

INDEPENDENT ETHICS PANEL

21 JUNE 2016

Office of the Police and Crime Commissioner,
Carbrook Hall Road, Carbrook, S9 2EG

PRESENT: A Lockley (Chair)
 L Christon, Member
 M Ismail, Member
 M Lewis, Member
 S Parkin, OPCC
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 D Jones, SYP
 A Fletcher, SYP

GUESTS: M Palin, SYP
 R Odell, SYP

APOLOGIES: S Hemsley, S Mellors, E Redfearn and A Macaskill

1 WELCOME

The Chair welcomed I/CC Jones to his first meeting of the Independent Ethics Panel. Introductions were made.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 HATE CRIME

A report of the Chief Constable was presented to the Panel regarding Hate Crime. DCI Palin explained the distinction between hate crime and hate incidents. Both are perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person's membership of a group; the difference is that the former constitutes a criminal offence.

The groups defined by the Home Office are race, religion, sexual orientation, disability and gender identity. The effectiveness of the investigation of hate incidents is limited by the lack of any criminal offence for which an outcome can be achieved.

The Home Office have requested that from April 2016 Forces on a voluntary basis break down the religion strand into 9 areas, this will become mandatory from April 2017. These areas are as follows:

- Christian
- Buddhist
- Hindu

- Jewish
- Muslim
- Sikh
- Other
- No Religion

SYP will be able to provide the data from April 2016. SYP records and investigates both hate crimes and hate incidents. Reported hate incidents have dropped since 2014/15 while hate crime has increased. Overall there has been an increase of 6% in reporting. To address perceived under-reporting, SYP has over 50 third party reporting centres and an online reporting facility. Each District has community engagement structures in place, and work is carried out alongside partners and support networks.

The legislation around hate crime is complex in nature. A discussion followed regarding the complexities of hate crimes, non-hate crimes and the difficulties surrounding classification of hate incidents.

M Ismail highlighted that Community Police Officers have been proactive in ensuring Sheffield mosques are safe during Ramadan, and the Muslim community is grateful. He also commented on a recent incident which occurred in Sheffield which DCI Palin agreed to look into. M Ismail also stated that in his opinion that people in Sheffield feel more confident in engaging with the police, but in Rotherham confidence in the police is still very low.

DCI Palin explained that work is ongoing to improve public confidence in SYP and specifically within the Rotherham community.

A short discussion followed concerning the number of cases which have gone to trial, success rates, differences between districts, police officer training, effectiveness of training and partnership structures.

It was agreed:

- a) DCI Palin to liaise with M Ismail outside of meeting to progress issue raised.**
- b) Future reporting of statistics to include a breakdown by South Yorkshire local authority areas**
- c) To receive a report in one year's time covering officer training, consultancy work and restorative justice.**

4 ACCESSIBILITY TO SYP SERVICES

A report of the Chief Constable was presented to the Panel to provide an update on how customers can access South Yorkshire Police now and in the future. I/CC Jones highlighted the number of dropped calls and the length of time taken to answer calls being the key issues with the current arrangements.

A discussion followed regarding the training and education programme for contact centre staff, outsourcing arrangements and whether the new system will facilitate contact by those with language difficulties.

Members probed the current arrangements whereby SYP takes out-of-hours calls for Sheffield City Council adult/children's social services and homelessness. How long is this agreement for? Is it only for Sheffield or is it being extended to the rest of the region? What training do contact centre staff receive? Do they make decisions about referring on to adult or children's services or are they just a call answering service, which then passes the matter on to an out-of-hours emergency team for social services?

It was agreed:

- a) **To request further details from T Potter in relation to adult/children's social services and homelessness calls**
- b) **To invite T/ACC J Harwin to the next meeting to report on the new system.**

5 MINUTES OF MEETING HELD ON 22 MARCH 2016

The minutes were accepted as an accurate record.

6 MATTERS ARISING / ACTION SCHEDULE

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

Reference 25 – Secure Portal for Members to be established on OPCC website.

Reference 34 – People Strategy refresh ongoing.

Reference 39 – Ongoing, date to be agreed with T Goodhill.

Reference 40 – Demonstration of new SYP website ongoing.

Reference 41 – No Amelix School tours scheduled to date.

Reference 46 – Inspector Khan is due to retire, the new force lead for Northamptonshire to be contacted in due course.

Reference 48 – Ongoing, A Lockley to liaise with F Topliss.

Reference 49 – Initial draft in progress.

Reference 50 – Ongoing, Lessons Learnt document to be circulated in due course.

Reference 52 – On Today's Agenda.

Reference 55 – Code of Ethics Action Plan/Assessment tool, deferred to September meeting.

Reference 56 – Discharged.

Reference 57 – This is been discussed in relation to all Governance meetings.

Reference 59 – Children & Young Persons Mental Health issues and Appropriate Adults, to be presented at September meeting.

Reference 60 – Mental Health and People in Custody with Mental Health Issues/Disabilities; L Christon to attend training event.

The remaining actions were discharged.

7 WORK PROGRAMME

Members agreed the work programme.

Members enquired if the PCC's Advisory Panel on Policing Protests was a sub-group of the IEP. S Parkin informed Members that it is a stand-alone Panel which has been established to work with SYP in the planning and learning stages of managing protest and marches.

8 DRAFT IEP ANNUAL REPORT

The Chair informed Members that the first draft of the Panel's first annual report had been circulated last night and he would be grateful for Members' comments back within the next 7 days. After that, he would ask S Parkin to review it prior to submission to the PCC.

