

# **SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER**

## **PUBLIC ACCOUNTABILITY BOARD**

**FRIDAY 14 OCTOBER 2022**

PRESENT: 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)  
L Poultney (Chief Constable, SYP)  
T Forber (Deputy Chief Constable, SYP)  
J Bland (Director of Resourcing, SYP)  
R Alton (Temporary Assistance Chief Constable, SYP)  
L Butterfield (Temporary Assistance Chief Constable, SYP)  
D Carrington, Chief Finance Officer  
B Kemp (Superintendent, Sheffield, SYP)  
I Proffitt (Chief Superintendent, Doncaster, SYP)  
G Jones (Head of VRU)  
S Wragg (Chair of the Joint Independent Audit Committee)  
M Lewis (Interim Chair of the Independent Ethics Panel)

APOLOGIES: C Goodwin, E Redfearn, K Wright, E Parkinson, D Hartley and A Fletcher.

### 1 **WELCOME AND APOLOGIES**

The Commissioner welcomed those who had attended the meeting, including Temporary Assistant Chief Constables L Butterfield and R Alton.

He informed the Board that this meeting brings together the September and October meetings. The September meeting had been cancelled because of the funeral of Queen Elizabeth II.

### 2 **FILMING NOTIFICATION**

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/](http://www.southyorkshire-pcc.gov.uk/)) where it can be viewed at a later date.

### 3 **ANNOUNCEMENTS**

There were no announcements.

### 4 **PUBLIC QUESTIONS**

There were no public questions.

### 5 **URGENT ITEMS**

There were no urgent items.

6 ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS

There were no items to be considered in the absence of the public and press.

7 DECLARATIONS OF INTEREST

There were no declarations of interest.

8 MINUTES OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 11 AUGUST 2022

The minutes of the meeting held on 11 August 2022 were agreed as an accurate record.

9 MATTERS ARISING/ACTIONS

There were no outstanding matters arising/actions.

10 SHEFFIELD DISTRICT SUMMARY UPDATE

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide a brief update in relation to local operationally based delivery of the Police and Crime Plan in Sheffield, in line with the Commissioner's reporting requirements.

The Commissioner informed the Board that he provides certain items which he would like covering in the report, but he did not want to dictate the full content of the report. He thanked B Kemp for mentioning the items that had been raised.

The Commissioner highlighted a piece of correspondence he had received from the Lord Mayor of Sheffield, Sioned-Mair Richards in relation to the Manor Castle and drug use in the amphitheatre. B Kemp confirmed that SYP had seen spikes of anti-social behaviour (ASB) in the area. SYP has been working closely with partners to address this. There are barriers around reporting incidents in a timely manner. Engagement with local communities has been taking place to address this and a WhatsApp group has also been established. CCTV is also in place.

The Commissioner enquired whether offences were being caused by local people. B Kemp confirmed that officers believe it is people travelling from other areas of Sheffield and beyond.

The Commissioner acknowledged that the 'Tramlines' event had gone well. B Kemp confirmed this was down to Chief Inspectors Ferguson and Bradley who had worked closely with Sheffield City Council (SCC).

The Commissioner highlighted the increase in demand and enquired whether there was a reason for this. B Kemp acknowledged that incident demand had increased through the summer months. This has been in part due to the number of events taking place. T Forber acknowledged the challenge over the summer and highlighted the 'Summer Surge' plans SYP had in place to address this. He highlighted how proud the Senior Command Team are of its officers.

The Chief Constable acknowledged the rise in demand and confirmed this was not just in Sheffield but was a national issue. The police service has seen its

highest number of 999 calls over the summer, not helped by the heatwave. There is always an increase in demand over the summer because people are off school and work. SYP has also had the fires this year which has added to the increase in demand. Demand has been artificially suppressed over the last couple of years because of the Covid-19 global pandemic.

The Commissioner referred to an article in The Star from a member of the public in relation to stabbings and muggings in the city centre. B Kemp confirmed that this issue was the focus of part of the night-time economy plan. It is a comprehensive plan with over 50 dedicated officers deployed on a Friday and Saturday night. This has resulted in a reduction in robberies. T Forber highlighted the investment in neighbourhood policing resulting in an increased visible police presence.

The Commissioner enquired about Sheffield's plan for dark nights. B Kemp confirmed that robust plans with partners are in place. Work is taking place with partners to put on diversionary activities. Each of the Safer Neighbourhood Teams has allocated staff to work on the plans.

