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11 January 2021

To: Members of the Public Accountability Board

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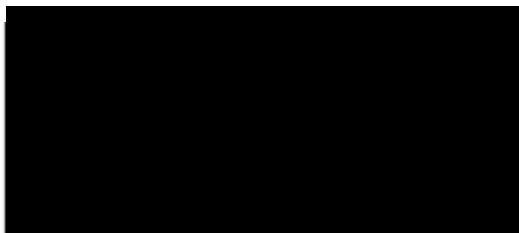
Dear Colleague

Public Accountability Board

You are invited to attend the next meeting of the Public Accountability Board which will be held on **Monday 11th January 2021** at **1.00 pm** via video conferencing.

The agenda and supporting papers are attached.

Yours sincerely



Erika Redfearn
Head of Governance
Office of the Police and Crime Commissioner

Enc.

PUBLIC ACCOUNTABILITY BOARD

MONDAY 11TH JANUARY 2021 AT 1.00 PM

AGENDA

	Item		Page
1	Welcome and Apologies	Dr A Billings	Verbal
2	Video Conferencing and Recording	Dr A Billings	Verbal
	<p>This meeting is being recorded and if the quality is acceptable it will be uploaded onto our website.</p> <p>The OPCC operates in accordance with the Data Protection Act. Data collected during the filming will be retained in accordance with the OPCC's published policy.</p> <p>Therefore by joining this meeting, you are consenting to being recorded and to the possible use of that recording for publication on our website and / or training purposes.</p>		
3	Announcements	Dr A Billings	Verbal
4	Public Questions		
5	Urgent Items	Dr A Billings	Verbal
6	Items to be considered in the Absence of the Public and Press – There are no items	Dr A Billings	
	<p>THAT, using the principles identified under section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business, on the grounds that they involve the likely disclosure of exempt information as specified in the relevant paragraphs of Part 1 of Schedule 12A to the Act, as amended, or that they are otherwise operationally sensitive or would attract an exemption under the Freedom of Information Act 2000.</p>		
7	Declarations of Interest	Dr A Billings	Verbal
8	Minutes of the meeting of the Public Accountability Board held on 10 December 2020	Dr A Billings	1 - 10
9	Matters Arising/Actions	M BATTERY	11 - 12

	<u>FORCE PERFORMANCE</u>		
10	Force Performance - Sheffield District Summary Update	S Hemsley	13 - 32
11	Force Performance Report against the Police and Crime Plan 2017 - 2019 (Renewed 2019) - Tackling Crime and ASB	T Forber	33 - 48

	<u>CHIEF EXECUTIVE REPORTING</u>		
12	Strategic Planning and Budget Setting Update	S Abbott	49 - 52
13	JAC Exception Report	S Wragg	53 - 58
14	IEP Exception Report	A Macaskill	59 - 62
15	PCC Decisions	E Redfearn	63 - 66
16	PAB Work Programme	M Buttery	67 - 70

	<u>Exclusion of the Public and Press</u>		
17	Any Other Business To be notified at the beginning of the meeting		
18	Date and Time of Next Meeting 9 February 2021 at 9am		

SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER

PUBLIC ACCOUNTABILITY BOARD

10 DECEMBER 2020

PRESENT: Dr Alan Billings (Police and Crime Commissioner)
Michelle Buttery (Chief Executive and Solicitor)
Sophie Abbott (Chief Finance Officer)
Erika Redfearn (Head of Governance)
Fiona Topliss (Community Engagement & Communications Manager)
Sally Parkin (Governance and Compliance Manager)
Kevin Wright (Evaluation and Scrutiny Officer)
Sharon Baldwin (Evaluation and Scrutiny Officer)
Stephen Watson (Chief Constable)
Mark Roberts (Deputy Chief Constable)
Tim Forber (Assistant Chief Constable)
Lauren Poultney (Assistant Chief Constable)
Debbie Carrington (Interim Director of Finance)
Alison Fletcher (Office Manager)
Carrie Goodwin (Head of Corporate Communications)
Sarah Poolman (Chief Superintendent, Barnsley)
Steven Kent (Police Federation Chairperson)
A Macaskill (Interim Chair of the Independent Ethics Panel)
Steve Wragg (Chair of the Joint Independent Audit Committee)
Sam Mawson (Violence Reduction Unit)
Councillor Garry Weatherall (Sheffield City Council)

APOLOGIES: D Hartley, J Bland and R Staniforth

1 WELCOME AND APOLOGIES

The Commissioner welcomed those who had joined the meeting, including Councillors Short and Steinke, members of the Police and Crime Panel, and three members of the press (P Whitehouse, J Tolson and D Andrews).

The Commissioner highlighted that this was P Whitehouse's last meeting prior to him starting a new job in North Yorkshire. He thanked him for his reporting of the meetings and for taking the time to understand the issues being reported on.

RECORDING NOTIFICATION

The Commissioner confirmed that the meeting was being recorded and, subject to the quality being acceptable, would be published on the website.

3 ANNOUNCEMENTS

There were no announcements.

4 PUBLIC QUESTIONS

There were no public questions.

5 URGENT ITEMS

The Commissioner invited the Chief Constable to provide an update on the Covid-19 pandemic.

The Chief Constable acknowledged the well-developed approach with partner agencies to manage the Covid-19 responsibilities. He highlighted the Covid-19 vaccination but guarded against people thinking this was now all over. Restrictions will need to stay in place during the Christmas period and beyond.

T Forber highlighted that Assistant Chief Constable David Hartley is the Force lead for Covid-19 and represents South Yorkshire Police at the Local Resilience Forum (LRF). The focus of the LRF now is on assisting health partners with the mass vaccination programme.

The Force is in good shape and has low abstraction rates and continues to provide a full policing service.

The Force Covid Team is working closely with partners to enforce the regulations. The rise in Covid-19 incidents has now slowed across South Yorkshire.

The Force continues to take a robust approach to policing the Covid-19 pandemic.

T Forber highlighted the different approach being taken for Christmas this year. The impact on the night-time economy is profound and the Force is planning to focus on house parties and large gatherings.

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 NOVEMBER 2020

The minutes of the last meeting were agreed as an accurate record subject to the following amendment:

Page 9, paragraph 6 The National Fraud Agency (*NCA*) be amended to (*NFA*).

