

## INDEPENDENT ETHICS PANEL

13 NOVEMBER 2018

PRESENT: A Lockley (Chair)  
L Christon, Member  
M Ismail, Member  
M Lewis, Member  
DCC Roberts, SYP  
Insp S Mellors, SYP  
F Topliss, OPCC  
A Fletcher, SYP  
S Parkin, OPCC  
[REDACTED] OPCC

GUESTS Supt S Poolman  
Det S U Jennings  
PCC A Billings  
ACC T Forber

APOLOGIES: Supt S Hemsley and A Macaskill, Member

1 WELCOME AND APOLOGIES (10AM)

The Chair welcomed everyone to the meeting, including PCC Alan Billings and ACC Tim Forber. Introductions were made.

2 DECLARATIONS OF INTEREST (10AM)

There were no declarations of interest.

3 MINUTES OF MEETING HELD ON 11 SEPTEMBER 2018 (10.05AM)

The minutes of the meeting were agreed subject to the following amendment:-

Page 6, end of paragraph 9a, should read 'A Lockley queried if training had been given on sensory difficulties with people with autism'.

4 MATTERS ARISING (10.10AM)

The Panel gave consideration to matters arising from the previous meeting and the specific actions:-

Reference 128 DCC Roberts reported that there were no significant increase and suggested M Ismail meet with Insp Dave Struggles

Reference 133 DCC Roberts has passed on the Panel's view in relation to spit guards to colleagues in the Senior Leadership Team -  
DISCHARGE

- Reference 135      The extended use of spit guards has been reported in the press - DISCHARGE
- Reference 136      A Fletcher informed the Panel that an organisation called Sparkle deliver the training and that sensory difficulties associated with autism are covered in the training programme – DISCHARGE

5      WORK PROGRAMME (10.20)

The Panel discussed the work programme and in particular Stop and Search and the frequency the Panel receives an update. It was recommended annually but with any exceptions brought forward.

DCC Roberts proposed that a SPOC (single point of contact) would be invaluable to take a lead and be involved in meetings.

Following a discussion Michael Lewis was nominated as SPOC for the Panel.

**It was agreed:**

**M Lewis identified as SPOC on behalf of the Panel for Stop and Search.**

**To retain an annual update on Stop & Search, but with any exceptions brought forward.**

**M Lewis to meet with Chief Insp Chris Foster and Supt Una Jennings regarding Op Fortify.**

6      HATE CRIME UPDATE (COMMISSIONED WORK) (10.25)

Superintendent S Poolman, SYP Hate Crime Lead, presented a comprehensive update report. Hate crime is a subject which the Police and Crime Commissioner (PCC) has asked the IEP to consider in detail.

The key points were:-

Police forces continue to provide weekly data on hate crime to the National Community Tensions Team and receive weekly updates on the national picture. There has been a lot of progress nationally since July 2018. The Hate Crime Campaign Partner Pack has been sent to all local authorities in South Yorkshire (circulated at the meeting). There is a refreshed Action Against Hate; the Forces' Strategy will be refreshed in line with the national strategy with five key themes.

In July 2018, HMICFRS published its report 'Understanding the Difference' – the initial police response to hate crime.

These findings were based on data and document requests from all 43 forces in England and Wales. The report made a series of recommendations, which are

assigned to either the NPCC/College of Policing lead or Chief Constables to progress.

S Poolman provided an overview on the Forces' Self-Assessment against the HMICFRS Recommendations, focussing on the recommendations for Chief Constables.

#### Recommendation 6

There were inconsistencies in forces around flagging hate crime and recommendations were made to identify and flag hate crime. The Force has made massive strides and hate crime is reviewed monthly and the introduction of SmartContact will also greatly assist in identifying perceived hate crimes that may have formerly been missed.

#### Recommendations 7 and 8

These are connected, the process for repeat victims that is embedded in the Force systems. A crime is flagged and neighbourhood teams engage with repeat victims to put in place safeguarding and management of victims. The gap is when reports don't go through Atlas Court as they don't always assess using THRIVE, however, work is ongoing to instil it within other areas when reports are made.

