

SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER

PUBLIC ACCOUNTABILITY BOARD

11 SEPTEMBER 2019

PRESENT: Dr Alan Billings (Police and Crime Commissioner),
Michelle Buttery (Chief Executive and Solicitor, OPCC),
Michael Clements (Chief Finance and Commissioning Officer, OPCC),
Tim Forber (Assistant Chief Constable, SYP),
David Hartley (Assistant Chief Constable, SYP),
Nigel Hiller (Director of Resources, SYP),
Fiona Topliss (Community Engagement & Communications Manager, OPCC),
Sally Parkin (Governance and Compliance Manager, OPCC),
Alison Fletcher (Office Manager, SYP),
Carrie Goodwin (Head of Corporate Communications, SYP),
Stuart Barton (Chief Superintendent Sheffield District, SYP),
Jayne Forrest (Chief Inspector, SYP)
Andrew Lockley (Chair, Independent Ethics Panel)
Stephen Wragg (Chair Elect, Joint Independent Audit Committee)

Apologies for absence were received from: Melvyn Lunn, Lauren Poultney, Erika Redfearn, Mark Roberts and Stephen Watson, S Abbott and P Wood.

1 WELCOME

The Commissioner welcomed those present at the meeting.

There were Councillors Nevett, Grocutt (members of the Police and Crime Panel) and Steinke, 3 members of the public and one member of the press present.

The Commissioner welcomed Stephen Wragg who is due to take over as Chair of Joint Independent Audit Committed from October.

2 FILMING NOTIFICATION

The Commissioner informed attendees that the meeting was not being filmed.

3 ANNOUNCEMENTS

The Commissioner highlighted the recently announced Spending Round. The Home Office settlement includes an increase of 6.3% to the Home Office's resource budget from 2019-20 to 2020-21. There will be an extra £750m for policing to begin delivery of the government's commitment to recruit 20,000 additional officers by 2023 (up to 6,000 officers are to be in place by the end of 2020-21). In addition,

the government is spending £45m in 2019-20 to start recruitment, bringing in up to 2,000 additional officers this year.

This is in addition to the uplift the Force had planned to increase officer numbers by 220 by 2024.

The Commissioner highlighted the challenges this brings around training, building and equipment.

The government is also looking for cashable savings.

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 10 JULY 2019

The minutes of the last meeting were agreed as an accurate record.

9 MATTERS ARISING/ACTIONS

365	<p>The OPCC would work with the Force to consider how seized cash might be re-invested in a way that is transparent to communities 26/03/19 - ongoing 30/04/19 – M Buttery confirmed she had a meeting arranged with T Forber to discuss maximising the opportunities for the Proceeds of Crime Act money. 21.08.19 M Buttery prepared a report for the Commissioner and shared with ACC Forber. Report to be submitted to the Planning and Efficiency Group (PEG). 23.08.19 Report agreed at PEG and a report prepared for the Police and Crime Panel on 02.09.19. 11.09.19 M Buttery confirmed that the Commissioner had approved a proposal to reinstate a ‘Proceeds of Crime’ community grants scheme funded from one third of the ‘incentivised fund’ received from the Home Office, with the</p>
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	remainder of Home Office funds being used by SYP for operational purposes aligned to the PCC's Police and Crime Plan priorities for South Yorkshire. In this way, community projects and initiatives will be directly funded by cash seized from criminals. DISCHARGED
371	The Force to provide a report at a future meeting on the work it is undertaking around wellbeing. 29/07/19 - Added to the work programme for September meeting. DISCHARGED
372	The Force to provide a report at a future meeting on drug use and the impact of diversionary activities. 29/07/19 - Added to the work programme for September meeting. DISCHARGED
373	The Force to provide an update at a future meeting on cybercrime. 05/08/19 - Added to the work programme for October meeting. DISCHARGED

10 PAB WORK PROGRAMME

The work programme was noted.

11 FORCE PERFORMANCE - 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 reporting requirements.

S Barton acknowledged the summer months have been a challenging period for both Sheffield officers and staff. High profile incidents involving fatalities and high risk persons missing from homes have been an unfortunate occurrence and without the centralised support from the Force's Major Crime Unit, some of the outcomes in locating these vulnerable people or bringing offenders to justice would not have been achieved.