9 MATTERS ARISING/ACTIONS

393	Headings be included for all future reports on the Police and
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	<p>Crime Plan priorities The content of future Protecting Vulnerable People reports be discussed with the Office of the Police and Crime Commissioner (OPCC) 10/09/20 – Ongoing 13/10/20 – New templates are being developed 10/12/20 – The OPCC is working with the Force in relation to this. Discharged</p>
396	<p>The Commissioner’s Office would establish if Sheffield City Council are considering a Public Space Protection Order (PSPO) in the Page Hall area. 13/10/20 – Ongoing 10/12/20 – No update received. The Commissioner agreed to write to the new Leader of SCC.</p>
398	<p>A report on Restorative Justice be brought to a future Public Accountability Board 10/12/20 – A report will be brought to the February 2021 meeting. Discharged</p>
399	<p>A further report on crimes affecting older people be brought to a future Public Accountability Board 10/12/20 – A further report will be brought to the November 2021 meeting. Discharged</p>
400	<p>A further report on cyber-crime be brought to a future Public Accountability Board 10/12/20 – A further report will be brought to the November 2021 meeting. Discharged</p>

10 FORCE PERFORMANCE - BARNESLEY 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 Barnsley, in line with the reporting requirements.

The Commissioner complimented S Poolman on the style and content of her report. The report flowed, read well and was jargon and acronym free. It was the sort of report members of the public would like to read.

The Commissioner referred to the good progress made by Barnsley in tackling domestic abuse. The volume of domestic abuse crimes reported to the police has remained relatively stable over the last year. Barnsley saw a slight dip in April but this quickly returned to normal and exceeded pre-Covid levels in July and August 2020. The Force recognised the higher number of occurrences in domestic abuse and introduced different mechanisms through which to report domestic abuse, such as the Silent Solution and the Force’s dedicated domestic abuse online portal.

S Poolman highlighted the Independent Domestic Abuse Services (IDAS), a specialist charity which supports people experiencing or affected by domestic abuse or sexual violence. Prior to the Covid-19 pandemic IDAS was co-located with the Force. The co-location has had to stop but they continue to support victims and survivors.

Barnsley has continued to invest in the Domestic Abuse team. To try and embed the Force's approach, and increase staff understanding of domestic abuse, quality of investigations and safeguarding options, staff are being rotated.

S Poolman highlighted the marginal and continual improvement of the 'action taken' rate for domestic abuse from 15.6% (Nov 18 – Oct 19) to 20.7% in the last 12 months (Nov 19 – Oct 20).

The Commissioner enquired how the positive outcomes compared with other forces. S Poolman did not have the specific figures but confirmed that South Yorkshire was above the national average for outcomes overall not just domestic abuse.

M Roberts provided reassurance around positive outcomes and highlighted the Domestic Abuse Matters training staff are currently undertaking. This has been funded by the Violence Reduction Unit. Feedback from the training providers are that the Force is in a much better place than most other forces.

The Force is recording more crimes and taking positive action in terms of the number of arrests.

M Roberts highlighted that the Force is probably the most proactive force in the country in relation to Domestic Violence Protection Orders (DVPOs).

The Commissioner raised the difficulty in identifying crime and non-crime incidents involving mental health. Barnsley is seeing a rise in incidents involving people with a mental health problem. The Barnsley Safer Neighbourhood Service (SNS) Hub, which is made up of police officers, council staff and a mental health worker deals with individuals with complex needs, who frequently become dependent on statutory services. Making use of all of the skills and tools available across the partnership, they support and work with these individuals to enable them to cope and reduce the demand on policing and other services.

The Commissioner acknowledged the case study on page 19.

The Commissioner enquired about the improvements in response times and whether this is a reasonable and ethical approach. S Poolman confirmed this was about getting the right resources to people quickly and safely and focusing minds to work as efficiently and effectively as possible. Priority response obtain the greatest gains whilst managing victim expectations. Barnsley has a 'one team approach' with no artificial boundaries between areas. The increase in response times has stabilised and is being maintained ethically and proportionately.

M Roberts gave assurance that improved response times are being undertaken across the Force in an ethical manner. He highlighted the significant improvement and maintenance of the improved response to emergency calls. The median response time to emergencies now sits just over 10 minutes and is consistently below the 15 minute target. Priority response times have been massively reduced by over an hour, with the median average consistently being below 45 minutes and well within the one hour target. The emphasis is not about driving quicker but about having the right resources and dealing with calls effectively.

The Commissioner highlighted Barnsley's reduction in burglary and enquired about their burglary plan. S Poolman confirmed that Barnsley had seen a 17.5%

reduction in residential burglary. Whilst some of this can be attributed to the first lockdown Barnsley have been able to maintain this during June, July and August. The burglary plan is live and is continually refreshed. The plan looks at the interaction between teams and defines roles and responsibilities. The plan is driven through Barnsley's daily management process. Proactive patrols are assigned to hot spot areas.

The Commissioner made reference to members of the public contacting him about drugs. He highlighted that since April 2020, 62 people have been arrested for drug dealing and 29 warrants under the Misuse of Drugs Act have been executed, in addition to the house searches following arrest. S Poolman confirmed that as a result of the first lockdown and the reduction in theft and burglary the District had been able to be more proactive and had been successful in dismantling organised crime.

The Commissioner referred to speeding vehicles and thanked S Poolman for all the work the District had done around the Dearne Valley area.

The Commissioner enquired about the Community Challenge Board. This has been in place for three or four years. It is a group of local residents who are interested in policing. They meet monthly to look at stop and search, hate crime and disproportionality. They have been meeting less frequently online but they are still fulfilling their function.

S Poolman acknowledged the commitment of the officers and staff during the Covid-19 pandemic and commented that the low abstraction rate was a testament to this.

11 FORCE PERFORMANCE REPORT AGAINST POLICE AND CRIME PLAN 2017 - 2019 (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.

The Commissioner enquired how the recruitment of additional police officers was progressing. T Forber confirmed the Force has committed to recruit 1,400 officers over the next three years. This is a huge challenge. The Force has been planning for this for some time and has expanded the recruitment and training teams. The Force has quarterly campaigns, which normally attract over 1,400 applications each time. There are currently 1,624 student officers in varying stages of the process. Everyone who goes through the apprenticeship or degree holder programme will achieve a qualification in Professional Policing Practice. T Forber confirmed the quality of the recruits is very strong. The recruitment has continued during the Covid-19 pandemic.

