

INDEPENDENT ETHICS PANEL

14 FEBRUARY 2017

PRESENT: A Lockley (Chair)
 L Christon, Member
 M Ismail, Member
 M Lewis, Member
 A Macaskill, Member
 A Billings, PCC (part)
 CC Watson, SYP (part)
 DCC Copley, SYP
 S Parkin, OPCC
 E Redfearn, OPCC
 S Hemsley, SYP
 S Mellors, SYP
 A Fletcher, SYP
 D Barraclough, SYP
 J Forrest, SYP (part)
 F Topliss, OPCC
 P Etheridge, SYP
 S Poolman, SYP (part)

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1 WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting and introductions were made. He explained that the PCC and the CC were attending to help the Panel review its work over the past year, and plan its work programme for the year ahead.

2 DECLARATIONS OF INTEREST

None.

3 IEP ANNUAL REVIEW AND FUTURE WORK PROGRAMME - VERBAL UPDATE

A Lockley presented the Independent Ethics Panel (IEP) Review of work during 2016; this document will form the basis of IEP Annual Report. He thanked S Parkin for the groundwork which she had done.

It was felt that it was a fair reflection of the Panel's work but looking ahead, members expressed concern about the workload of the Panel and suggested a deeper focus on a smaller number of issues during 2017.

A Macaskill felt that the Panel's work, as reflected in the Review, was not balanced. The Panel had put a lot of effort into one or two projects, but had spent a lot of time internally exploring information; as a result the Panel was at risk of becoming too involved in internal processes. A Macaskill suggested a more in-depth review of the Panel's priorities and future work programme. DCC Copley welcomed this approach and suggested the Panel focus on the ethical dilemmas dimension.

DCC Copley stated the challenge that Panel brings is invaluable and the feedback and support is vital in helping South Yorkshire Police make a difference.

All members felt it was a useful time to evaluate the Panel's priorities for the following year and reiterated the importance of being independent.

The final document will be published both internally and externally and M Ismail recommended the document is publicized, so that the community can see the work undertaken by the Panel.

The Commissioner said that the IEP Report made to the Public Accountability Board, should be moved up the agenda. The media and press attend these meetings and it was felt that this was an opportunity to raise the profile of the Panel's work.

The Commissioner said that he would welcome assurance from the Panel on:-

- SYP's use of force
- Diversity and Equality within the Force.

The Chief Constable circulated his 'Plan on a Page' at the meeting and provided a comprehensive explanation of how the plan will work. He identified a number of areas where ethical dilemmas will emerge in delivering the plan and sought the Panel's assistance in the following areas:

- Delivering excellent victim-led services (there are dilemmas in use of resources in the responses to different crime types and victims)
- Managing talent and valuing our people
- HMIC Legitimacy Inspection.

The Chief Constable mentioned that he would be looking to refresh SYP's values in the near future and asked for the Panel's support with this piece of work. It was noted that A Macaskill and M Ismail had already been identified to lead on this work. A discussion followed on the challenge of demonstrating the values.

A Macaskill referred to new recruits and mentioned that although Hillsborough and Orgreave occurred before the recruits' time, the burden is still felt within the organisation, and suggested that the Plan on a Page should reflect this in some way. The Chief Constable noted this comment.

M Ismail referred to the work that Commander Mak Chishty (Commander for Engagement in the Metropolitan Police) had undertaken since the mosque attack in Quebec. M Chishty has very strong links with all Muslim organisations and had visited Sheffield and recently Rotherham; Commander Chishty has developed some national strategy guidelines which the Force are fully committed to.

The Chair thanked both the Commissioner and the Chief Constable for their attendance and challenging contributions to the Panel's discussions about its future work.

4 IEP ANNUAL REPORT

Discussed under Item 3.

5 MINUTES OF MEETING HELD ON 29 NOVEMBER 2016

The minutes were accepted as an accurate record.

With reference to the Metropolitan Police Independent Ethics Panel, it was reported that the Mayor's Office were in the process of recruiting a Chair and Panel members.

6 MATTERS ARISING

Reference 25 S Parkin is in the process of acquiring CJSM secure email addresses for members.

Reference 58 Mechanisms for Discharging the PCC's Equality and Diversity Responsibilities - On today's agenda

Reference 60 L Christon to be kept informed of any suitable training available – ITEM DISCHARGED

Reference 68 Review of Governance – Update to be provided at the next meeting.