Within the last six months Sheffield district have continued to expand their Neighbourhood Policing Teams and are committed to making Sheffield safe. They are working closely with the Force's Corporate Communications and the local press to promote the reality of policing Sheffield.

The Commissioner highlighted the regular two-hour online question and answer session mentioned in the report and enquired if this was going to be rolled out across South Yorkshire. D Hartley confirmed that Doncaster district had been the first to roll this out. The Commissioner enquired whether there were any plans to make the questions and answers available more widely. S Barton confirmed this was being looked at.

Sheffield has continued to deliver good operational performance and since the last Public Accountability Board has seen an increase in the number of Domestic Abuse arrests and seen a significant reduction in the number of residential burglaries.

The Commissioner enquired if residential burglaries are reducing across the county. T Forber confirmed that they had reduced across the county. S Barton highlighted that Sheffield still gets spikes but this is usually down to one individual and these stop once they are caught. He confirmed residential burglaries are still a concern for the public.

The Commissioner enquired whether the Force expected residential burglaries to increase once the light nights end. D Hartley confirmed that residential burglary is seasonal and the Deputy Chief Constable has asked for a Forcewide response to tackling burglary be put in place. The Force's 'Dark Nights' campaign will be part of this.

S Barton highlighted that the use of stop and search across Sheffield had seen an upward trend and positive outcomes continue at a stable rate.

The Commissioner enquired if there would be a point when positive outcomes would decline. S Barton acknowledged that there is a need to continue to monitor the outcomes. D Hartley confirmed the percentage of positive outcomes was fairly high at 30% and he would like to maintain this at 25-30% but this needs to be with full justification. The Force is still seeing far too many knife related crime and stop and search is a good deterrent.

A Lockley highlighted the existence of the Force stop and search scrutiny panels and confirmed the Independent Ethics Panel are working with the Force in this area.

D Hartley highlighted that at Force Performance Day the Force had mapped the locations of stop and search against high risk areas and these had matched perfectly. This confirmed that stop and search was not being exercised sporadically and is being undertaken with justification.

S Barton highlighted the good work being undertaken by the local Neighbourhood Policing Teams and confirmed he had four good Inspectors.

The Sheffield Central Neighbourhood Team are working with Operation Fortify to tackle drug related crime and supply of drugs within the area. A recent proactive operation saw significant arrests and seizure of drugs made.

M Buttery highlighted the Violence Reduction Unit (VRU) which is scaling up the work of Operation Fortify and building on the good foundations already in place in Sheffield. A progress report on the VRU is on the work programme for December.

The Commissioner confirmed the VRU was up and running and the first Executive Board meeting had been held with partners a couple of weeks ago. He highlighted that £1.6m is a lot of money to spend in a short time.

Officers are also working within Sheffield University campus and continue to support students and those studying within Sheffield.

The Commissioner enquired how many officers worked with the Universities. Two officers work fulltime.

The Commissioner enquired about illegal raves and highlighted that members of the public had contacted him about the lack of officer attendance. S Barton highlighted that illegal raves are not being reported until the early hours of the morning and this is the Force's busiest time, so responding can be difficult. The Force is working with Derbyshire Constabulary to learn from their experience and develop a standardised response.

In the North East of the city, work is taking place with staff and security at the Northern General Hospital to address high demand.

The Commissioner enquired how many officers were based in the Northern General Hospital. There is one officer based in the hospital. S Barton confirmed he did not want to commit any more resources at the moment. The hospital have responsibility for security and have their own security staff who should be addressing the issues.

S Barton highlighted the outstanding work and acts of bravery undertaken by officers and staff.

The Commissioner enquired about the Hate Crime Coordinator and asked if all districts had a coordinator.

S Barton confirmed that all districts do have such a role and that the coordinator contacted all victims of hate crime and was doing a great job.

The Commissioner highlighted the spike in hate crime following the Brexit referendum and enquired if the Force was preparing for Brexit. S Barton confirmed Brexit was now on their morning meeting agenda. T Forber confirmed that Chief Superintendent Green is the Force lead for Brexit and is currently looking at the impact of a general election. M Buttery confirmed the Local Criminal Justice Board is also considering the implications of Brexit.