T Forber reminded the Board that the Force had committed to increase officer numbers before the Government announcement.

The Commissioner enquired about the Resource Allocation Formula. T Forber confirmed this took into account a number of factors including population size and Force demand. He highlighted the strategic approach the Force takes to allocating posts in areas such as public protection, cross border criminality and road crime. These are areas not usually seen by the public. The Commissioner confirmed this was helpful and acknowledged that a way needs to be found to explain this to the public.

The Commissioner highlighted the demographic data currently being used and suggested a range of data is considered to get a better understanding of the population of South Yorkshire. Smaller cohorts should be compared.

M Roberts confirmed this had been discussed at the Independent Ethics Panel (IEP). Education data could be used to compare the age profile of young people who are stopped and searched. Data is being compared in different parts of the country based on old data.

The Commissioner enquired about the increase in the number of BME/VME officers and staff leaving the Force and asked if any work had been undertaken in relation to this. T Forber confirmed that the numbers are so small it is difficult to obtain a firm conclusion. He is not aware of any issues. Exit interviews are offered to all leavers.

The Commissioner highlighted the work the Force is undertaking on cultural statements and suggested the Force involve the IEP and Professor Macaskill. T Forber highlighted the significant improvements in performance the Force has made in the last four years and the importance the leadership style and behaviour has had in relation to this. The Force is now wanting to get to the next level and empower sergeants and inspectors.

M Roberts confirmed the Force was working hard to achieve results. It has invested in problem solving for neighbourhood policing and wants to build on this. It was not necessarily about looking at leadership culture but it is about taking stock of where the Force is.

M Buttery highlighted the welfare and wellbeing of staff and the investment being made by the Force.

M Roberts confirmed that the welfare of staff is a priority. He highlighted a 30% increase in the number of assaults on officers, 16 officers per week. He acknowledged this was a cause for concern. This is not acceptable and the Force will prosecute offenders. The Commissioner acknowledged this and confirmed this had been raised with the Policing Minister and he, as the chair of the Local Criminal Justice Board, was raising this with partners to ensure they are appropriately punished.

12 SERVICES FOR VICTIMS OF CRIME

A report of the Chief Executive and Solicitor was presented to the Board. The purpose of the report was to provide an update to the Police and Crime Commissioner (PCC) following the commissioning and assurance work carried out

by the Office of the Police and Crime Commissioner (OPCC) in 2019 in support of victims of crime.

S Baldwin reminded members that in March 2020 a report was presented to the Board which provided an overview of the commissioning and assurance work carried out by the OPCC in support of victims of crime. The work included an assurance assessment of criminal justice agency compliance with the Victims' Code of Practice. This work coincided with a request for the Ministry of Justice (MoJ) in May 2019 that all PCCs (and their offices) to work directly with LCJB partners to review compliance against five entitlements.

S Baldwin highlighted the impact of the Covid-19 pandemic on organisations working with victims. This has meant organisations have needed to adapt quickly in an effort to continue to support victims.

Since the last report, South Yorkshire Police has made good progress both in addressing the suggested areas of focus highlighted within the victim code compliance assessment conducted during 2019, and in the overall focus on the importance of Complete Victim Care (CVC). This includes the development of a CVC framework which incorporates the key entitlements within the Victims' Code for which the Police service is responsible and embedding a clear message of victim focus throughout the Force.

Work continues to improve victim satisfaction and the area of follow up, which includes keeping victims updated, remains an area of focus.

Other examples of victim focussed work include the introduction of a Force wide Hate Crime Scrutiny Panel and additional bespoke victim satisfaction surveys looking at wider crime types.

The Victims' Code of Practice has been subject to an open consultation by the MoJ which commenced in March 2020 and a revised Victims' Code was published in November 2020. The revised Victims' Code is not expected to come into force until April 2021 in order to enable service providers to understand and embed any changes within their own organisation.

S Baldwin highlighted the real impact of the Covid-19 pandemic on victims and survivors. The South Yorkshire Local Criminal Justice Board (LCJB) has commissioned the OPCC to gather the views and personal experience of victim witnesses including the impact of delays at court. The work also includes gathering information about the changes experienced by those services supporting victims and survivors during their journey.

The Commissioner enquired about the Force's response to the revised code. T Forber confirmed that the Force needed time to establish what this means and understand what changes may be required.

13 PCC STRATEGIC AND FINANCIAL PLANNING UPDATE

A report of the Chief Executive and Solicitor was presented to the Board. The purpose of the report was to provide an overview of the Police and Crime Commissioner's annual strategic and financial planning process in relation to

reviewing his Police and Crime Plan (2017-2021 – renewed 2019) and setting a supporting budget and council tax precept for 2021/22.

S Abbott highlighted that the report provides information on the process undertaken each year and where the Force and Office of the Police and Crime Commissioner (OPCC) are in that process.

The 2021/22 planning process started internally at the Planning and Efficiency Group in September, with updates and options being presented in relation to the assessment of policing need and the resources required to meet that need efficiently and effectively. Work is ongoing to cost a number of options, and how these translate into the medium term financial forecast and level of council tax precept discussions.

Further meetings are scheduled to take place over the next couple of months, to firm up the plans, and assess against the Home Office settlement which is expected on 16 December 2020 but could be later.

A flat cash settlement is anticipated.

D Carrington highlighted that there would be a requirement to make efficiency savings which is difficult given the majority of the budget is for officer pay. The pay freeze is helpful to the organisation but this is not a good reward to police officers and staff for all the work they have done during the Covid-19 pandemic.

Consultation is undertaken throughout the year by the Police and Crime Commissioner's (PCC's) Communications and Engagement Team. This engagement is usually carried out face-to-face, however due to Covid19 there has been limited face-to-face consultation during 2020. Online surveys, consultation and engagement and monitoring of public views and comments via social media as well as virtual meetings with groups, individuals, communities and organisations (including parish councils) has instead taken place.

Targeted consultation with the public about their willingness to pay more in their Council Tax Precept to fund policing and crime services will begin once the Home Office settlement is known.