The Commissioner enquired about the large shipping containers seen on Fargate. B Kemp confirmed that this was an SCC initiative with a commercial entity to regenerate the area. The initial plan was to have a safe space where vulnerable people could go and receive support. The plans for the safe space have been temporarily put on hold. The containers will go live later this month, but they are to be re-located. These are part of a longer-term plan involving outside eaters.

The Commissioner acknowledged the 62% positive outcome rate for stop and search in the city and enquired whether this was accurate. B Kemp confirmed that it was. SYP is proactive in targeting the city centre. A passive drugs dog is also used.

The Commissioner asked whether public engagement is undertaken by neighbourhood policing teams. B Kemp confirmed that it is neighbourhood police officers and PCSOs. He highlighted that 'one size does not fit all'. 'A brew with a bobby' works in some areas but not all. A range of measures are available, and these are being closely monitored.

The Commissioner enquired about interactive patrols. B Kemp informed the Board that officers post their route and telephone numbers online so that people can come and see them. This provides reassurance and has received good feedback.

The Commissioner asked if this also took place in Doncaster. I Proffitt informed the Board that officers in Doncaster also share where they will be patrolling, but this is limited to certain areas. Some areas in Doncaster are too large but, as officer numbers increase, this will become easier.

The Domestic Abuse (DA) pilot was highlighted. This has been approved by the Senior Command Team. The team will work with the DA investigation team to focus on an identified cohort of repeat DA victims and perpetrators who fall outside of existing processes.

The Commissioner acknowledged the higher than average workloads in Protecting Vulnerable People (PVP) and asked about the current position. B Kemp confirmed that Sheffield is starting to see an increase in specially trained

officers. This is an improving picture.

The Commissioner highlighted 'Operation Makesafe', where the Child Sexual Exploitation (CSE) team had visited and engaged with 17 local hotels. He enquired whether there were still hotels which take in refugees and, if so, whether they are included in Operation Makesafe. B Kemp said there are hotels which still take in refugees, but they are not included in Operation Makesafe. Operation Makesafe aims to educate staff to spot the signs of exploitation. The Chief Constable confirmed that protecting refugees is a different issue.

The Commissioner enquired whether the Neighbourhood Crime Investigation team was new. B Kemp confirmed that it was. This allows for continuity of investigations at key times.

Residential burglaries were highlighted. The Commissioner enquired whether SYP attended every burglary. B Kemp confirmed in the main they did. There are some exceptions. SYP's policy is that all residential properties are offered a home visit.

The Commissioner highlighted the low outcome rate for theft from motor vehicles and enquired why this was. B Kemp said that these are usually opportunistic crimes with limited forensic opportunities and low intelligence. SYP is adopting more of a problem-solving approach with partners by increasing the use of signs and CCTV. Improvements have been seen, but this remains a challenge.

M Buttery enquired SYP is being deluged by records from ring doorbells from members of the public trying to help. B Kemp confirmed that the use of ring doorbells and CCTV was not consistent and depended on the area. Sheffield district is working with the university on a piece of research, and this includes giving ring doorbells to people in some areas.

B Kemp highlighted technology that is available to enable members of the public to download CCTV. This can be uploaded to a link and sent to the relevant people in SYP. This is manageable and provides efficiencies.

The Commissioner highlighted the two young girls who had been exploited by an organised crime group (OCG). B Kemp highlighted that several OCGs had been removed from Sheffield. Young people are being used as a commodity and Sheffield district has a new team looking at this.

B Kemp highlighted that, within Sheffield and the wider force, there is a real focus on having a problem-solving approach, and this is starting to deliver.

The Chief Constable confirmed that problem-solving continues to be developed as an approach. SYP has won a national problem-solving award for Operation Grow at the Tilley Awards and has been put forward for the overall Tilley Award winner.

The Commissioner thanked B Kemp for his comprehensive answers.

## 11 DONCASTER DISTRICT SUMMARY UPDATE

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide a brief update in relation to local operationally based delivery of the Police and Crime Plan in Doncaster, in line with the

Commissioner's reporting requirements.

The Commissioner highlighted that, from 26 September 2022, Doncaster will see the first cohort of trainee officers fully signed off. He asked if this could be explained. I Proffitt informed the Board that previous training had involved more on the job learning. Now, because of the complexity of policing, the training programme has quite rightly changed. Trainee officers spend more time at university and come into force to do rotations in specific areas based on a scale of competency. Despite the challenges the training programme has brought, districts will now start to see an increase in officers.