S Barton confirmed the next steps as being to maintain current performance and preparation for 'Dark Nights' to ensure incidents seen on the streets of Darnall and Tinsley last year do not occur this year.

12 FORCE PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN 2017-2021 (RENEWED 2019) - PROTECTING VULNERABLE PEOPLE

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 protecting vulnerable people (PVP) priority of the Police and Crime Plan 2017-2021 in support of the Commissioner's overarching aim of South Yorkshire being a safe place in which to live, learn and work.

The report was split into the following themes: public contact; older people; mental health; domestic abuse; safeguarding referrals and rape and serious sexual offences.

T Forber highlighted the work taking place to analyse the management information underpinning Smart Contact. This may provide opportunities for additional ways the public can contact the police.

An inspection conducted in 2018/19 by HMICFRS and Her Majesty's Crown Prosecution Service Inspectorate highlighted the challenges faced by older people through fear of crime and the physical and mental challenges that can present in attending court to give evidence.

T Forber acknowledged that the focus on older missing people had not had the attention it should have. However, the Force is undertaking work to address this, including a series of workshops have been arranged for front line staff.

The Force runs and attends events linked to education and fraud aimed to support the education of older people on how to spot the signs of fraudsters.

The Commissioner confirmed he had attended a number of events at the Lifewise Centre. These were very good and well received.

In relation to mental health, T Forber confirmed that, from December 2017 to June 2019, despite there being an average of 87 adults each month detailed in South Yorkshire under Section 136, they have not taken one person to a police cell under the use of this power. This is because of good partnership working and the availability of appropriate accommodation.

The Commissioner enquired about the mental health support when members of the public ring Atlas Court. T Forber confirmed that staff at Atlas Court had access to mental health professionals who can access medical records and information.

The Force leads on Acute Behavioural Disturbance (ABD) with partners in the area.

The Force has secured partnership funding from the Integrated Care System (ICS) Suicide Prevention Steering Group (SPSG) to recruit a Suicide Prevention Project Support Officer. The role will include collation and analysis of suspected suicide data from across the county.

The Commissioner expressed surprise at the number of suicides and enquired if this is going up. T Forber believes it is, but data will be able to confirm this. The Commissioner enquired whether the data would include attempted suicides. T Forber confirmed that it would.

The Commissioner highlighted Operation Encompass which enables the police to share data with schools following a domestic abuse incident. The VRU is looking at adverse childhood experiences and it was agreed that a child who has witnessed domestic abuse in the home has experienced an adverse experience. T Forber emphasised the importance of the whole family approach.

The Force is currently evaluating a number of pilots in relation to Domestic Abuse investigations and the process teams. The findings of these pilots will enable improvements in the Force's service.

The Commissioner congratulated Superintendent Hemsley and two other officers on completing a University of Cambridge Masters Degree in Applied Criminology and Police Management.

Superintendent Hemsley's research focussed on a review of Domestic Violence Protection Notices (DVPN). Whilst a DVPN did not prevent the future pattern of offending behaviour, it did deliver an effective protective measure. The Force is now looking at how the process for obtaining a DVPN can be streamlined.

The Force has a Rape and Serious Sexual Offences (RASSO) gatekeeper who supports investigations and officers to deliver case files to the Crown Prosecution Service (CPS). In the last 12 months, all RASSO files have been sent through the RASSO gatekeeper for review.

The focus over the next 12-months includes:

- Continuing to deliver the mental health strategic plan working with partners to support the triage and provision for persons with mental health concerns who come into contact with the policing service;
- Continuing to improve domestic abuse safeguarding for victims including use of DVPNs/DVPOs and increasing awareness on the use of Clare's Law;
- Reviewing the processes and support in place for RASSO victims;
- Reviewing internal safeguarding referral process.

The Commissioner acknowledged the work South Yorkshire Police's Modern Slavery Team are doing to support The Clewer Initiative - a project to provide immediate support and care to victims of modern slavery.

The Commissioner suggested M Buttery contact the Reverend Joy French to establish if she would be interested in assisting with the work of the VRU.