The Commissioner highlighted that there is some flexibility to increase the Council Tax Precept with a £15 per annum maximum increase on a Band D property (this equates to a 7.57% precept increase in South Yorkshire). There is a national expectation that this flexibility will be maximised in the grant settlement, otherwise there will be a further budget shortfall.

14 PCC DECISIONS

A report of the Chief Executive and Solicitor was presented to the Board. The purpose of the report was to provide the Board with a record of key decisions taken by the Commissioner outside of this Board since the last PAB meeting.

M Buttery highlighted the additional Covid-19 funding to organisations who provide support to victims of Domestic Abuse and Sexual Violence across South Yorkshire.

M Buttery raised the number of small pots of money available and the amount of work undertaken by the PCC's Commissioning Team to meet Government

deadlines to apply for these. There is also a large amount of pressure to get the funding out to organisations to enable them to spend this in the current financial year. Whilst the PCC is grateful for the funding this does not help organisations with their long term sustainability.

15 NEIGHBOURHOOD POLICING - PUBLIC VIEWS OF THE EFFECTIVENESS OF NEIGHBOURHOOD POLICING

A report of the Chief Executive and Solicitor was presented to the Board. The purpose of this report is to provide an overview of the work undertaken by the Office of the Police and Crime Commissioner (OPCC) in South Yorkshire in gathering the views of the public on the effectiveness of neighbourhood policing.

F Topliss highlighted that the OPCC had planned to carry out a follow-up face-to-face survey around Neighbourhood Policing this year but due to the Covid-19 pandemic this has not been possible.

The Communications and Engagement Team (C&E Team) are continuing to gather information from the public around their views on the policing service to inform the focus of the PCC's Police and Crime Plan for the coming year.

This is being carried out using a number of mechanisms, including monitoring opinions and comments through online forums and discussions in virtual meetings with communities, organisations and groups, as well as social media comment.

The C&E Team has just undertaken a 'Priorities Survey'. This has provided valuable information as to the areas of policing and criminal justice that residents would like to see prioritised. The results are currently being analysed but early indications as to why people do not feel safe are; a lack of visibility of officers and low response and lack of attendance at incidents.

T Forber highlighted the number of additional neighbourhood policing officers. 25 additional posts are being created by 1 February 2021. The total complement will be in place by the end of the financial year.

A performance management framework for neighbourhood policing has been developed. This will be used to help determine the effectiveness of neighbourhood policing.

An accredited training package for neighbourhood policing officers is also being rolled out.

There will be an extra 48 neighbourhood officers through the 'Police Now' scheme. Discussions are taking place around how to recruit more officers through this route next year.

The Commissioner highlighted how quickly neighbourhood policing had become embedded and commented on social media and SYP Alerts. These are very much appreciated by local communities.

16 PAB WORK PROGRAMME

The work programme was noted.

17 ANY OTHER BUSINESS

There was no any other business.

18 DATE AND TIME OF NEXT MEETING

11 January 2020 at 10am.

CHAIR

MATTERS ARISING / ACTIONS

Ref	Date of meeting	Matter arising/action	Update	Owner	Complete (Y/N)
396	10/09/2020	The Commissioner's Office would establish if Sheffield City Council are considering a Public Space Protection Order (PSPO) in the Page Hall area.	13/10/2020 - Ongoing 10/12/20 - No update received. The Commissioner agreed to write to the new Leader of Sheffield City Council 06/01/21 - Verbal update to be provided at the next meeting.	F Topliss	
401					

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PUBLIC ACCOUNTABILITY BOARD OF THE SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER

TITLE	Sheffield District Performance Report
MEETING DATE	11 th January 2021
REPORT OF	Chief Constable

EXECUTIVE SUMMARY

This report will outline how Sheffield District is meeting the challenges of policing the city of Sheffield in line with the PCC's Police and Crime Plan of Protecting Vulnerable People, Tackling Crime and Antisocial Behaviour and Treating People Fairly. It will also specifically report against the suggested areas of focus highlighted by the Police & Crime Commissioner (PCC).

Protecting Vulnerable People

In Sheffield, protecting vulnerable people is a high priority; our staff are dedicated and vigilant in investigating offences within the public protection teams and working with partners to safeguard children and adults. The Local Referral Unit (LRU), the police team within the multi-agency safeguarding hub (MASH), reviews and gatekeeps all referrals relating to child protection and concerns, and we have recently reviewed their processes to improve recording and information capture from our partners. We are concerned about domestic abuse victims being trapped in their homes with their abusers during the period of COVID regulations, and therefore ensure our dedicated domestic abuse teams are working to safeguard and support victims, whilst prosecuting perpetrators.

Tacking Crime and Antisocial Behaviour

The District has been supported by the Major Crime Unit, the Operational Support Unit and the Armed Crime Team to tackle and investigate serious crime within Sheffield. This dedicated cross team working has led to a reduction in the number of firearms discharges and resulted in offenders linked to organised criminality being arrested and charged. The Neighbourhood Teams are working with their local communities to understand their priorities and to tackle these, including concerns of burglary, speeding vehicles and drugs use. They

have been successful in closing several problematic premises linked to antisocial behaviour and are developing problem solving plans to resolve neighbourhood concerns.

Treating People Fairly

We believe it is vitally important that we deliver a high level of service to victims, that we are professional and courteous when dealing with the public and that we explain our powers when stopping and searching people in the city. We have processes in place led by the Neighbourhoods Chief Inspector to ensure every hate crime and incident is investigated and reviewed, which has led to an improvement in outcomes for victims, we have also secured a new hate crime coordinator to support victims and work with partners. The number of stop searches we undertake has continued to rise, with a rising proportion of positive outcomes from those searches, and we are supported in scrutinising our interactions through the Sheffield Independent Advisory Group.

Due to the on-going pandemic, this has been a challenging year for policing in the city; we have seen protest, managed COVID breaches and continued to deal with serious and complex crime. Throughout this time, our officers and staff have continued to work tirelessly to meet the public's needs and expectations, improving our initial response to calls for service and dealing with the issues our communities are concerned about.

1 PURPOSE OF REPORT

- 1.1 The purpose of the report is to demonstrate the activity being undertaken by police officers and staff in Sheffield District to keep the public safe and deal with the issues they are concerned about and report.

2 RECOMMENDATION(S)

- 2.1 The Police and Crime Commissioner (PCC) is recommended to consider the details within the report on behalf of the communities and people of Sheffield.