A short discussion followed regarding the Public Accountability Board (formerly known as Governance Assurance Board) how South Yorkshire Police engage with the public and the scrutiny role of the Panel.

9 COMMISSIONED WORK

The Chair informed Members that this was to be a standing agenda item to enable any potential commissions for the Panel to be discussed.

I/CC Jones informed Members that SYP is entering a period of consolidation until the newly appointed Chief Constable commences in post. There is nothing to report at the moment.

10 CODE OF ETHICS

A report of the Chief Constable was presented to the Panel to provide an update on activity to embed the Code of Ethics within the Force. I/CC Jones gave a brief update on the activity undertaken.

The Panel was pleased that the peer-to-peer training has been 're-invigorated' and is progressing well, with 101 Champions now recruited. Members were invited to attend a Joint Leadership event for SYP and Humberside Police in September.

10.1 Feedback from Ethics Training

Two members of the Panel, M Lewis and L Christon, had attended day 2 and day 30 of the training for new Police Officer recruits to observe and provide feedback on the ethical content of the training programme.

L Christon conveyed that they appreciated the opportunity to attend and observe part of the training. The recruits were a mixed ability group, quite raw but keen to learn. The training for new recruits is extremely intensive, modular based in a classroom environment with continuous testing and a series of practical exercises. Panel members were impressed with the trainers and how they engaged and delivered the training.

A short discussion followed regarding the diversity of South Yorkshire, while the cohort had been predominately white.

M Lewis and L Christon concluded that they would like to attend the Hydro Day and to track the cohort to assess how valuable the training had been when operational in 6 months time. I/CC Jones stated that he could not foresee a problem as long as it was coordinated properly.

The Chair confirmed that written feedback had been provided by L Christon and M Lewis to Superintendent Hemsley and Sergeant Rodgers.

M Lewis and L Christon would like to convey their appreciation to everyone involved in the training.

It was agreed:

M Lewis and L Christon to forward their report to S Parkin along with their request to attend further training.

11 POLICE OFFICER RECRUITMENT

A report of the Chief Constable was presented to the Panel regarding Police Officer Recruitment 2016. I/CC Jones updated the Panel on the Recruitment and Selection programme which had commenced on 1 March, attracting over 3,000 applications.

It was noted that there are no partners involved with the process. The Chair commented on the low percentage of BME candidates relative to the ethnic diversity of South Yorkshire. Insp Mellors had offered to update the Panel with candidate progress by protected characteristics.

There was a discussion about sources of recruitment and how innovative the Force is in this regard. North Yorkshire force links in with the military, West Yorkshire force also do some further work.

M Lewis raised the issue of pre-recruitment opportunities, and queried if the Force is engaging with schools, younger BME children and improving their attitudes towards the Force.

A discussion followed regarding the three step process of application. Is there any unconscious bias in the recruitment process, perhaps in relation to the requirement to check three years of income, and vetting. Following the discussion A Fletcher confirmed that S Mellors will provide a further report for the next meeting.

It was agreed:

S Mellors to provide an updated report at the next meeting to be held on the 20 September 2016, covering the progress through recruitment of those with protected characteristics.

12 ISSUES ARISING FROM HILLSBOROUGH

I/CC Jones gave a verbal update on the Force's current position in respect of issues arising from Hillsborough. A short discussion followed regarding funding, resources and lessons learned.

13 BODY WORN VIDEOS

A report of a sub-group of the Panel, led by Prof Macaskill, was brought to the Panel. It had been tasked with exploring ethical issues related to the use of Body-Worn Video (BWV) in advance of their deployment by South Yorkshire Police.

Academic research and reports produced by other Police Forces were drawn upon for the report. Chief Supt Odell informed the Panel that the College of Policing guidance was very helpful and provided a national position.

The Panel discussed the key issues outlined in the report. Among these were battery lifetime, and the change to interviewing people on the street rather than in the cells. In relation to subsequent charge and prosecution, there might be issues about proving the integrity of the data/video, data storage and retrieval between SYP and the Crown Prosecution Service (CPS).

Chief Supt Odell explained that a valuable piece of preparatory work would be to gain public reaction on the use of BWV, and also to engage with SYP officers, using a focus group approach. This could be done in conjunction with the Office of the Police and Crime Commissioner prior to the new Chief Constable commencing in November.

No decision to deploy BWV had been taken by SYP. Members offered to assist with public engagement.

The Chair thanked Prof Macaskill and colleagues for their work on the report, and Ch Supt Odell for his assistance.

It was agreed:

To ask the OPCC to support SYP in consultations about the introduction of BWV, and to bring back the results of the consultation to a future meeting.

14 IEP EXCEPTION REPORT

The Chair informed the Panel that the next report for the PAB will cover Body Worn Videos, Police Office Recruitment, Ethics training and would highlight Hate Crime and SYP Accessibility.

15 ANY OTHER BUSINESS

There was no other business.

15.1 Independent Ethics Committees

Independent Ethics Committees Meeting notes, Tuesday 17 May 2016 held at the College of Policing, Ryton on Dunsmore, attached for information.

16 DATE AND TIME OF NEXT MEETING

20 September 2016, at 9.00am, Offices of the Police and Crime Commissioner, Carbrook Hall Road, Carbrook, Sheffield, S9 2EH.

CHAIR