must report regularly to the Panel to account for the decisions I make, or to be questioned by them and members of the public.

During this last year, my officers and the Panel have continued to work closely together in the budget working group, where panel members gain further insight and understanding in respect of decision making and meeting priorities outside of the normal Panel meetings. My officers have also held induction sessions for members new to the Panel to help them gain an insight into the work of Police and Crime Commissioners and the office.

I would like to take this opportunity to thank the Panel for their continued help and support during 2022/23.

More information about the Panel can be found on their website at : <https://www.barnsley.gov.uk/services/south-yorkshire-governance/south-yorkshire-governance/south-yorkshire-police-and-crime-panel/>

Transparency, Scrutiny and Holding to Account

Arrangements	Purpose	Activity April 2022 to March 2023
Monthly Public Accountability Board meetings	An opportunity for the PCC and members of the public to question the Chief Constable and his team	12 meetings held
Joint Independent Audit Committee. (Meet quarterly)	Provides assurance to the PCC and Chief Constable on the effectiveness of the governance, risk management and internal control arrangements – exception reports to the Public Accountability Board meetings.	5 meetings, 1 workshop, and 1 induction session held
Independent Ethics Panel	Set up by the PCC and providing independent challenge and assurance around integrity, standards, and ethics of decision-making in policing	5 meetings held
One to one meeting with the Chief Constable	To ensure regular communication to discuss strategic matters and current issues.	Weekly meetings
Independent Custody Visiting Scheme	OPCC run scheme where volunteers visit unannounced to check that those being held in police custody are being treated properly. (Custody visitors also do animal welfare checks at police dog kennels.)	83 custody visits have been undertaken. 8 visits to kennels 237 custody logs scrutinised
Attendance at SYP performance meetings Including: • Force Performance Day (FPD). (Monthly) • District and other Quarterly Performance Review Meetings (QPR).	To understand and gain assurance in relation to work going on to meet the priorities of the Police and Crime Plan.	FPD – 12 attended QPR – 24 attended
Decision Log	In line with the Decision-Making Framework, decisions made by the PCC and the OPCC of significant public interest are published on the OPCC website.	53 decisions published
Dealing with complaints against the Chief Constable	The PCC is responsible for investigating complaints against the Chief Constable following statutory guidance.	There were no complaints against the current Chief Constable
PCC's Assurance Framework	The Assurance Framework includes the Joint Corporate Governance Framework and Holding to Account arrangements to make sure the PCC and Chief Constable conduct business in the right way, for the right reason, at the right time and in the best interests of the public.	

Finance and Resources

Financing the Police is a combination of grant funding received from central government plus additional funding raised locally through a policing precept on the Council Tax. When deciding on the level of precept, I am always acutely aware that South Yorkshire residents face difficulties in meeting the rising costs of day-to-day living, more so during 2022/23 with the cost-of-living pressures and rising levels of inflation. I am conscious that the precept is an added financial burden on them. I therefore consult as widely as possible on the level of any increase that I propose to make and any decision I make on increasing the precept must be agreed by the Police and Crime Panel who hold me to account.

Key activities & outcomes

- For 2022/23, the Police and Crime Panel supported my proposed annual increase in the policing element of the Council Tax (the precept) for 2022/23 of £10 for a Band D property, taking the precept to £223.04 for the year for a band D property. Over half the properties in South Yorkshire fall in band A. The £10 annual band D increase translated into a £6.78 annual increase for band A properties. The modest increase allowed the force to focus on focus on getting the basics right and building strong foundations after a period of substantial change over a sort period, whilst at the same time managing the largest change in officer numbers for several years.
- ✓ The national police officer uplift programme was implemented successfully in South Yorkshire, the total officer headcount rising to 3,113 as of 31 March 2023 compared against 2,477 when the Uplift Programme commenced. The force has exceeded the National Uplift Target (3,039 officers) and recruited sufficient officers to also cover precept commitments, which has required significant investment in supporting areas across the force.
- ✓ The in-year savings target was exceeded by £1.16m. Achieved savings of £2.92m against a target of £1.76m (£2.37m full year effect).

Finance and Resources

During 2022/23, the Government announced some additional funding which PCCs were able to bid for. This was in addition to a regular annual grant from the Ministry of Justice used to commission victim services. The OPCC's Partnership and Commissioning Team, working with many local partners saw the external funding, totalling over £1.7m, come into South Yorkshire. Information in the table below.