3 KEY AREAS OF FOCUS

The Police and Crime Commissioner has highlighted the following areas for assurance within the report.

3.1 Local Priorities & Public Engagement

Engagement & Feedback - The District neighbourhood structure consists of five inspector led geographic areas, further subdivided into fifteen sergeant led teams comprising police constables and PCSOs giving Sheffield the largest neighbourhood footprint in South Yorkshire. The teams identify issues arising from local surveys, social media 'surgeries', crime trends, community meetings, pop-up police stations and neighbourhood watch to set the local priorities. For example, recently the North West NPT completed a survey where the community highlighted speeding vehicles (48%), burglary (47%) and drugs use (33%) as their greatest concerns. This survey also identified the community preferred social media as a means of communication and engagement. The team therefore report their results via social media and the weekly elected members update, including recent results from the stop of a speeding vehicle during a road safety operation and the arrest of the driver.

Harder to reach groups - COVID has provided challenges to engaging with communities in traditional meetings and events in high footfall areas. The teams have therefore been committed to seeking alternative communication channels with the public and elected members, for example articles in free community magazines such as 'Tito' and 'Active 8' as well as a considerable social media presence. The teams have also maintained their visibility within communities by patrolling to enable face to face engagement.

Page Hall - There is no better example of visibility and patrolling to engage face to face with communities as the example set by the new Page Hall Team. The team became operational in October 2020 led by PS Cartlidge, and very quickly after their inception, they engaged with the local neighbourhood network to listen to their concerns. Residents identified burglary, vehicle borne antisocial behaviour and COVID breaches as issues within the area, these are all covered within a longer term problem-solving plan to build trust within the community. To address concerns to date, the team have seized 47 vehicles, which were either used antisocially or had no insurance, together with issuing associated traffic offence reports. They have conducted almost 100 stop searches and arrested 15 offenders, plus issued numerous COVID breach notices. Their activity has been recognised by a letter of thanks to the PCC and by positive articles charting their progress in local media.

Sheffield City Council are also committed to working alongside the Page Hall Team to improve Page Hall and its environment, with a new Community Engagement Manager and Team coming on line in the New Year. The teams have access to a vacant property within the heart of the community to use as a drop-in centre, which will improve opportunities for engagement. One consideration that may assist in the management of Page Hall is the application of a Public Space Protection Order, after public consultation, these orders outline activities that are unacceptable in the area and which can be prosecuted by council officials and the police. This legislation and response must be led by the Local Authority; we are therefore gathering evidence to support an application should they wish to do so.

3.2 Crime Levels

Residential Burglary - Over the last year there has been a reduction by 29% of recorded residential burglaries in Sheffield representing 1100 fewer residents victimised by this invasive crime. Much of this reduction is attributed to the extraordinary circumstances of the pandemic with people being home and therefore offenders' opportunities reducing, however officers have been working hard to maintain the reductions. Whilst our overall detection rate is not yet where we want it to be, since January 2020 detectives have achieved custodial sentences totalling almost 40 years for prolific offenders.

Violent Crime & The Armed Crime Team (ACT) - ACT has focused its activity in Sheffield and works closely with the Sheffield District Fortify teams and the specialist uniformed resources within the Operational Support Unit.

The ACT is leading on two significant investigations into several discharges that took place in June and July 2020 in Arbourthorne. These targeted attacks appear to be because of disputes between groups involved in the supply of controlled drugs. Several key arrests have been made and it is apparent that the number and frequency of discharges has slowed – with no firearms discharges linked to this area since August 2020. Four people are charged with conspiracy to murder and are remanded in custody with court process taking place in early January.

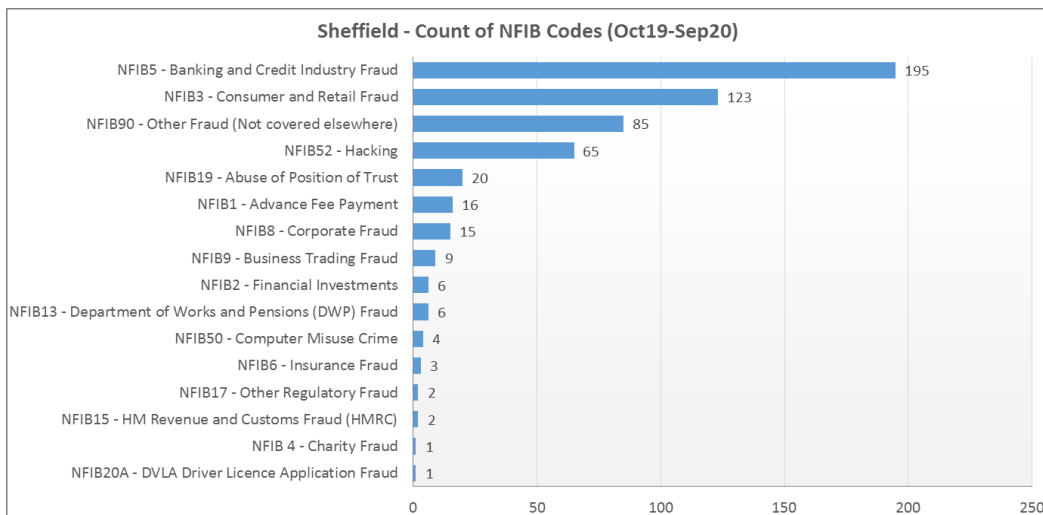
The ACT is also investigating firearms discharges that took place between July and September 2020 in the Abbeydale and Nether Edge areas of Sheffield. These shootings are driven by disputes between rival groups concerned in the supply of

controlled drugs. The investigation has been supported by coordinated activity across Sheffield Fortify teams and the local neighbourhood teams. These investigations have resulted in 15 arrests directly related to the shootings and a dozen firearms have been recovered since July. The last firearms related incident in this area was in early September 2020 and the teams will continue to bring focus to this area of the city.

In November 2020, a young man was found injured in a property on Grimesthorpe Road South having been shot and he later died in hospital. The investigation is being led by the force Major Crime Unit. Several people have been arrested in connection with this and four persons have been charged with offences arising from the murder and are awaiting trial. This was an intense and meticulous investigation over a 3-week period drawing in resources from Sheffield and the wider force, which continues for the Senior Investigating Officer and his team preparing the court file and finalising enquiries.

