SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER

PUBLIC ACCOUNTABILITY BOARD

10 MARCH 2020

PRESENT: Dr Alan Billings (Police and Crime Commissioner)
Michelle Buttery (Chief Executive and Solicitor, OPCC)
Michael Clements (Chief Finance and Commissioning Officer, OPCC)
Sally Parkin (Governance and Compliance Manager, OPCC)
Fiona Topliss (Community Engagement & Communications Manager, OPCC)
Sophie Abbott (Deputy Chief Finance Officer, OPCC)
Sharon Baldwin (Evaluation and Scrutiny Officer, OPCC),
Mark Roberts (Deputy Chief Constable, SYP)
David Hartley (Assistant Chief Constable, SYP)
Carrie Goodwin (Head of Corporate Communications, SYP)
Debbie Carrington (Head of Finance, SYP)
Una Jennings (Chief Superintendent, Rotherham District, SYP)
Stephen Chapman (Superintendent, Rotherham District, SYP)
Andrew Lockley (Chair of the Ethics Panel)
Steve Wragg (Chair of the Joint Independent Audit Committee)
Cllr Garry Weatherall (Sheffield City Council)

Apologies for absence were received from: Erika Redfearn, Kevin Wright, Stephen Watson, Tim Forber, Lauren Poultney, Nigel Hiller and Councillor Paul Wood

1 WELCOME AND APOLOGIES

The Commissioner welcomed those present at the meeting.

There were Councillor Short (members of the Police and Crime Panel), A Carter independent member of the Police and Crime Panel and three members of the press present.

2 FILMING NOTIFICATION

The Commissioner informed attendees that the meeting was being filmed and would be uploaded onto his website. By entering the meeting room, attendees are consenting to being filmed and to the possible use of those images and sound recordings for publication on our website and/or training purposes.

3 ANNOUNCEMENTS

The Commissioner asked D Hartley to provide an update on Coronavirus. D Hartley confirmed that the Government has identified three phases for Coronavirus; phase 1 - contain, phase 2 - delay and phase 3 - mitigate. Plans are currently in
place in line with phase 1. Phase 2 may involve schools being closed and meetings being cancelled. The Force will be involved in the management of this.

D Hartley confirmed that Gold meetings and Business Continuity meetings are taking place. The Force’s Business Continuity Plan has just been refreshed.

The Commissioner acknowledged the difficulty of planning for Coronavirus. D Hartley confirmed that the Force are aware of the critical areas and plans are in place should the Force lose 10%, 30% or 50% of the workforce. This would mean looking at skill sets and broader use of resources.

The Commissioner confirmed that this was M Clements last Public Accountability Board before he takes up the position of Chief Finance Officer for North Yorkshire Police. He thanked M Clements for all the work he had undertaken and wished him well for the future.

This would also have been N Hiller’s last Public Accountability Board and the Commissioner wished him well for the future.

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 are 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 7 FEBRUARY 2020

The minutes of the meeting of the Public Accountability Board held on 7 February 2020 were agreed as an accurate record.

9 MINUTES OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 25 FEBRUARY 2020

The minutes of the meeting of the Public Accountability Board held on 25 February 2020 were agreed as an accurate record.
10 MATTERS ARISING/_ACTIONS

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<tbody>
<tr>
<td>379</td>
<td>Police forces were being charged a court fee for applying for a Domestic Violence Protection Order was to be raised with Association of Police and Crime Commissioners (APCC). 10/03/20 – M Buttery confirmed this was being progressed by the APCC who is liaising with the National Police Chiefs Counsel (NPCC). This is now being progressed at the Management Board. DISCHARGED</td>
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<tr>
<td>384</td>
<td>S Morley would provide the stop and search positive outcomes comparisons for January. 10/03/20 – D Hartley confirmed there had been 713 incidents of stop and search in Doncaster between 1 April 2019 and 31 January 2020. Positive outcomes were slightly below the Force average of 20% at 16% (114 instances). DISCHARGED</td>
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<tr>
<td>385</td>
<td>A report around older victims of crime be brought to a Public Accountability Board in 6 to 12 months’ time. 24/02/20 – Added to the work programme for November 2020. DISCHARGED</td>
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<tr>
<td>386</td>
<td>A report on Stalking Protection Orders be brought to a Public Accountability Board in 12 months’ time. 24/02/20 – Added to the work programme for January 2021. DISCHARGED</td>
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11 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’ outcome 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.