I would like to thank all those involved for all their hard work in securing these additional funds to help victims of crime in South Yorkshire.

Funder	Scheme	Amount	Aims and objectives of funding
Ministry of Justice (MoJ)	Core Grant	£1,780,452	Regular annual grant from MoJ to commission victim services in South Yorkshire. This also includes for 2022/23 an additional £142,169, which was distributed to five providers of DA/SV support services. The funding commitment for this and the next financial year has yet to be confirmed by the MoJ, however the PCC has committed to continue funding for 2023/24 and 2024/25.
Additional funding over and above the Core Grant secured during 2022/23			
Home Office	Safer Streets 4	£737,560	South Yorkshire PCC successful bid to the Home Office for funding for a project to reduce ASB in hotspot locations across Barnsley and Rotherham. This has seen significant investment in new CCTV cameras and systems in the identified areas and the conversion of a specialist CCTV vehicle that can respond to emerging issues and be used to improve safety at temporary community events. The project will also see two parks undergo improvements to lighting and CCTV coverage to help the public, particularly women, feel safer when walking after dark. The park works and some more CCTV installation will fall in the 2023-2024 financial year.

MoJ	National Independent Domestic Violence Advisers (IDVAs) and Independent Sexual Violence Advisers (ISVAs) Fund. Commenced 2020-21, combined with continued Critical Support fund 2022-23	£590,574	South Yorkshire PCC successfully bid to MoJ to increase the number of IDVA and ISVA's across the county. The bids centred around development of specialist posts that would support harder to reach victims and survivors. This grant includes multiple funding bids that have been successful since 2020 and have since been extended until 2024/25. This funding supported the recruitment of an additional 6 ISVA's and 3 CHISVA's and 9 IDVA's (Complex Needs, BAME, Children's, LGBT).
MoJ	Funding for additional IDVAs and ISVAs	£427,092	South Yorkshire PCC successful bid to MoJ to increase the number of IDVA and ISVA's across the county. The bid centred around development of specialist posts that would support harder to reach victims and survivors. The new posts will specialise in supporting victims/survivors that are BAME, Disabled, and Male, in addition to specialist's posts to engage and raise awareness within the Gypsy Roma Traveller community. Funding from this grant is also supporting victims/survivors of Operation Stovewoods National Crime Agency Investigation.
Home Office	Perpetrator Phase 4	£656,069	South Yorkshire PCC successful bid to Home Office. The funding is set to be delivered over two years and will support increasing and developing new schemes, such as behaviour change programmes that aim to improve victim safety and reduce the risk posed by abusers.
MoJ	Community-based services for victims of Domestic Abuse or Sexual Violence	£636,564	South Yorkshire PCC successful bid to MoJ. The funding has been distributed to nine local providers. Support includes counselling/therapeutic, DA Navigators, Outreach support, Children's Support Practitioners, IDVA's providing specialist support for male victims/survivors, older persons, children's, and Court based support.

Finance and Resources

2022/23 Summary

Income	£000
Core Government Grant	£93,248
Other Grant Income	£10,860
Police Grant	£123,718
Council Tax	£83,306
TOTAL	£311,132

Revenue Outturn	£000
OPCC	£ 1,851
Partnerships & Commissioning	£ 2,613
Capital Charges	£ 1,080
Delegated to Chief Constable	£297,824
Legacy Costs	£ 2,396
Reserves	£ 5,368
TOTAL	£311,132

Workforce	Full Time equivalent
OPCC	26.5
Violence Reduction Unit	6.5
Custody Visitor Volunteers	17
Police Officers	3,043
PCSOs	103
Police Staff	2,259
Special PCs	80
Cadets and Leaders	91
Volunteers	97
TOTAL	5723

How to Get Involved

Independent Custody Visitors

Independent Custody Visitors are volunteers who check on the treatment of people in police custody, the conditions in which they are held and ensure that their rights and entitlements are being observed.

A visitor will attend a custody suite a couple of times a month for up to two hours and report their findings back to the Office of the Police and Crime Commissioner. They work as part of a team and are always accompanied by a fellow Independent Custody Visitor.

Custody visitors must be over 18 years of age, and live or work in South Yorkshire. For those who wish to become a custody visitor, full training is given and reasonable out of pocket expenses paid.