Fraud - The National Fraud Intelligence Bureau (NFIB) based in the City of London Police receive all reports of fraud nationally including in South Yorkshire, to ensure national oversight, identification of series and vulnerability. Their role is to triage all fraud offences and allocate investigations to forces based on suspected offender location. Within SYP all investigations received by NFIB are initially assessed by the Force Coordination Team (FCT), where a specially trained officer (City of London Police Economic Crime Academy) writes a bespoke investigation plan prior to allocation to an officer based on vulnerability and complexity. Sheffield has a couple of officers who have received the same specialist training from the Economic Crime Academy and are able to support and advise allocated investigating officers.

The below chart demonstrates by NFIB code the volumes of different types of fraud reported in Sheffield, albeit it should be noted that a single offence can incorporate more than one NFIB code. Fraud volumes have increased from June 2020; however, these levels are below the levels seen in 2019. By far the largest volume of offences relate to banking and credit, consumer and retail fraud.



Separately to investigations for allocation, the NFIB also identifies vulnerable victims, where their reported crimes are being investigated in other force areas. The local neighbourhood team receives a list of these victims from the FCT and allocates a community support officer from within their team to visit and assess their vulnerability using a fraud risk questionnaire. All fraud risk questionnaires are forwarded to the FCT for review and where further victim safeguarding is required they refer the victim to the fraud protect officer based within the SYP Community Safety Department for further specialist assessment and support where required. Finally, through the banking protocol, which is a national scheme enabling bank branch staff to alert local police when they suspect a customer is being scammed, more than £325,000 of fraud has been stopped in the county. The processes described here around fraud investigation are national and force wide protocols, which Sheffield District fully support and comply with to ensure the best possible service to victims and identification of offenders.

3.3 Protecting the vulnerable

Domestic Abuse Teams - Sheffield has implemented a domestic abuse team led by a detective inspector and four detective sergeants. The team has a mixed compliment of staff including detectives, uniformed officers and investigations officers (currently 28 officers) enabling the team to deal with all risk levels of domestic abuse. The aim of the team is to improve our response to domestic abuse, including the quality of investigations, safeguarding and outcomes for victims. We recognise that domestic abuse remains everybody's responsibility and that the first police contact with a victim sets the tone of the investigation and is the best opportunity to gain their trust, therefore our response officers have a vital role to play. With this in mind, we are

ensuring our officers attend Domestic Abuse Matters Training, a College of Policing nationally recognised training programme and that our processes within Sheffield enable officers to spend vital time with the victim gathering evidence and their account. We also have a programme of rotations into and out of the DA Team for response officers to upskill them in investigation and share learning on return to their teams.

CSE, CCE, County Lines – As with many large cities, our children can be at risk of both sexual and criminal exploitation. As a multi-agency partnership, we use information from our staff and intelligence from the public to identify where there are concerns about exploitation of any kind. These concerns are considered by a multi-agency panel within our Safeguarding Hub. Sheffield have adopted a nationally recognised approach to identification, assessment and the multi-agency response to exploitation. The information gathering, risk assessment and response to the concern is carried out jointly with our partners. The response puts plans in place to protect the child from harm and investigate any criminal offences, target the locations where exploitation may be taking place and disrupt and prosecute those thought to be a risk to our children.

Sheffield has a dedicated Child Sexual Exploitation team who work closely with the local authority to support and engage with children at risk and conduct investigations into exploitation offences. The CSE Team led by a detective sergeant deal with all intelligence and investigations where sexual exploitation is suspected.

The team lead the response to Operation Makesafe, which is a scheme to highlight indicators of sexual exploitation to hotels within the city in order to proactively identify children at risk of sexual offending taken to those locations. From intelligence in the last year and from on-going investigations where children have been located in hotel rooms, the CSE Team now have a dedicated officer for 8 hotels within the city. They are also rolling out training to other hotels and venues where vulnerable children may be taken within the city in conjunction with the Local Authority Licensing Officer.

Sheffield accounts for 90% of South Yorkshire County Lines criminality. These are internal and exported drug lines impacting across the region. Fortify teams have worked closely with other police forces and colleagues based within the region to understand the threat. The close links between the exploitation teams, partners and Operation Fortify has led to the safe return of several children who were reported

missing, not previously known to be at risk but found hundreds of miles from home, caught up in County Lines.

As part of the county lines intensification week, two perpetrators were each charged with 15 offences including modern slavery offences, one offender was recalled to prison and following a search warrant at an address of a male suspected of exploiting children, officers made an arrest for drug trafficking and seized a large amount of cash.

3.4 National Issues (Sheffield Perspective)

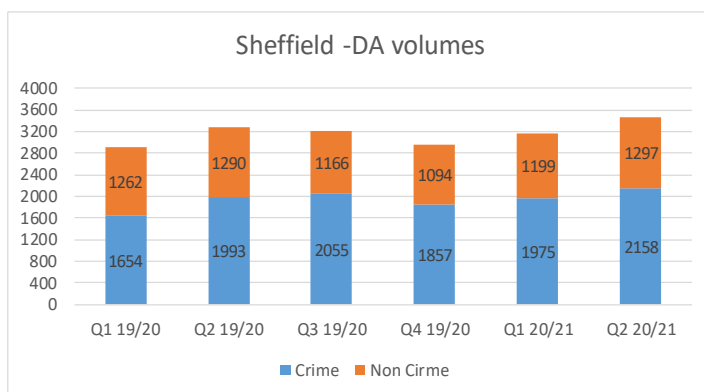
Disproportionality - In terms of disproportionality of our actions and how this impacts upon Black, Asian and Minority Ethnic (BAME) communities, we are sensitive to our use of powers. We have a neighbourhood chief inspector supported by a sergeant monitoring stop and searches undertaken by officers in Sheffield. We review body worn video footage as part of our scrutiny processes and share anonymised examples of searches with our Independent Advisory Group to obtain independent feedback and inform learning. Stop and search is an important tool in crime prevention, we are therefore keen to ensure we use this power where we have grounds to do so, with searches in Sheffield accounting for 41% of the force total, this distribution is relative to the size of Sheffield's population within South Yorkshire and therefore proportionate. We have also reduced the disproportionality of BAME searches from 2.7 to 2.2 (twice as often as white people), which is significantly below the disproportionality rate for searches nationally, this is a complex and highly sensitive issue and we continue to review our practices to bring the searches to parity.

