

# Public Document Pack



3 July 2020

To: Members of the Public Accountability Board

This matter is being dealt with by: [REDACTED] Direct Line: [REDACTED]  
email: [REDACTED]

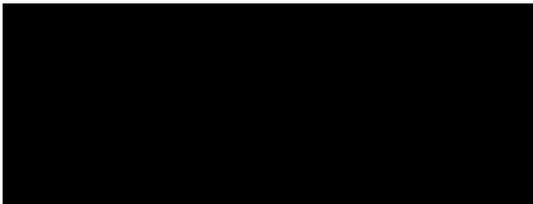
Dear Colleague

## **Public Accountability Board**

The next meeting of the Public Accountability Board will be held on **Tuesday 7th July, 2020** at **10.00 am** via video/telephone conferencing.

Please find attached a supplementary agenda item.

Yours sincerely



E Redfearn  
Office of the Police and Crime Commissioner

Enc.



**PUBLIC ACCOUNTABILITY BOARD**

**TUESDAY 7TH JULY, 2020, 10.00 AM**

**OFFICE OF THE POLICE AND CRIME COMMISSIONER, 5 CARBROOK HALL  
ROAD, CARBROOK, SHEFFIELD, S9 2EH**

**AGENDA**

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## Independent Ethics Panel Exception Report

Exception Report	Report Author
Independent Ethics Panel	Chair of the Independent Ethics Panel
	Date of the Report
	3 July 2020

<b>Urgent:</b>	<b>No</b>
<b>Security Classification</b>	<b>Official</b>

### Exceptions

The Independent Ethics panel (IEP) assists the Commissioner in understanding the progress being made in delivering the 'Fair Treatment' strategic priority of his Police and Crime Plan. The Panel last met on 30 June 2020.

#### Reports to the Independent Ethics Panel – exceptions for noting

##### 1. Discrimination and disproportionality

- 1.1 Discrimination and disproportionality are areas the Commissioner has asked the IEP to look at, long before the shocking death of George Floyd and the concerns that has raised around racism more generally in the UK.
- 1.2 At this meeting, the Commissioner asked the IEP to focus anew on the following key areas and what can be done to make a difference:
  - Unconscious bias - 'institutional racism' as opposed to deliberate racism.
  - Disproportionality statistics – concerns around comparing the current measurement of police encounters with ethnic minorities against the historic statistics for ethnicity in the Census of 2011. The Panel has highlighted that more recent statistics relating to the ethnic minority communities in South Yorkshire show an increase compared with the 2011 census data.
  - Diversity - The 2021 Census will make any disproportionality (e.g in stop and search) look lower if, as suspected, the Census shows a growth in the proportion of ethnic minorities in the UK. But it will show the reverse (i.e greater disproportionality) in relation to diversity in the Force

## **Independent Ethics Panel Exception Report**

### **2 Use of Force**

- 2.1 The Panel received a report from Supt Simon Wanless (Use of Force Lead) containing statistical information on Use of Force for the period 1 September 2019 to 31 March 2020 (Qs 3 & 4). The total number of reports submitted by officers for this period was 3542 for 2012 people.
- 2.2 The Panel noted that in Rotherham a significantly lower number of reports had been submitted, than in other boroughs. This is well under half of the next lowest borough - Barnsley). The Force is looking into this.
- 2.3 The Panel noted that about 12% of reports of use of force were in relation to BAME subjects, which is similar to the proportion of BAME citizens in SY at the last census. While that overall figure does not show disproportionality, it may be of interest that 62% of the reports were in relation to use of force against the 18-35 age group.
- 2.4 Where a member of the public is severely injured as a result of police contact, the incident is referred to the Independent Office for Police Conduct. There were 8 of these in this seven month period. 14 officers suffered severe injuries during police contact in the same period; this is a concerning figure.
- 2.5 The statistics reported to the Panel are not broken down by nature of force used. The Panel asked for this to be provided in future reports, acknowledging that there is particular concern about the use of Tasers, and that in the past SYP has not been an outlier. Those statistics are published quarterly on SYP's website.
- 2.6 The Panel recommended that a member be appointed as Use of Force lead.