#### Recommendation 9

In relation to recommendation 9, each case must be assessed on its own merits and satisfied that there is a multi-agency approach when necessary. The Force has an opt-out victim support scheme and therefore, all victims are referred to VSS (Victim Support Services).

#### Recommendation 12

More clarity may be required as to what they mean by recommendation 12 and their expectations. As most hate crime is spontaneous and not planned. This recommendation may be referring to intelligence gathering regarding those with extreme views, but this overlaps with Prevent.

#### Recommendation 15

The Force is one of the best forces for Victim Personal Statements and Community Impact Statements.

M Ismail asked what training package given to the Force and for members to have the opportunity to feed in.

S Poolman confirmed that training package used by the Force, is just being updated. The National Training package is to be launched in Sheffield on the 22 November and northern forces are invited.

The national product involves Jewish community, Tell Mama, Stonewall, Gallup etc. Following a discussion it was agreed that S Poolman would forward M Ismail training package and welcome any feedback.

M Ismail asked if the Hate Crime Strategy Action Plan could be highlighted to the IEP, where we stand and what progress has been made. S Poolman explained that this is ongoing work.

M Lewis enquired if the report to the IEP is evidence of embedding, relating to recommendation 6 and queried if this could be included.

The panel discussed flagging, S Poolman stated that it is not just the responsibility of call handlers to ask open ended question or for individuals to suggest, but also police officers when investigating to identify why they think a victim has been targeted as a hate crime.

The Chair suggested that along with the other two chairs of the IEPs in the Met and GMP to prepare a joint letter regarding the statistics relating to Hate Crime

Statistic noted but not discussed.

**It was agreed:**

**S Poolman to forward the training package to M Ismail and share feedback.**

**To add the IEP as part of the evidence under recommendation 6**

7 CHAIR'S REPORT (10.45)

The Chair reported that there is a meeting of the three Independent Ethics Panels Chairs' in the near future. He has also been copied into emails from the Police Ethics Network to come up with agreed definition of ethics in policing.

8 EQUALITY & DIVERSITY AND INCLUSION UPDATE (10.50AM)

S Mellors, Force Equality Lead, provided an update on Equality & Diversity and Inclusion. The purpose of the report was to provide an update on Employment Monitoring.

S Mellors informed the Panel that the workforce continues to decrease in size, with the reduction in the last 12 months occurring mostly amongst police officers and special constables. In contrast the volume of police staff has increased by almost 100 people and volunteers are also growing in number.

Police office recruitment was launched on the 13 September, application deadline having closed on the 17 September. It is anticipated that in next year will take on 200 plus police officers.

There is a small reduction in ethnic minority component of police staff, police officers remain same. LGBT and Disability show a slight increase and the number of females across the Force has increased.

In relation to staff grievances a recent peer review conducted by Barnsley Council, raised points on record keeping and timings of cases, there were six recommendations. The overall conclusion from the audit found that the guidance notes and processes in place to resolve informal and formal grievances meet the minimum ACAS requirements.

During the year to date, a total of 15 grievance complaints have been received, 5 are Terms & Conditions disputes and 5 are bullying related (no link to protected characteristics). Volunteer resolution officers are used to explore and identify if bullying had taken place.

Attrition rates within 2 years are remarkably low level. Over the last 2 years only 6 officers have left after their basic training period (nearly 6 months), all 6 are male, white and of British ethnicity. Those who leave within 2 years were a further 15 and are linked to district area posted to. There is no breakdown on voluntary/involuntary leaving figures.

M Lewis suggested to report into PAB as a 95% retention rate after 2 years rather than a negative.

9 IOPC COMPLAINTS HANDLING REPORT (11.15)

The Panel noted the report.

10 BODY WORN VIDEO UPDATE (11.25)

DCC Roberts informed the Panel that the Force is on track to implement fully Body Worn Video and the equipment will be used for future fracking protests.

11 SUPPORTING A POSITIVE CULTURE PROJECT (11.30)

The Chair informed the Panel that he has the draft report to view before being circulated to colleagues. There is a meeting scheduled with the Chief Constable and PCC on the 23 November to discuss the outcomes.