D Hartley highlighted the increase in police officers numbers and the importance of distributing resources fairly across the county.

The Force continues to work towards understanding the demand profile to ensure that resourcing decisions are taken with the best available evidence. There is a governance structure in place to ensure resources are distributed fairly and proportionately.

M Roberts confirmed that he did not think any other force has the level of sophistication around demand profiling.

The Force is also considering the number and allocation of detectives. The Force has recruited civilian investigators and has an internal campaign to bring in more detectives.

D Hartley highlighted that the Force is currently rolling out the use of mobile devices and laptops to frontline officers. This will provide some opportunities for remote working which is timely with the possible impact of the Coronavirus.
The Commissioner highlighted the speed of technology and enquired if new recruits are more technologically aware. D Hartley confirmed that this was usually the case and it could be quite hard for officers who are not as technically minded to keep up. ‘Superusers’ across all frontline areas have been identified who will assist in the smooth transition and ensure users are alive to the ongoing benefits of the new systems.

D Hartley highlighted that, following a joint inspection by HMI Prisons and Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), the Force needs to improve the recording of detainee ethnicity information within the Custody recording system. A dashboard report has now been developed to ensure there is an increase in data capture. This is being monitored by the Diversity, Confidence and Equality Board chaired by the Chief Constable.

M Roberts highlighted that this allows the Force to identify any disproportionality and understand any trends in the data.

A Lockley commented that disproportionality is not well understood because of the out of date census data being used. It is believed that BAME figures for schools is much higher now than in the 2011 census data. This impacts on disproportionately figures in areas such as of arrests and stop and search. The Independent Ethics Panel (IEP) is currently looking at this. M Roberts confirmed this was an insightful piece of work being undertaken.

D Hartley highlighted that in relation to a workforce that is representative of South Yorkshire’s population, the Force is well placed around the proportion of female officers but more work needs to be undertaken around BME representation.

The Force acknowledged that recruitment was an opportunity. However, the Force recognised that the online tests impact unfavourably upon BME candidates. This will be considered at the next Diversity, Confidence and Equality Board.

A Lockley highlighted that the points he has made about disproportionality works both ways and recruitment data for BAME employees may be affected.

M Roberts confirmed that the Force is conscious of this and will try and get a cross section of communities.

In relation to fair treatment of staff, D Hartley highlighted the Equality Hub which brings together the strands of smaller equality groups from across the Force. There are currently ten internal associations involved within the Equality Hub, with additional representation from trade unions and the Police Federation, with patronage from ACC Poultney.

D Hartley highlighted the Force’s Fairness and Ethics Committee and the Innovation Station which enable staff to have their say.

D Hartley commented on the consistent level of victims satisfied with the overall service provided by the Force (75%). Attended incidents satisfaction is higher at 77% than non-attendance incident satisfaction which is at 73%. However, figures for January alone show that by April 2020 the Force is in line to achieve their 90% target for attended incidents.

Hate Crime recording has increased, however, satisfaction with the overall service has been inconsistent. Local hate crime coordinators are now contacting victims
and reviewing the feedback from any dissatisfaction with the service provided. Sergeants are also calling victims after 7 days to ensure that the investigation is being appropriately progressed.

In relation to a fair police complaints system the Force was graded as Good by HMICFRS in September 2019 for Legitimacy and Outstanding for how well the Force ensures its workforce behaves ethically and lawfully.