The Commissioner noted that Doncaster, like Sheffield, had seen an increase in demand. I Proffitt confirmed that there had been an increase in demand in Doncaster, the force and regionally.

The Commissioner highlighted that the number of "active" and "unallocated" incidents had decreased in August 2022. He enquired what "active" and "unallocated" meant. "Active" is where an incident has been allocated to an available resource and "unallocated" is where a resource is not yet available. There has been a large volume where Doncaster has not been able to resource within normal response times.

It was acknowledged that there will always be times when there are not enough officers. Resourcing is not linear and there is an overlap of officers at peak demand.

The Commissioner highlighted that Doncaster's response time for priority incidents between June and August averaged at 1 hour and 15 minutes, whereas Sheffield's was 1 hour. I Proffitt acknowledged this and highlighted the size of Doncaster. Doncaster has a smaller population but is larger geographically. The road network is also difficult to negotiate. Doncaster's average response time to emergency incidents is 15 minutes. Doncaster hopes to improve on this.

The Commissioner commented that he was pleased to see information on culture. This is of interest to the Independent Ethics Panel (IEP) which is undertaking some working with SYP on this. He enquired what had been the findings from the culture and leadership workshops. I Proffitt highlighted the Values Framework and confirmed that this carries through to how SYP deals with the public. He confirmed that SYP has well motivated staff. SYP's workforce is becoming increasingly new, and it is important that SYP set the right culture. The service to the public is about putting the victim first.

I Proffitt highlighted the importance of sergeants.

Doncaster district is also looking at wellbeing. SYP need to look after its people to ensure SYP looks after the public.

The Commissioner enquired about the Central Assessment and Practice Education (CAPE) team. This is a dedicated team which helps to develop staff outside of an educational environment. The team assesses the work of staff and makes sure they achieve their core competencies.

T Forber confirmed that officers learn by doing the job whilst being supervised. There is a robust process before officers are deemed fully competent.

The Commissioner referred to the Domestic Abuse Risk Assessment Team and enquired whether the team is permanent or just for a short period of time. I

Proffitt informed the Board that the team had been established to respond to the demand over the summer. The team has now been disbanded, but this will continue to be monitored and will be put back in place if required. Doncaster still has an investigation team.

The Commissioner queried whether the increase was because of the change in definition of what constitutes DA. I Proffitt confirmed the increase was a combination of both, but the trend was more consistent with the time of year.

The Commissioner enquired if the Domestic Abuse Co-ordinator was specific to Doncaster. I Proffitt confirmed that it is. This will enable Doncaster district to increase its problem-solving approach.

Domestic Abuse Protection Orders (DVPO) breaches were highlighted. The Commissioner acknowledged the increase in breaches from 27 to 74 and enquired whether this was as a result of proactive work. I Proffitt confirmed that it was. He highlighted that DVPOs are a useful piece of legislation when there is insufficient evidence to charge a perpetrator and provide protection to a victim.

The Commissioner enquired about the volume of domestic abuse repeat offenders and victims where the prosecution is not supported by the victim. I Proffitt commented that a percentage rate was difficult. There are complex factors and reasons why victims will not support a prosecution. There are examples where cases are taken to the Crown Prosecution Service (CPS) despite victims not supporting a case. Evidence can include the use of body worn video, the initial response from the victim and evidence found at the scene. Successful cases are used to inform the workforce.

The Commissioner asked whether many victims ask about Clare's Law. SYP receives constant requests under the 'right to ask'. The 'right to know' requires officers to be more proactive. SYP do inform potential victims. L Butterfield confirmed there is a clear process in place to manage the application of Clare's Law.

M Buttery enquired whether the changes to the domestic abuse legislation, and resource implications, was included in SYP's horizon scanning. J Bland confirmed that this was discussed at SYP's Demand Board. DCC Forber added that such horizon scanning would also be done as part of the work of the new Futures Board and would feature in SYP's preparation of its Force Management Statement.

The Commissioner highlighted the review of Doncaster's structures to improve its response to CSE, CCE and County Lines. He enquired whether there would be a report. R Alton confirmed the review was coming to fruition and would be presented to the Tactical Change Board.

The Commissioner highlighted the 33% increase in recorded drug offences. I Proffitt confirmed this is positive and is a result of proactive activity.

Hate crime was highlighted. The Commissioner commented that a member of his office had attended the Hate Crime Scrutiny Panel and highlighted that a lot of the people reporting hate crime were under the age of 16. I Proffitt confirmed that this is a trend SYP recognises. There has been a drop in reporting over the summer and it is thought that this is because the schools are closed. A large amount of work has taken place with partners and schools to raise awareness

and educate young people.