12 SECTION 60 OF THE CRIMINAL JUSTICE AND PUBLIC ORDER ACT 1994 (11.40)

DCC Roberts updated the Panel on the recent S60 application. The agreed protocol was implemented. A discussion followed and M Lewis acknowledged the capacity for things to get out of hand very quickly. Panel members praised the police and support given to their action on the day.

The Panel noted that there are ongoing tensions between communities.

13 CODE OF ETHICS UPDATE BY EXCEPTION (11.50)

The Panel noted the report.

14 IEP EXCEPTION REPORTING (11.55)

The following items are for inclusion in the next exception Report to be presented to PAB on the 18 December 2018:-

- Hate Crime response to HMICFRS report
- Reference to Evidence Based Investigation Tool – Presentation
- Artificial Intelligence and use of Technology

- Equality & Diversity and Inclusion Update

15 EVIDENCE BASED INVESTIGATION TOOL - EBIT (12.00)

Detective Superintendent, Una Jennings gave a presentation on Evidence Based Investigation Tool (EBIT).

The key areas were:-

- Current Process
- Understanding risk
- Prioritising resources
- Suspect management and results
- Investigation triage
- The new approach

EBIT is used to work out where investigations start.

There are currently 2349 outstanding suspects in South Yorkshire.

The EBIT methods help focus and guide the Force to the most harmful offenders, opportunities for reducing demand and indicative risk.

The suspect management looked at other forces, nationally and internationally and brought best together to trial in Sheffield.

There are a number of variables assessed to provide a RAG score and prioritise suspects. This can be overridden by officers so it is not purely computer based.

The number of outstanding suspects currently in Sheffield and Rotherham going down whereby Doncaster and Barnsley is rising. In Sheffield once implemented the prioritisation dashboard led to reduction in Sheffield, by week 9 the decline was 29% and no other factors were identified. Less than 9% of victims circulated as wanted on PNC, compared to 20-25% of other forces, in Sheffield now 22% circulated and impact has been gained.

The Initial findings:

- 3 dimensional view on risk
- A live time system – other forces interested
- Complete story
- Identifies most harmful
- Identified most prolific
- De-confliction

The CONNECT system allows intelligent data to be drawn out of the system whilst recognising the system provides issues for some users from front line staff.

There is no decision if this tool will be rolled out across other districts.

The largest growth areas for 4 offences identified. Analysts applied an algorithm to 300 cases and the growth areas represented 20% of demand. The algorithm informed officers that 75 of the 300 were not solvable.

M Lewis recognised that early indications are encouraging and asked why would it not be developed further?

ACC Forber stated that the Force doesn't want to be in the business of 'screening out crime' we want to be a proactive, preventative organisation. It is a helpful tool to identify vulnerability as well as investigative ability.

Following a discussion, the Panel are to review academic literature and ethical issues and feedback.

**It was agreed:**

**The Panel to review academic literature and ethical issues and feedback**

16 USE OF AUTOMATIC FACIAL AND FINGERPRINT RECOGNITION (12.20)

The Chair informed the Panel that West Yorkshire Police use an App for finger print recognition and that other forces are looking at it. It was reported in a news article as a Home Office trial.

A discussion followed regarding the use of artificial intelligence, police powers, individuals' rights and the use of technology to assist the police.

M Lewis said it would be useful to understand the legal framework around Artificial Facial Recognition and Fingerprint Recognition.

DCC Roberts explained this is an alternative to arrest, as you cannot take people's fingerprints on the street.

**It was agreed:**

**The Panel to work up paper in relation to principles on the use of artificial intelligence in policing in the future.**

17 ANY OTHER BUSINESS

M Ismail raised a recent accident that has affected the whole community and family have spoken to media about police.

M Ismail offered if anyone from force wants to convey condolences he will arrange. DCC Roberts thanked M Ismail and explained Family Liaison Officers are in touch with the family.

M Ismail requested if DCC Roberts would convey a message of condolences to the family from the Independent Ethics Panel.

18 DATE AND TIME OF NEXT MEETING

The next meeting of the Independent Ethics Panel will be held on 12 February 2019 at 10am, at the Office of the Police and Crime Commissioner, Carbrook Hall Road, Sheffield, S9 2EH.

CHAIR