Reference 73 S Mellors reported that due to licence agreement restrictions and short timescales, the Situational Judgement Test previously discussed by the Panel, was not included on the 9 January 2017 recruitment process. However, an internal check on the test was undertaken and the Force felt that it was not a flawed product. ITEM DISCHARGED

Reference 75 A Lockley reported that the production of a Policing Protest Guide was being considered by the Independent Advisory Group for Policing Protests.

Reference 77 Members to decide on what aspects of Hate Crime should be put on the Panel's work programme - On today's agenda

Reference 78 A media statement to be prepared on how to report Hate Crime - A suitable date to be identified

Reference 80 Consideration to be given on how discussion of Body Worn Videos could be used to positively engage with communities - ACC Barber to provide an update at the next meeting.

7 WORK PROGRAMME

Discussed under Item 3.

8 COMMISSIONED WORK

8.1 HATE CRIME STRATEGY

T/Supt S Poolman provided an update in relation to Hate Crime and presented the Force's Hate Crime Strategy for 2016-2018.

S Poolman reported an increase in recorded hate crime of around 29% from 2014/15 – 2015/16. The expected increase for the current financial year is 54%. SYP was not an anomaly as hate crime is rising across the country. Some of this is likely to be due to a higher level of reporting and better crime recording. Hate crime is however believed to remain significantly under-reported and work is taking place to raise confidence amongst communities to report hate crime.

A Macaskill raised the issue that some people may not want to report a hate crime as they do not accept they have been a victim. People have a right to decide whether they feel victimised or not, but it is important to get the message out that Hate Crime (in the various different forms) is not tolerated.

L Christon referred to the low rate of outcomes, revealed by the figures, and asked for the reasons behind this. S Poolman reported that work is ongoing to try to address low outcomes and the Force is looking at how it can improve the satisfaction of victims with investigations.

The Force's Hate Crime Strategy referred to working with partners and communities to prevent hate crime. M Lewis referred to liaison with schools and received reassurance that this was a key piece of work of which the Panel will be kept informed through regular updates.

E Redfearn suggested everything is considered through the Plan on a Page. DCC Copley mentioned that the Force is working on key performance questions, and the quality of the answers to those questions will cut across the whole plan. The performance framework is not quite finished yet, but DCC Copley agreed to share this with the Panel as soon as it is ready.

S Poolman referred to the 'Hate Makes Me Feel' campaign which is being launched early next week and circulated a poster for Panel's information.

The Panel requested Hate Crime updates on a six monthly basis.

IT WAS AGREED THAT:

- **S Poolman to prepare a narrative report including comparative data for the September 2017 meeting.**

8.2 USE OF FORCE

Deferred until next meeting

9 STOP AND SEARCH

A report was submitted by J Forrest which updated the Panel on the use of Stop and Search within the South Yorkshire Policing area.

Ch Insp J Forrest reported that in November 2016 SYP was one of four forces who were non-compliant with a particular aspect of the Home Office's Best Use of Stop

and Search Scheme (BUSSS). The Force had addressed the issues and was now compliant.

The data from January 2016 to December 2016 showed a decrease of 44% in searches compared to the previous year, but 36% of stop searches resulted in further action (an increase of 33% from 2015). The Panel was encouraged by this rise in positive outcomes, which reflects the national strategic objective. However, black and other visible ethnic minority people are 3.4 times more likely to be stopped and searched than white people. SYP remains vigilant regarding disproportionality and 50 randomly selected searches are examined on a bi-monthly basis by a scrutiny panel. L Christon requested to attend a future scrutiny panel.

J Forrest reported that one stop and search complaint had been received during 2016.

M Ismail referred to a couple of incidents which occurred in the local community and asked about the strategy and approach to which officers adhere. L Christon had observed the training provided to new recruits and felt that it was a good training package.

The Panel requested an update in 12 months' time.

IT WAS AGREED THAT:

- **L Christon to be invited to attend the next scrutiny panel; and the Chair to consider further attendees.**
- **A Stop and Search update to be provided in February 2018.**

10 CHAIR'S REPORT - VERBAL UPDATE

There was nothing to report.

11 EQUALITY OBJECTIVES

S Mellors submitted the South Yorkshire Police Equality Objectives 2017-2018 report which outlined a number of options for the Panel's consideration.

South Yorkshire Police currently has 8 equality objectives in place and is required to publish these as part of its Equality, Diversity and Human Rights Strategy every four years; the strategy is now due for review. The IEP considered the following options: -

- a) Add no new objectives
- b) Review recording of hate crime and hate incidents
- c) Review diversity training
- d) Develop Positive Action activity to encourage greater representation of BME/VME and female candidates among recruit candidates, applications for promotion and reduce representation among leavers.