I Proffitt highlighted the use of a dedicated database to manage missing from home episodes. The system ensures regular and thorough reviews by supervisors and senior management, dependent on the risk to the individual and prevailing circumstances. In Doncaster, there are currently three dedicated 'Missing from Home' Officers to support the Response function. A new team is under development which will see a three-fold increase of officers and will be led by a dedicated Sergeant. This team will provide a multi-agency problem solving approach and provide more resilience to tackle the volume of missing episodes and provide an improved quality of investigation from the outset.

## 12 FORCE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN 2021 - 2024 - TREATING PEOPLE FAIRLY

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on the progress against the 'Treating People Fairly' 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.

The Commissioner highlighted the percentage of Special Constables from an ethnic minority and enquired whether SYP knew why this was higher than for police officers, police staff and volunteers. T Forber highlighted that this is based on a small number of Special Constables they have, but this is being looked at.

Exit interviews was highlighted as an issue. The Commissioner enquired whether line management as a reason for leaving was disappointing. T Forber said it was concerning, but this is why SYP is investing in the Leadership Academy. Much of the training for sergeants disappeared during austerity and sergeants learnt how to supervise by peer observation. SYP has invested in the last 18 months to remedy this.

J Bland highlighted the proactive work that had taken place on exit interviews. Only a proportion of leavers choose to take an exit interview, but the information enables SYP to target specific areas, such as leadership.

The Commissioner highlighted the organisational culture and the work of the IEP. M Lewis acknowledged the investment in training. He highlighted the work the IEP had conducted in 2016, which had identified the difficulty sergeants and inspectors had in managing their own staff when dealing with a high workload. He confirmed that to hear that SYP is strengthening this is a mark of progress.

The Commissioner highlighted the sickness absence rate. This stops in June 2022 before the summer surge. T Forber confirmed that he was not aware of any issues after June. I Proffitt commented that short term sickness figures feel about right.

The Commissioner expressed concern about an exhausted workforce. T Forber acknowledged this. There has been very little breathing space for officers following the Covid-19 pandemic, but sickness is not a concern. He highlighted that, whilst the public will see the benefit from the increase in officers, so will colleagues.

Resource allocation was highlighted. The Chief Constable confirmed that the previous resource allocation formula relied more heavily on professional

judgement. Business Change and Innovation are currently looking at a more scientific based formula.

T Forber acknowledged that public perception is driven by visibility. SYP's professional judgement is that SYP would like more resources in PVP, but this is not seen by the public.

The Commissioner highlighted the reduction in the percentage of victims who reported being satisfied with the whole experience for ASB. T Forber acknowledged that this is disappointing because of the investment made in neighbourhood policing. This is being looked at.

The Violence Against Women and Girls (VAWG) Independent Advisory Group was highlighted. The Commissioner enquired whether any groups were not represented, for example elderly women. The Chief Constable confirmed that she is happy with the representation but acknowledged that age is interesting. This had not been flagged as a gap and people from community groups tended to be older, but this would be considered.

The Commissioner acknowledged that SYP is wanting to recruit more people from black communities and young people to the External Stop and Search Scrutiny Panel. He suggested that SYP take the Panel to where black communities and young people are, rather than expecting them to come to SYP.

T Forber confirmed that the use of body worn video and the administration around the stop and search forms are still gaps. SYP is working on addressing these.

**It was agreed that:**

- **SYP would consider the age group of representatives on the Violence Against Women and Girls**

## 13 LRF ACHIEVEMENTS

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on the South Yorkshire Local Resilience Forum (LRF) achievements in 2021/22.

L Lynskey informed the Board that LRFs are multiagency partnerships, aligned to policing areas, which bring together representatives from the local organisations needed to plan and prepare for major emergencies.

L Lynskey assured the Commissioner that South Yorkshire partners have seen a real benefit from the LRF.

An exercise that took place on Monday, 10 October 2022 involving police, ambulance and fire services, as well as 'specialist counter-terrorism resources' was highlighted. The exercise involved a cyber-attack, and it is thought that this is the first time this type of exercise has taken place. The exercise allowed SYP and the LRF to ensure they are as prepared as possible, should an incident occur.

T Forber confirmed that the exercise went well. Each partner had different objectives. The debriefing has now commenced.

The Commissioner commented that he had attended the exercise and had been intrigued by the use of drones. T Forber confirmed that SYP has invested in a

drone programme.