The Commissioner congratulated The Force's Fortify team and Detective Constable Emma Shipley on being honoured with awards at the Cutler's Company Awards.

IT WAS AGREED THAT:

- **Suicide data, including attempted suicide, be provided to the PCC once the data had been collated**
- **M Buttery to contact Reverend Joy French to establish if she would be assisting with the work of the VRU**

13 FORCE PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN 2017-2021 (RENEWED 2019) - 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 2017-2021 in support of the Commissioner's overarching aim of South Yorkshire being a safe place in which to live, learn and work.

The Force is undertaking work to improve the Force's understanding of demand by taking into account workloads, sickness, overtime and vacancies.

This formula is reviewed each quarter by the Establishment and Deployment Board. Amongst other things, this Board looks at the allocation of student officers to ensure a fair distribution of officers. Doncaster has recently experienced more

leavers than expected. To counteract this, the Force has nine transferees starting in Doncaster and they have been allocated to Doncaster.

There will be 20 new starters next month and then either 20 or 40 officers each month moving forward.

The Force is keen to remove barriers or hindrance stressors which stop employees doing their job effectively and can quickly result in reduced motivation and disillusionment with the organisation. Innovation groups have been established in each district to take forward any ideas.

Future developments include delivery of the latest IT to support frontline officers such as personal issue laptop computers and an App to submit frustrations.

14 SYP BUDGET MONITORING OVERVIEW - JULY 2019

A report of the Chief Constable was presented to the Board. The purpose of the report was to inform the Public Accountability Board of the Force's projected outturn on its revenue and capital budgets as at 31 March 2020. It is based on an analysis of income and expenditure for the period 1 April 2019 to 31 March 2020 before accounting adjustments.

N Hiller highlighted that the report covered the period up to the end of July 2019.

The Force is currently projecting a £2.81m underspend, which is 1.09% of the total budget. Legacy costs are projected to spend to budget. The projected underspend has reduced by £0.25m since the previous month's projection of a £3.06m.

The majority of the underspend is as a result of police staff vacancies particularly in Atlas Court and as part of the Crime Review and as a result of surge funding.

The Commissioner confirmed Atlas Court was of particular interest.

T Forber highlighted that police staff are leaving to become police officers.

There have been £2.81m of revenue bids submitted and supported by the Force's Senior Command Team. This includes £1.27m of additional overtime bids submitted by districts and departments to meet service pressures. Bids have also been submitted and supported to boost the infrastructure required to support the increased recruitment of police officers. If all supported bids were to spend in full, this would utilise in full the current projected underspend.

The savings target for 2019/20 is £3.92m. Against this, £4.15m has been achieved.

15 WELLBEING OF SYP

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on the wellbeing agenda in South Yorkshire Police.

D Hartley highlighted that, in order to deliver an outstanding service to the communities of South Yorkshire, the Force is committed to improving the way it delivers support to its people.

J Forrest, the Force lead on wellbeing, highlighted, that nationally every two weeks a police officer takes his/her own life.

The Force re-commissioned the Durham staff survey earlier in the year. This showed that staff morale had improved but there are hindrances which stop them doing their job.

Below are some of the workstreams undertaken by the Force so far:

- Over 200 MIND trained Wellbeing Champions across the Force
- Invested in the Back Up Buddy App
- Wellbeing rooms across the Force
- Holds a biannual Wellbeing conferences
- Bespoke mindfulness input has been delivered by an expert consultant to Protecting Vulnerable People staff which is currently being evaluated before being rolled out to all staff

The Force is currently commissioning a further App which, via the new phone system, delivers live updates to staff and acts as a portable method of reporting hindrance blockers.

A HR data dashboard is currently being designed which will provide trends and triggers analysis.

A discussion took place around wellbeing rooms. T Forber highlighted the importance of officers having somewhere to go if they needed to take time out of work.

The Commissioner enquired about staff having access to canteen facilities. D Hartley confirmed that there are no canteen facilities at districts. T Forber highlighted that proper kitchen facilities are important. N Hiller confirmed that the Force is looking at joint canteen arrangements with the South Yorkshire Fire and Rescue Service.