Coronavirus - Within Sheffield there have been two main workstreams relating to the coronavirus pandemic; response to officer and staff absence, and management of COVID breaches of regulations. Our absence rates have been low allowing us to continue our full policing response to the public. Sheffield has dedicated COVID response cars between 0800hrs and 0200hrs daily, this resource leads the response to reports of COVID breaches, ensuring consistency, proportionality and appropriate enforcement. Since 1st August 2020, over 400 notices have been issued for breaches and our officers have responded to several protests in the city centre.

Officer Uplift - The District is gearing up for the officer uplift, which is supported by the new Central Assessment Practice Educators Team. There are currently 130 student officers working in Sheffield at various stages of their development, the majority are working in our response teams, with ten recruited as fast track detectives working in CID Teams. There are also a further twenty Police Now students, who have recently been deployed into the Neighbourhood Policing Teams. We also have a small number of experienced officers who have returned on the 30+ scheme, retaining their expertise and are currently working towards increasing our number of tutors ready for the first 50 police apprentices under the new Policing Education Qualification Framework and Degree Holder Entry Programme routes, who are due into Sheffield in February and March 2020.

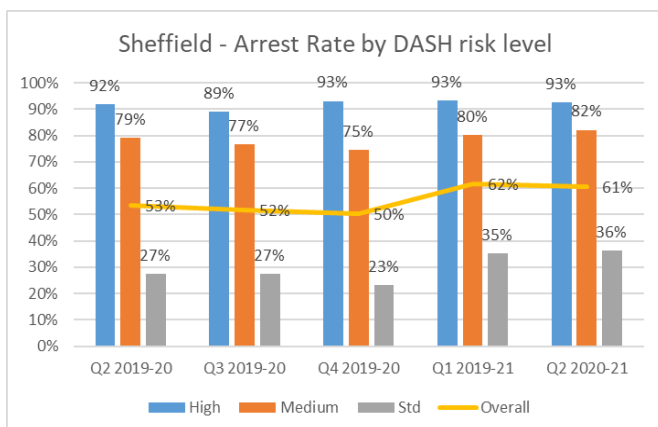
4 **PROTECTING VULNERABLE PEOPLE**

4.1 Domestic Abuse – The chart below illustrates the trends of reporting both domestic abuse crimes and domestic abuse non-crimes in Sheffield. The total volume of crime and non-crime have increased in the last quarter, which is in line with the expected seasonal peak, nevertheless it is also 5% higher than in the same period last year.



Domestic abuse is a priority for Sheffield, we ensure we take positive action when attending reports from victims. One way we do this is by arresting perpetrators to ensure victims have time and space to engage safely with officers, it allows for evidence capture and opportunities to put safeguarding in place to prevent further offences and victimisation. Over the last 3 months officers have arrested offenders on 61% of occasions where domestic abuse crimes were reported, an aspect of performance which we monitor carefully to ensure we have not missed any

opportunities to investigate or safeguard. The chart below demonstrates that we use the power of arrest proportionately to safeguard the highest risk victims, as measured against the risk levels (high, medium, standard) in the Domestic Abuse Stalking & Harassment (DASH) risk assessment, an assessment which officers undertake with victims at every domestic abuse incident they attend.



We also carefully monitor the outcomes of domestic abuse investigations to ensure we take every opportunity to safeguard victims and bring offenders to justice. In domestic abuse investigations, we aim to gather evidence that leads to the offenders being held to account for their actions by charging them to court, cautioning them or making reparation for their offending, in the last 3 months we achieved these outcomes in 21% of investigations and we are continually striving to improve how we finalise investigations to make victims safer. Where appropriate, when we cannot achieve criminal justice outcomes, we use domestic violence protection notices to safeguard victims or seek to change offenders' behaviour by referrals to Inspire to Change, the DA Perpetrator Programme.

4.2 Safeguarding Vulnerable Children and Adults – In Sheffield, our Protecting Vulnerable People (PVP) Teams are responsible for investigating abuse of both children and adults. Within the team there is expertise in investigating child protection issues including offences of neglect, child abuse, child sexual abuse and offenders downloading and possessing indecent images of children. The investigators work closely with professionals in social care and health to assess the risk posed to children, making decisions around investigation and safeguarding. They also investigate offences of abuse against vulnerable adults.

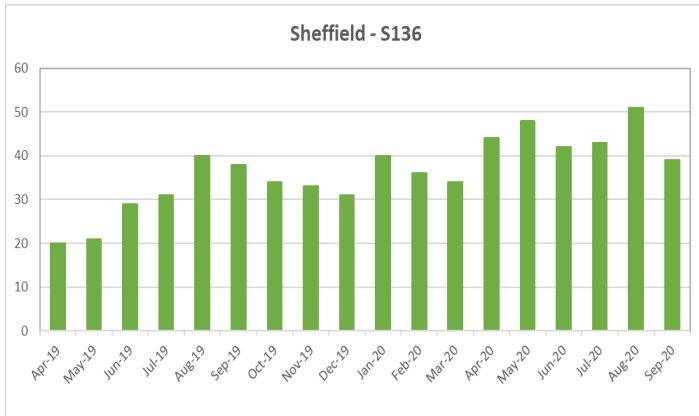
The Local Referral Unit is the police arm of the Multi Agency Safeguarding Hub (MASH). The role of the MASH is to share information about vulnerable children and

adults, jointly assess the risk to them and put safety plans in place to protect them from harm. Staff from the LRU work with partners to put early interventions in place where there are concerns and take part in any statutory meetings in line with our obligations under 'Working Together to Safeguard Children 2018'.

Staff within the LRU are responsible for identifying and correctly recording criminal offences. The supervisors ensure they record offences disclosed in the strategy meetings and create bespoke investigation plans before allocating to the PVP teams to complete the investigation. The LRU has a strong relationship with the PVP teams, and they work hand in hand to ensure all offences disclosed, whether to police or professional third parties are recorded and considered when planning the safeguarding and investigation of reports.

The very nature of the investigations within the PVP teams whether for children or adults means they are sensitive and complex involving vulnerability. This generally means the reports take longer to investigate, requiring specialist capability to obtain the accounts from victims, for example using intermediaries to facilitate communication and obtaining evidence from medical examinations and materials collected by third party professionals.

