

## INDEPENDENT ETHICS PANEL

18 APRIL 2017

PRESENT: A Lockley (Chair)  
L Christon, Member  
M Ismail, Member  
M Lewis, Member  
A Macaskill, Member  
D Barraclough SYP  
T Bullivant, SYP  
D Mayfield, SYP  
M Roberts, SYP  
S Hemsley, SYP  
S Mellors, SYP  
S Parkin, OPCC  
[REDACTED]

OBSERVER: A Knapton, HMIC

APOLOGIES: A Fletcher, SYP  
E Redfearn, OPCC

### 1 WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting and introductions were made. He welcomed DCC Mark Roberts to his first meeting.

An Inspection Officer from HMIC, Andy Knapton, attended the meeting as an observer.

### 2 DECLARATIONS OF INTEREST

There were no declarations of interest.

### 3 MINUTES OF MEETING HELD ON 14 FEBRUARY 2017

The minutes were accepted as an accurate record.

### 4 MATTERS ARISING

The panel gave consideration to the matters arising from the previous meeting and noted the following specific actions:-

**Reference 25** An alternative to the CJSM secure email system is now proposed, namely a Blackberry App, via IT support based at Barnsley.

**Reference 49** S Parkin and D Barraclough to finalise whistle-blowing policy; this will be brought to the next meeting.

**Reference 68** The ToR are to be reviewed and aligned to the new

- Reference 79** 'Holding to Account' arrangements following approval.  
**Reference 80** On today's Agenda.  
**Reference 82** R Odell to attend a future meeting to provide an update on BWV to the Panel.  
**Reference 83** Complete.  
An annual review of Stop and Search stats is to be added to the work programme. M Ismail gave a brief update in relation to two members of the public, who had been stopped and searched, who are to be invited to attend a scrutiny panel.

M Ismail provided an update on the work that Commander Mak Chishty has undertaken. He has co-ordinated a group of 15 Lead Imams and following the Westminster attacks the previous month, had held a teleconference. All the imams had expressed their condolences and solidarity with those affected. The group remains in contact and a number of events have been organised within the Muslim community and with other faiths. M Ismail had led the procession of non-Christian faith representatives at the Westminster Abbey service of commemoration for the victims of the attacks.

The Chair raised the Post Foundation Course for Police Officers and the work L Christon and M Lewis had undertaken in observing that, and also the training of police recruits. A number of issues had been highlighted during these observations which they were to discuss shortly with Supt Hemsley, including the cultural climate, the introduction of a Sergeant's Pledge and the Force Performance review.

**It was agreed:**

S Parkin to email the written report prepared by L Christon and M Lewis on the Post Foundation Course for Police Officers to DCC Mark Roberts.

5 WORK PROGRAMME

The current work programme is under review.

6 COMPLAINTS PERFORMANCE REPORT

D Mayfield presented a Force Overview of the performance of Professional Standards during 2016, focussing in turn on:

- Complaints Allegations
- Complainants
- Employees

broken down by district, specialist department and gender/ethnicity. He also provided an overview of Conduct and Corruption allegations and tabled a list of 5 'Lessons Learned' from matters dealt with by PSD in the last 3 months of 2016.

The Chair thanked DCI Mayfield for a detailed and enlightening presentation.

A Macaskill suggested that it would be useful to know how the complainant statistics correspond to the population of South Yorkshire. S Mellors informed the meeting that people have the right not to declare their ethnicity on the online Diversity Monitoring Form, which accompanies a complaint. The collection of ethnicity statistics could be improved by making its completion a mandatory field, although it would still be open to a complainant not to declare their ethnicity.

The Chair expressed the Panel's appreciation for the improvements in information provided on PSD's performance, which would enable the Panel to discharge its duty to give assurance to the PCC. However, he invited PSD, when preparing the next 6 monthly report for the Panel, to include a summary of headline figures, key trends, key actions taken, including successes, and comparison with most similar forces (msf), drawing attention to outliers and lessons learned.

**It was agreed:**

- a) To recommend the embedding of ethnicity as a mandatory field on SYP's Online Reporting system
- b) To invite PSD to include the additional information set out above in its next 6 monthly report to the Panel.

**7 USE OF FORCE**

A report was submitted to the Panel to provide an update on the Use of Force within South Yorkshire Police (SYP). The purpose of the report is to provide an overview and inform Members how the use of force is trained, recorded and monitored within SYP.

T Bullivant summarised key points and informed Members that SYP is compliant with the requirements of the new Home Office database which became mandatory on the 5 December 2016. Currently SYP cannot benchmark data with other forces, making it difficult to determine whether force was used proportionately or in a non-discriminatory way. As from July 2017 data will be available to enable benchmarking against other forces.

The data will be published as part of the Home Office Annual Data return in 2018, reporting on the use force nationally by all forces from April 2017 to March 2018.

Members discussed the use of force categories and the number of officers under investigation by Professional Standards.

M Lewis referred to the recording of use of force within custody suites. T Bullivant confirmed that under the new Home Office reporting criteria, if a detainee had to be restrained by (for example) four officers, all of them would be required to log the incident. The Panel expressed concern that this duplicate logging might give a misleading impression of the extent of the use of force by a force.

The Chair thanked T Bullivant for the report, and invited her to include in the next report, due to be presented at the September meeting of the Panel, information

relating to the use of force on vulnerable people (including the mentally ill) and BME citizens, and information about any learning points which have arisen.

8 MEDIA AND COMMUNICATIONS BRIEFING

A Media and Communications Briefing was submitted to the Panel to provide an update on the on activity around the work of the Panel over the last quarter.

9 IEP EXCEPTION REPORT

Exception reporting into (Public Accountability Board) PAB to be discussed outside of the meeting.

10 ANY OTHER BUSINESS

S Hemsley provided a brief update in relation to the implementation of an internal ethics panel. The draft terms of reference have been circulated and Julian Wright, Head of Legal Services, has agreed to Chair the meetings.

M Lewis gave apologies for the next meeting.

11 DATE AND TIME OF NEXT MEETING

The next meeting of the Independent Ethics Panel will be held on 20 June 2017 at 2pm, Office of the Police and Crime Commissioner, Carbrook Hall Road, Sheffield, S9 2EH.

CHAIR