The Panel unanimously agreed on option D.

E Redfearn informed the Panel that ACO Watson was consulting on the workforce plan and she would feed the Panel's comments back.

S Mellors agreed to develop a form of words which supported the substitution of objectives which could be included in the report.

DCC Copley referred to an earlier conversation regarding hate crime, where it had been agreed that it was not just about recording properly but about testing whether the outcomes meet the victim's needs. It was suggested that a service user satisfaction survey may be beneficial.

The Panel also agreed another option: that the police staff associations should be empowered so that they are self-supporting. S Mellors to reflect this in the report.

S Mellors thanked the Panel for the helpful feedback.

IT WAS AGREED THAT:

- **S Mellors to progress Option D in the report.**
- **E Redfearn to feed the workforce planning comments to ACO Watson.**
- **S Mellors to add a paragraph in the report around supporting the substitution of objectives.**
- **S Mellors to reflect the comments on staff associations being self supporting in the report.**

12 INDEPENDENT ETHICS PANEL (IEP) COMMUNICATIONS STRATEGY

F Topliss submitted the IEP Communication Strategy report for comment. This had been revised in the light of earlier discussions.

The report outlines a number of channels that will be used to promote the work of the Panel within the Force and among members of the public; these include local media, social media, website and intranet to achieve the greatest coverage.

F Topliss suggested the Panel receives a narrative report on a quarterly basis incorporating the articles that have been released.

IT WAS AGREED THAT:

- **The IEP Communications Strategy is endorsed.**
- **F Topliss to prepare narrative reports on a quarterly basis.**

13 REPORT ON THE POST FOUNDATION COURSE FOR POLICE OFFICERS

M Lewis and L Christon submitted a report which was in two parts. The first part related to observations which had taken place with 16 Post-Foundation Course officers. The second part of the report related to a series of observations of initial training of recruits between October and December 2016.

M Lewis reported that as they became more familiar with the trainers, they began to share their thoughts and feelings and their perceptions and concerns around workforce culture.

L Christon highlighted that a number of new recruits had expressed concern that there was pressure from colleagues not to 'crime' incidents due to workload. L Christon and M Lewis suggested that building relationships with first line decision makers was the next step in the process. This would be a way of identifying if the training provided to new recruits around ethical issues, is followed through in the workplace whilst dealing with daily pressures and demands.

DCC Copley supported M Lewis and L Christon's approach, highlighting that this work would also reduce back file conversions and provide the Force with culture assessments.

S Hemsley agreed to work with M Lewis and L Christon on this piece of work.

IT WAS AGREED THAT:

- **M Lewis, L Christon and S Hemsley to progress the work with first line decision makers (Sergeants and Inspectors)**

14 DRAFT NATIONAL STRATEGY TO ADDRESS THE ISSUE OF POLICE OFFICERS AND STAFF WHO ABUSE THEIR POSITION FOR A SEXUAL PURPOSE OR TO PURSUE AN IMPROPER RELATIONSHIP (12.50PM)

P Etheridge presented and asked for feedback on the draft national strategy to address the issues of Police Officers and staff who abuse their position for a sexual purposes or to pursue an improper relationship emotional relationships. The CC is the national lead on counter-corruption for the NPCC.

Consultation on the documents will take place during March, with the final documents being taken to the Chiefs Council on the 27 March. The strategy will hopefully be approved as a National Strategy at that meeting.

A Macaskill agreed to collate the Panel's feedback and send a response to P Etheridge by the end of February.

IT WAS AGREED THAT:

- **A Macaskill to collate the Panel's feedback and send a response to P Etheridge by end of February.**

15 IEP EXCEPTION REPORTING

Exception reporting was discussed throughout the meeting.

16 ANY OTHER BUSINESS

D Barraclough referred to the SYP Whistleblowing policy which is currently under review by the Office of the Police and Crime Commissioner (OPCC).

N Guilding is leading this work and will be meeting with a member of the OPCC in the next few weeks.

IT WAS AGREED THAT:

- **Whistleblowing policy to be discussed at future meeting of the Panel.**

17 DATE AND TIME OF NEXT MEETING

The next meeting of the Independent Ethics Panel will be held on 18 April 2017 at 10am, Carbrook House, Carbrook Hall Road, Sheffield, S9 2EH.

CHAIR