12 FORCE PERFORMANCE - ROTHERHAM 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 Rotherham, in line with the reporting requirements.

The Commissioner thanked U Jennings for the report.

The Commissioner acknowledged the reduction in time taken by Rotherham officers to attend emergency and priority incidents and enquired if this was being rolled out to all districts. U Jennings confirmed that this had been a real area of focus in Rotherham. Rotherham has introduced a 24/7 resource management sergeant who consistently tracks response times for both emergency and priority calls. This has resulted in response times being consistently below the average response time experience in other areas across the Force. U Jennings confirmed that this is sustainable. Officers from Rotherham are currently working with the Force Senior Command Team to roll this out across South Yorkshire.

The Commissioner enquired if this meant officers are driving faster. M Roberts said absolutely not and highlighted that this is about the effective management of resources.

The Commissioner highlighted Operation Shield which aims to target hardened address in potentially vulnerable areas and create a fear of committing crime in those localities amongst would be offenders. Community groups have commented favourably on the use of Smartwater and the Commissioner enquired if this was being rolled out everywhere. U Jennings confirmed that an evidence led approach is being used. This enables Smartwater to be rolled out in hotspot areas and areas where the council had identified homes which have the least security.

M Roberts confirmed that funding from the Commissioner had been used and work is now taking place to encourage other organisations to help fund this. Installing Smartwater costs less than replacing items that have been stolen or damaged.

The Commissioner enquired if the use of Smartwater had introduced displacement. U Jennings confirmed that Rotherham was not seeing this happen.

The Commissioner highlighted the £25,000 cash that had been recovered under Proceeds of Crime legislation and suggested this was quite low in comparison with other districts. U Jennings confirmed that Rotherham was the last district to recruit a financial investigator and she expected to see this grow over the coming months.

The Commissioner commented that he had attended the Safer Neighbourhood Service based at Riverside House and met the Mental Health Worker. He expressed concern that this was a short term contract. S Chapman confirmed that
the Rotherham Community Safety Partnership had now funded this post on a permanent basis.

The Commissioner acknowledged the reduction in demand from Rotherham District General Hospital. S Chapman confirmed this was as a result of a good working relationship with the hospital.

U Jennings highlighted the missing person’s policy which had been developed with hospital colleagues. This policy has resulted in a 20% reduction in the reports of missing people year on year and a 50% reduction year to date.

The Commissioner asked about the Community Action Partnership (CAP) meetings. S Chapman confirmed that there are 21 wards across the district, each of which have a monthly meeting. These meetings are non-prescriptive, chaired by local councillors or members and attended by Rotherham Metropolitan Borough Council (RMBC) neighbourhood officers and police officers / PCSOs. The meetings identify and address local priorities and receive and action local intelligence.

The Commissioner highlighted that members of the public understood that police officers could not always attend meetings but wanted to know when they would be attending. S Chapman confirmed that support from RMBC and the Force has been good.

U Jennings highlighted that she was working with some of the best and most hard working officers she had every worked with.

M Roberts highlighted the strong command team at Rotherham and acknowledged the outstanding leadership.

M Buttery commented that activity by the Office of the Police and Crime Commissioner (OPCC) could provide independent assurance that validates these comments.

13 PROJECT NOVA

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on Project Nova.

D Hartley highlighted that in July 2019, the Force reaffirmed its commitment to honour the Armed Forces community by signing the Armed Forces Covenant. To reinforce the covenant the Force re engaged with Project Nova who attended a total of 54 briefing sessions to uniformed police officers and Atlas Court staff. As a result, the Force has a better understanding of the veteran community and the potential risk and vulnerabilities that may exist. Staff are now able to provide improved and effective support to veterans in times of crime or crisis. Clear and effective lines of communication are in place to key partner organisations and the systems are already showing an increase in veteran referrals.

It is estimated that 11% of the population of South Yorkshire is a veteran or direct dependant equating to 150,000 people from the community.