M Buttery suggested that what appeared missing from the list of priorities creating an environment in which managers listen and have time to listen to staff. J Forrest confirmed the mindfulness training given to supervisors would address this.

D Hartley confirmed supervisors are the starting point, then the individual's own personal awareness. He would then like to bring in families because they are the ones who will be able to recognise changes in behaviour.

16 DRUGS UPDATE

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update to the Commissioner on progress against Drugs relating to the Tackling Crime and Anti-Social Behaviour priority of the Police and Crime Plan 2017-2021.

T Forber confirmed drugs is a big issue for the Force.

There has been little change in the nature of the drugs market over the last few years with the exception of Synthetic Cannabinoid Receptor Agonists (SCRAS) more commonly known as Spice. The offences have increased from 20 in 2017 to 136 in 2018.

Barnsley has seen the use of Spice reduced, although further analysis needs to be undertaken in relation to the reasons for this.

In the last year, 82% of the Force's Organised Crime Groups (OCGs) were linked to drugs-related activity, including the supply, cultivation and importation of drugs. The majority of drug supply within South Yorkshire is related to OCG activity.

County Lines is recognised as an emerging problem for all Forces, locally, regionally and nationally, with identified County Lines within the Force area. However, the extent in South Yorkshire is not the same as in more rural counties.

T Forber confirmed that some very young and vulnerable children are being groomed to carry packages.

The Commissioner queried whether we wanted to criminalise young people for this.

In 2018 there was a 10% increase in arrests for drugs related offence since 2017. This is a result of proactive policing and increased detection rates.

The Commissioner enquired if this had led to prosecutions. T Forber confirmed it had.

The Force has a dedicated Financial Crime Investigation Unit, which includes the targeting of drugs related crime through new and innovative methods in order to remove the proceeds of crime from organised criminals. This was supported through the recent restructure of crime capabilities in financial investigation and asset recovery functions in local policing.

The Commissioner confirmed this was important work.

17 PCC'S ANNUAL REPORT 2018/19

A report of the Commissioner's Chief Executive and Solicitor was presented to the Board. The purpose of the report was for the Board to receive and comment on the Commissioner's draft Annual Report.

The Commissioner's Annual Report had been presented to the Police and Crime Panel on 2 September 2019.

The Commissioner reminded colleagues that he had become Police and Crime Commissioner in the wake of the Jay Report on non-recent Child Sexual Exploitation (CSE) in Rotherham.

He highlighted that he had recently received an email from a survivor who was also a member of the Victims, Survivors and their Families Panel he set up to learn first hand about CSE. At one time she felt completely let down by the force, but wrote now to express her gratitude for the help she had received as her case (Operation

Clover), brought by South Yorkshire Police, came to court and resulted in her abuser being put away. She wrote:

"Throughout the investigation and the trials I was treated with empathy, respect and dignity, whether from a 101 call handler, a PC or a member of the Clover team themselves."

She is now a second year student at one of our local universities. He highlighted that this was a really encouraging email to receive.

18 PCC'S DECISIONS

The report was noted.

19 JIAC ANNUAL REPORT 2018/19

The report was noted.

20 IEP ANNUAL REPORT 2018/19

A Lockley introduced the Independent Ethics Panel's fourth Annual Report.

The Panel are developing the way the Panel do their work by introducing link members. Each of the five members will take a lead in a particular area. This started with Hate Crime and Stop and Search and further link members will take up their roles around Equality, Diversity and Inclusion, Complaints and Digital Policing in the coming months.

The Panel is developing a set of ethical principles for the Force to consider around digital policing.

A Lockley thanked Superintendent Shelley Hemsley, the Force's Ethics lead, for all her help and support and welcomed Detective Superintendent Barraclough who has taken over the role.

The Commissioner confirmed the Panel was right to focus on digital policing.

The Commissioner thanked A Lockley, M Lunn, all the members and Force colleagues who support both the Panel and also the Joint Independent Audit Committee.

A Lockley acknowledged the openness of the Force which is much appreciated.

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

None.

22 DATE AND TIME OF NEXT MEETING

7 October 2019 at 10.30am, Doncaster Council Chamber, Civic Office, Waterdale, Doncaster, DN1 3BU.

CHAIR