For more information about the role and an application form see the OPCC website: <https://southyorkshire-pcc.gov.uk/get-involved/icvs/> or telephone the OPCC on 0114 296 4150

Public Questions at Public Accountability Board

The bi-monthly Public Accountability Board meeting is where the Police and Crime Commissioner seeks assurance from the Chief Constable and their team on progress by SYP in achieving the Police and Crime Plan Priorities. Members of the public are encouraged to ask questions at the meeting. More information about submitting a question can be found on the OPCC website [here](#) or by contacting the OPCC on 0114 296 4150.

Sign up for SYP Alerts

SYP Alerts offers information about local policing issues by text, email or voice message. Sign-up at www.sypalerts.co.uk

Independent Advisory Groups

The Independent Advisory Groups (IAGs) are a way for communities to work with South Yorkshire Police to help improve services. They advise on policing issues that may cause concern to local people and communities.

IAG members are volunteers from our communities and from various backgrounds who have an interest in policing and its effect on our communities and offer independent advice.

If you live within the South Yorkshire Police area, you are eligible to apply to become a member of an IAG. SYP are keen to expand membership of the IAGs and would like to hear from people from a variety of different backgrounds, gender, disability, age, race, religion/belief and sexual orientation. More information can be found on the SYP website: <https://www.southyorks.police.uk/find-out/independent-advisory-group-iag/>

Stop and Search External Scrutiny Panel

There are regular external scrutiny panel meetings looking at cases of Stop and Search, many through viewing actual body worn video recorded by police officers at the time. The external scrutiny panel is made up of members of the public who can feedback their thoughts on what they have seen directly to the SYP lead for Stop and Search so that the force can strive always to use best practice when using stop and search. If you would like to join the external scrutiny panel, please see the information on the SYP website: [Scrutiny Panel - SYP \(southyorks.police.uk\)](https://www.southyorks.police.uk/scrutiny-panel)

Special Constabulary

“Specials” are volunteer police officers who give some of their spare time in this way because they want to make a contribution to their communities. They are a vital part of the police service, working alongside regular officers to reduce crime and protect vulnerable people. Being a special constable is a way of developing new skills while serving the local community. If you are interested in becoming a special constable, please visit: <https://www.southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-special-constable/applying-to-be-a-special-constable/> for more information.

Police Support Volunteers

There are a number of volunteer roles within the police, such as Customer Satisfaction Volunteer, Rural Crime Volunteer or Digital Outreach Worker. Each role plays a vital part in supporting South Yorkshire Police and is a way of giving back to the community.

If you are interested in a Police Support Volunteer role, please visit: <https://southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-police-support-volunteer/> or call 01709 832353 and ask for the Police Support Volunteer Project Officer.

Police Cadets

South Yorkshire Police currently run a Cadet scheme where young people aged 15-17 volunteer to help their local community, find out more about how the police work and have the opportunity to work towards awards and qualifications. South Yorkshire Police Cadets have been involved in various aspects of policing such as participating in test purchase operations.

If you are interested in becoming a Police Cadet, please visit: <https://www.southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-cadet/>

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PUBLIC ACCOUNTABILITY BOARD

7 SEPTEMBER 2023

REPORT BY THE PCC'S CHIEF EXECUTIVE AND SOLICITOR

POLICE AND CRIME COMMISSIONER DECISIONS

1 Report Objectives

- 1.1 This Report is to provide the Public Accountability Board (PAB) with a record of key decisions taken by the Police and Crime Commissioner (PCC) outside of this Board since the last PAB meeting.

2 Recommendations

- 2.1 The Board is recommended to note the contents of the report and to comment upon any issues arising.

3 Background

- 3.1 The Police Reform and Social Responsibility Act 2011 sets out the functions and responsibilities of the PCC.
- 3.2 The Elected Local Policing Bodies (Specified Information) Order 2011 sets out the requirements of the PCC to publish information about decision-making.
- 3.3 The PCC has a Framework for decision-making by both the PCC and those exercising delegated authority on behalf of the PCC. It details the arrangements put in place to enable the PCC to make robust, well-informed and transparent decisions, and hold the Chief Constable to account.
- 3.4 Decisions taken by the PCC will primarily arise from discharging his statutory functions and are likely to include, but not be limited to, the following areas:
- Collaboration/partnerships
 - Strategic Direction
 - Governance, including policy
 - Budget setting
 - Commissioning
 - Capital programme spend
 - Asset requisition/disposal

4 DECISIONS

- 4.1 The PCC has made 21 decisions in 2023/24.