In 2019, the total number of referrals to Project Nova from South Yorkshire Police totalled 179.
40 cases have been closed and 54 clients are currently engaged and receiving support.

M Roberts highlighted the importance of the project and confirmed this was something the Force should be proud of.

The Commissioner said that having worked with the armed forces at one time in his career he strongly supported Project Nova.

14 SERVICES FOR VICTIMS OF CRIME

A report of the Commissioner’s Chief Executive and Solicitor was presented to the Board. The purpose of the report was to provide an overview of the commissioning and assurance work carried out by the OPCC in support of victims of crime.

M Buttery highlighted that Section 1 of the Police Reform and Social Responsibilities Act 2011 requires Police and Crime Commissioners (PCCs) to secure the maintenance of an efficient and effective police force for their area. Police forces are key service providers and most of the policing and crime budget for an area is provided to the police force. PCCs have discretion to invest in crime and disorder reduction activities from their main police grant in respect of their responsibilities for community safety in their area. In addition, since October 2014, PCCs also have the responsibility for commissioning local victims’ services. PCCs receive grant funding from the Ministry of Justice (MoJ) to facilitate this.

In South Yorkshire the Commissioner consolidates the funding received from the MoJ Victims Fund, Home Office Early Intervention Youth Fund and additional funding from the Partnership and Commissioning Budget to create a ‘Victims of Crime Fund’. The total of this fund for 2019/20 was £2.9m.

The Commissioner uses this funding to commission a number of services to support victims including the Adult Sexual Assault Referral Centre Service and the Victim Support Service.

S Baldwin confirmed that in April 2019, the Local Criminal Justice Board (LCJB) in South Yorkshire commissioned an assurance assessment of criminal justice agency compliance with the Victims Code of Practice.

In May 2019, the MoJ requested all PCCs (and their offices) to work directly with LCJB partners to review compliance against five entitlements. From this work a number of suggested areas of focus were identified.

S Chapman confirmed that a lot of these areas of focus are already well underway including the use of scrutiny panels and focus groups to capture the view of victims and ensuring victims are aware of the self-referral route and the referral mechanisms illustrated in the victim booklet.

M Buttery confirmed that work is taking place with all criminal justice partners.

S Baldwin highlighted the impact this work is having on victim satisfaction figures. The Commissioner requested an update report in 6 months’ time.
IT WAS AGREED THAT:

- An update report on the key findings and suggested areas of focus relating to compliance against the Victims Code of Practice be presented to the Public Accountability Board in 6 months’ time

15 EFFECTIVENESS OF NEIGHBOURHOOD POLICING - RESULTS OF PUBLIC VIEWS

M Buttery provided a verbal update on the effectiveness of neighbourhood policing and resulting public views.

M Buttery highlighted that the Commissioner had asked for reality testing to be undertaken to provide him with some reassured that neighbourhood policing and problem solving is embedded across the Force.

Support was provided by Chief Superintendent Scott Green in relation to what the public expect from neighbourhood policing. This included visibility, accessibility and tackling crime and anti-social behaviour.

The work has been undertaken by the Commissioner’s assurance staff supported by his engagement team. Surveys are being undertaken face to face to target people who would not usually undertake a survey. The target number of surveys is 600 of which two thirds have now been completed.

Early findings are positive with members of the public seeing an improved presence.

An internal report will be available in April 2020.

16 PCC DECISIONS

The report was noted.

17 IEP EXCEPTION REPORT

A Lockley presented the Independent Ethics Panel’s (IEP) exception report.

A Lockley confirmed that some aspects of this report had already been discussed as part of other agenda items.

The Panel had undertaken work on monitoring complaints and in particularly the complaints reforms. The Panel was reassured to hear that there were no concerns at the current time. The IEP’s lead member on complaints intends to undertake dip sampling in both the Professional Standards Department and the OPCC.