### **3 Hate Crime Update**

- 3.1 Chief Superintendent S Poolman, SYP's Hate Crime Lead, presented an update. Between April 2019 and March 2020, hate crime has increased by 7% and non-crime by 14%. This increase is attributable to a consistently higher number of reports between August 2019 and March 2020 when compared to the previous year – the same period as Brexit negotiations, the UK's exit from the EU and the pandemic.
- 3.2 In Q4, there was a 15% increase in hate crime reports when compared to the same quarter last year, with both Doncaster and Rotherham seeing a spike in January 2020. A spike in race hate crimes reported in March 2020, coincided with the declaration of the global pandemic and national emergency. Sheffield saw a 27% increase in Q4 compared to the same quarter last year.

## **Independent Ethics Panel Exception Report**

- 3.3 Sexual orientation hate crime has seen a 25% increase on the previous period and now accounts for 17% of reported hate crime, which is higher than the national average of 14%. The increase in reporting is believed to be at least partly the result of SYP's increased engagement with the LGBT+ communities.
- 3.4 The Panel also noted a 39% increase over the previous period for disability-related hate crime which accounted for 11% of reported hate crime - again higher than the national average of 8%.
- 3.5 The Panel queried a 25% reduction in religion/faith-related crime but was reassured that dip-sampling regularly takes place to ensure that the 'religion' aggravating factor is not missed. In 74% of cases, the perceived religion is Muslim. Further engagement is taking place with religious establishments to ensure that religious hate crime is reported and accurately recorded and to encourage them to sign up as a third party reporting centre. Nevertheless, South Yorkshire was below the average of its Most Similar Force (MSF) for racially/religiously aggravated offences during 2019.
- 3.6 The Panel welcomed a 25% increase in hate crime victim satisfaction, shown since February 2020, following measures taken to improve contact.
- 3.7 It is too early to draw conclusions for the period since 1 April, and in particular since the murder of George Floyd, but there is an indication that peaks in volume of reports appear to have occurred at weekends when protests have taken place.

### **4 Equality, Diversity and Inclusion**

- 4.1 P Bradley, the IEP's lead member for non-race related hate crime and equality, diversity and inclusion provided an update on the action he had undertaken since the last meeting, and on the work the Force had done in this area. The Panel noted that the Force had recognised the need to move outwards from diversity to focus on the need for an inclusive environment.
- 4.2 The Panel agreed that:
- it should identify and review qualitative and quantitative measures of inclusion to build a nuanced understanding of the progress towards inclusion in SYP,
  - it should receive regular report on how many exit interviews are completed, and the findings of these interviews,
  - P Bradley should report to the Panel in due course on the Force's positive action strategy, to move from diversity to inclusion.

## Independent Ethics Panel Exception Report

4.4 However, the Panel continues to be concerned about the number of VME and BAME people being recruited to SYP - particularly when this is measured against data more recent than the 2011 census - and the reduction in the number of BAME officers at Sergeant level. The Panel agreed that P Bradley should meet an informal group of Black Officers to hear about their experiences in the Force.

### **5 Stop and Search**

5.1 The Panel received an update from M Lewis, the IEP's lead member for Stop and Search. There has been a 40% increase in the number of stop and searches during April and May. These were primarily in relation to drugs offences and offensive weapons. Positive outcomes remain stable at around 20%, despite the substantial increase in Stop and Search.

5.3 The Panel noted that disproportionality continues to be a concern but, as previously mentioned, current statistics for ethnicity are being compared with the historic statistics for ethnicity in the Census of 2011.

5.4 There has been no use of the enhanced stop and search powers available to the police under s60 Criminal Justice and Public Order Act 1994 in the last 4 months. The Panel acknowledged that this is a power used more sparingly in South Yorkshire than in some other forces.

5.5 The Panel offered for a sub-group to act as a Stop and Search Scrutiny Panel on a temporary basis, the existing panels having been unable to continue scrutiny of a sample of cases, as a result of the Covid-19 pandemic.

### **Recommendations**

The Commissioner is recommended to consider the contents of the report and comment on any matters arising.

### **Report author details**

Andrew Lockley, Chair of the Independent Ethics Panel  
Sally Parkin, Governance and Compliance Manager  
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**Signed:**  
A Lockley

**Date:**  
2 July 2020