T Forber highlighted the support SYP received from the LRF during the flooding which was invaluable.

The Commissioner enquired whether a lot of desk top exercises take place. T Forber confirmed that they did.

14 TREATING PEOPLE FAIRLY: EQUALITY, DIVERSITY AND INCLUSION  
RESPONSE TO THE REPORT FROM SHEFFIELD'S RACE EQUALITY  
COMMISSIONER

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was:

- a) To provide a strategic overview of PCC/OPCC action in relation to the 'Treating People Fairly: Equality, Diversity and Inclusion' (EDI) element of the Police and Crime Plan; and
- b) To explain how the 'Proportionality and Equity in Crime and Justice' recommendation and actions, identified in the recent Sheffield Race Equality Commission report (as well other recommendations for those anchor institutions of which South Yorkshire Police (SYP) is one) fit within these existing plans.

M Buttery informed the Board that the report would have been timelier as it was planned to come in September, but for the cancellation of PAB.

The report sets out the statutory responsibilities of the Police and Crime Commissioner (PCC), the work the Office of the Police and Crime Commissioner (OPCC) and the work of the Independent Ethics Panel (IEP).

The work of the OPCC and IEP complements work needed in response to the Sheffield Race Equality Commission report published in June 2022.

M Buttery informed the Board that the current activity in the OPCC had started following the aftermath of the murder of George Floyd in the USA.

The Sheffield Race Equality Commission report included recommendations and actions for 'anchor institutions' cited in the report (of which SYP is one), and for others more widely including the PCC and the Violence Reduction Unit (VRU).

At the launch of the report there was mention that Sheffield City Council (SCC) would establish a 'Legacy Board'. The PCC has stated publicly that he is fully committed to supporting this.

The delay in establishing the 'Legacy Board' has not stopped the PCC, OPCC and SYP in progressing work they were already doing.

M Lewis confirmed that disproportionality runs through all the work of the IEP and highlighted the IEP's frustration with the outdated 2011 Census data.

M Lewis highlighted the External Stop and Search Scrutiny Panel. This does include some members from ethnic minorities, but not enough. There is a high level of awareness by SYP that the biggest challenge is involving people from ethnic minority backgrounds to ensure they are part of the solution.

## 15 STRATEGIC PLANNING UPDATE

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was to provide an overview of the Police and Crime Commissioner's (PCC's) annual strategic and financial planning process in relation to reviewing the Police and Crime Plan (2022-25) and setting a supporting budget and council tax precept for financial year 2023/24.

Each PCC has a statutory responsibility to issue a policing and crime plan to cover his/her term of office, which sets priorities for the local area. PCCs also hold the police fund and other grants from central government, and the PCC sets the policing element of the council tax precept for his/her area.

M Buttery highlighted the strategic and financial planning timetable which was agreed a few months' ago.

The PCC holds a monthly Planning & Efficiency Group (PEG) which oversees the strategic and financial planning process.

PEG is in two parts; the Office of the Police and Crime Commissioner (OPCC) PEG and PEG with SYP.

A number of products are requested from SYP based on policing need, current and future demand and what the public is telling them about the service requirement. A range of options are then presented to the PCC by the Chief Constable as to how SYP's planned expenditure will be kept within available resources.

M Buttery highlighted that the rising cost of living and economic situation is going to mean that budget-setting will be challenging this year.

The OPCC is preparing to consult with the public on the level of council tax precept they are willing to pay and the policing service they will receive in return.

The final precept proposal will then be presented to the Police and Crime Panel in February 2023.

The Commissioner highlighted the uncertainty around the policing settlement and other budget assumptions that have been made due to the changes in central government.

## 16 PCC DECISIONS

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was to provide the Board with a record of key decisions taken by the Commissioner outside of this Board since the last PAB meeting.

M Buttery highlighted that a number of decisions related to services to respond to sexual offences.

## 17 WORK PROGRAMME

M Buttery highlighted that there would be two Force Performance Reports at the November meeting because of the September meeting being cancelled.

HMICFRS is about to start a thematic inspection of Child Sexual Exploitation (CSE). The CSE Update is therefore being moved to March next year when SYP

will have the findings from the inspection and a chance to update on any activity to be undertaken as a result.

18 ANY OTHER BUSINESS - TO BE NOTIFIED AT THE BEGINNING OF THE MEETING

There were no items of any other business.

19 DATE AND TIME OF NEXT MEETING

Monday 7 November at 3pm at Carbrook House.

PCC signed 7 November 2022