The lead member for stop and search had asked the Panel to consider an issue for the Force’s Stop and Search Scrutiny Panel. The Force would like to show the Panel Body Worn Video recording of the stop and search. The IEP agreed that there were no fundamental ethical considerations but data protection issues are currently being considered.
M Roberts highlighted how well the IEP was working, in particularly the lead members.

The Commissioner enquired whether the IEP had representation from across all districts. A Lockley acknowledged that the geographical spread could be better.

OPCC DELIVERY PLAN 2020/2021

A report of the Commissioner’s Chief Executive and Solicitor was presented to the Board. The purpose of the report was to provide and seek Police and Crime Commissioner (PCC) approval of the OPCC Delivery Plan 2020 / 2021 in support of the Police and Crime Plan 2017-21 (Renewed 2019).

M Buttery referred to a copy of the plan on a page which has the Police and Crime Plan objectives at the top of the page. The Police and Crime Plan 2017-21 has not been refreshed as a result of the forthcoming PCC elections.

The blue section at the bottom of the Plan on a Page is what the OPCC will be delivering. This is supported by a high level narrative.

The high level narrative was circulated at the meeting.

M Buttery highlighted a number of activities to be undertaken including - refining the process for strategic planning (this is being looked at by the Chair of the Joint Independent Audit Committee (JIAC)); the PCC elections; and the Violence Reduction Unit.

M Buttery highlighted a useful meeting which had taken place with key officers, the PCC, Chief Constable and the chairs of the assurance panels. The outcome of this meeting is referenced in Section 2, number 8. JIAC will amongst other things focus on processes which enable the realisation of benefits and outcomes, including the return on investments and the delivery of savings plans. The IEP will look at the workforce mix and leadership culture of the Force.

Section 3 looks at delivering activity and commissioning services. Section 4 focuses on partnership working including bolstering the role of Community Safety Partnerships.

The final section is communications Included in this is meaningful reporting to the public through reports to the Police and Crime Panel.

M Buttery confirmed that a lot will depend on the outcome of the PCC elections.

FORCE DELIVERY PLAN 2020/2021

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update the Commissioner as to the Chief Constable’s plan to support the Police and Crime Plan 2017-21.

M Roberts confirmed that the Force recognises the Commissioner’s priorities and is conscious that there are a number of plans in place. The Force’s Plan on a Page sets out how it will deliver the Commissioner’s Police and Crime Plan.
The Force has an effective and comprehensive Performance Management Framework to support the Plan on a Page and deliver the Police and Crime Plan.

The monthly Force Performance Day focusses on strategic delivery of the Performance Management Framework, and local accountability sits within the district and departmental Quarterly Performance Reviews.

M Roberts highlighted that the Force would be focusing on key deliverables including response times and domestic abuse. The Force is also preparing for the uplift in police officer numbers and expects there to be a greater steer from government around this.

The Commissioner enquired if there was any danger that the Home Office would start to set targets. M Roberts confirmed that this would be a matter for the Home Office but whatever the requirements are the Force would deliver against them whilst delivering a good service to the public.

A Lockley confirmed that this had been discussed during the meeting with the Commissioner, Chief Constable and key officers from the Force and OPCC and this was something the IEP would be considering.

M Roberts highlighted Appendix 2 - HMICFRS Integrated PEEL Assessment 2018/19 which shows that the Force are now good or outstanding. One area has not been inspected - How effective are the force’s specialist capabilities? M Roberts confirmed that he was disappointed not to be inspected as the Force had managed to retain its capability in this area.

M Roberts commented that he hoped the report provided assurance to the Commissioner that the Force has clear arrangements in place to deliver performance against his Police and Crime Plan priorities.

20  PAB WORK PROGRAMME

The work programme was noted.

21  ANY OTHER BUSINESS

There was no any other business.

22  DATE AND TIME OF NEXT MEETING

7 April 2020 at 10am, at Barnsley Town Hall, Church Street, Barnsley S70 2TA.

CHAIR