4.2 For the period 23 June 2023 (the date of the last report) to 23 August 2023 the PCC has made the following decisions to draw to the attention of the Public Accountability Board.

4.2.1 Ministry of Justice (MoJ) Core Uplift Funding

The PCC agreed to provide an uplift to the MoJ Core grant to support Domestic Abuse and Serious Violence services that the PCC had been unable to support from the core victims grant.

4.2.2 Proceeds of Crime Act Funding 2023/24

In February 2023, when the budget was set, the PCC's share of Proceeds to Crime Act (POCA) funding was estimated to be £106,000.

Current Force estimates are that POCA income will reach approximately £1m in 2023/24, with around £330,000 to be allocated to the PCC. This will be a significant increase on previous averages.

Given the current financial outlook, and the significant savings required to balance budgets in the medium term, discussions have been taken about the most efficient and effective use of this money.

The PCC agreed that the PCC's allocation from POCA be capped at £175,000 in 2023/24 in order that any additional funding can be used on an 'invest to save' basis by the SYP.

4.2.3 Violence Reduction Fund 2023-24

The PCC agreed to approve grants totalling £323,433 to organisations in South Yorkshire who support young people.

4.2.4 Research into Homelessness with South Yorkshire

The PCC agreed to contribute funding up to £5,000 towards a research project examining homelessness across South Yorkshire.

4.3 A log of PCC decisions can be found on the PCC's website at <https://southyorkshire-pcc.gov.uk/openness/publications/?search=&publication-type=decision-record&start-date=&end-date>. There are a number of PCC decisions which we are unable to publish for reasons such as, being commercially sensitive, operationally sensitive or, they involve ongoing criminal proceedings (this is not an exhaustive list).

Report Author: Sally Parkin
Designation: Governance and Compliance Manager, OPCC
Contact: sparkin@southyorkshire-pcc.gov.uk

PAB 3 Month Work Programme 2023/2024

Date of Meeting	Papers Required	Agenda Items / Reports	Author	Purpose/Comments
6 November 2023	26 October	Force Performance – Rotherham District Summary Update	SYP	Provide the PCC with an update on Doncaster District’s performance against Police and Crime Plan priorities.
		Force Performance Against the Police and Crime Plan (2023 - 2025) – Tackling Crime and Anti-Social Behaviour	SYP	Provide update to PCC re Force progress towards the priority Tackling Crime and Anti-Social Behaviour in the Police and Crime Plan.
		Force Quarterly Budget Monitoring Overview (Q2)	SYP	SYP’s financial position for (1 July to 30 Sept) Q2 2023/24
		Trust & Confidence	SYP	To include your voice counts and public engagement.
		PCC Decision	OPCC	Provide the Public Accountability Board (PAB) with a record of key decisions taken by the Police and Crime Commissioner (PCC) outside of this Board since the last PAB meeting
		IEP Assurance Report (18/9/23)	IEP	Provide an overview of the Panel’s areas of assurance reporting for PCC’s information / action
		JAC Assurance Report 27/9/23)	JAC	Provide an overview of the Committees areas of exception reporting for PCC’s information / action

PAB 3 Month Work Programme 2023/2024

Date of Meeting	Papers Required	Agenda Items / Reports	Author	Purpose/Comments
8 January 2024	22 December	Force Performance – Barnsley District Summary Update	SYP	Provide the PCC with an update on Barnsley District's performance against Police and Crime Plan priorities.
		Force Performance Against the Police and Crime Plan (2023 - 2025) – Protecting Vulnerable People	SYP	Provide update to PCC re Force progress towards the priority Protecting Vulnerable People in the Police and Crime Plan.
		PCC Decision	OPCC	Provide the Public Accountability Board (PAB) with a record of key decisions taken by the Police and Crime Commissioner (PCC) outside of this Board since the last PAB meeting
		JIAC Assurance Report (Meeting Date)	JIAC	Provide an overview of the Committees areas of exception reporting for PCC's information / action
		IEP Assurance Report (Meeting Date)	IEP	Provide an overview of the Panel's areas of exception reporting for PCC's information / action

Date of Meeting	Papers Required	Agenda Items / Reports	Author	Purpose/Comments
26 February 2024	15 February	Final precept recommendations and budget 2024/2025.	OPCC	PCC to formally agree the budget and council tax precept.