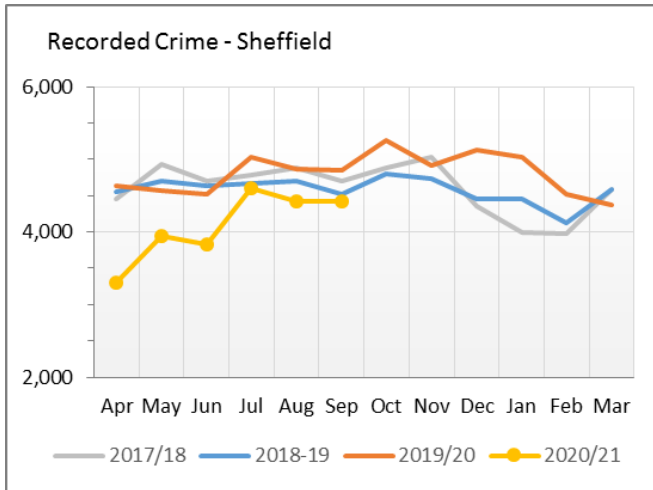
- 4.3 Mental Health – The chart below demonstrates the number of times officers in Sheffield have detained persons under Section 136 of the Mental Health Act because they appear to present a danger to themselves or others in public. Where officers detain people using this provision they take the patient to a suitable place of safety for assessment by mental health professionals, this is likely to be either accident & emergency or a mental health assessment centre. Officers are obliged to remain until mental health practitioners are able to take responsibility for the patient. As can be seen from the chart below, which highlights demand to September 2020, we have seen an increase in the volume of patients detained under these provisions, which represents an increased demand on our response officers and supports the conjecture that COVID has generally affected people's mental health.



A number of the mental health detentions arise from individuals who are reported to feel suicidal and who officers find in crisis after being reported missing by their friends and loved ones. These reports are dealt with as high risk missing people and draw a large number of frontline resources into enquiries to locate them and subsequent manage their safety.

5 **TACKLING CRIME AND ANTI-SOCIAL BEHAVIOUR**

5.1 Crime demand - The below chart demonstrates the monthly crime volumes in Sheffield over the last 3-year period and includes the current crime volumes in this performance year to quarter two. As can be seen due to the coronavirus pandemic recorded crime in Sheffield considerably reduced in the initial national lockdown period. To date the crime levels are tracking 9% below the same reporting period last year and we have generally seen decreases in victim-based crimes like theft, burglary, vehicle crime and violence. Whilst a reduction in victims is good, this presents a challenge for our officers to maintain the reductions over the coming months to ensure safety and reduce the perception of crime in Sheffield.



One crime type where we have seen increases in offences relate to possession and trafficking of drugs, which demonstrates that our officers have taken opportunities for proactive policing to keep the public safe. We know that drugs can fuel serious and organised crime within the city and ultimately lead to violence between rival groups, including firearms discharges. There are numerous examples reported in our Neighbourhood Weekly Elected Members updates, where officers from fortify teams and neighbourhoods have executed warrants and found evidence of extensive cannabis production or large quantities of 'Class A' controlled drugs like crack cocaine and heroin.

5.2 Organised Crime Groups (OCG) – There are currently 19 mapped OCGs operating within Sheffield, this number is likely to grow as more organised herarchical groups are indentified and mapped and we continue to target emerging County Lines gangs. The preceeding months have seen some challenges in relation to gang-related violence and the use of firearms despite the restrictions caused by the pandemic. The Fortify Teams play a key role in managing the majority of OCGs and disrupting the groups' activities. Since September 2020, almost 90 OCG members and associates have been arrested, 43 search warrants executed, 4 firearms and 10 knives recovered, almost £50,000 cash seized and large amounts of cannabis, cannabis plants, crack cocaine, cocaine and heroin recovered. The teams work closely with the ACT team in tackling organised criminality in the city and demonstrate patience and tenacity in bringing offenders to justice.

5.3 Response Times – Sheffield has been working hard to improve our timeliness of response to incidents reported by the public. We know that if we arrive at incidents close to the time they are reported it maximises our opportunities to gather evidence, to locate suspects at or near the scene and to improve victims' confidence in us to be

there at their time of need. In order to ensure we have an organised and timely response, we have implemented resource management sergeants, who work closely with Atlas Court staff to identify resources to attend incidents. In November 2020 our officers attended 88% of emergency incidents within the target time of 15 minutes with the average response time being just under 11 minutes, and they attended 91% of priority incidents within the hour target averaging about 38 minutes for attendance. The resourcing sergeants also have responsibility to quality assure officers' responses when they resume from incidents to ensure reasonable lines of enquiry and available evidential opportunities have been pursued at the first opportunity.

- 5.4 Neighbourhood policing – As previously mentioned the fifteen sergeant led neighbourhood teams have been working hard to understand the issues within their localities and to engage with their communities to address the issues raised. We are starting to see the benefits of the teams, with 42% of respondents in the Your Voice Counts Survey stating the police do a good or excellent job in their area. This is a 7 percentage point improvement on last year's response.

Examples of 'You said, We did' include a number of closure orders relating to drug dealing and 'cuckooing' (using the address of a vulnerable person) in the Broomhall area by the North West NPT. Recently, this included a warrant at premises of a male who the previous evening had refused to engage with officers about an assault. Officers arrested him and other nominals for offences of drug dealing, they closed the premises and safeguarded a vulnerable male who had been cuckooed. In another operation to tackle vehicle related antisocial behaviour and drink driving, the same team stopped a vehicle and seized over £10,000 cash from it. Using a problem solving approach, this team are managing the only acquisitive crime mapped OCG working with the Fortify Team. This joint approach has resulted in effective neighbourhood and proactive interventions and has seen a reduction in burglary in the area. The team has a very active social media presence and won the South Yorkshire Team of the Year in the recent force awards.

To demonstrate a different style of neighbourhood intervention, the central team have a slightly different approach to the issues in the City Centre. The on-going pandemic has impacted the night time economy and has given the team a renewed focus on the city centre's day time setting. One of the main priorities is tackling street culture, with dedicated problem solving plans to manage rough sleepers and work with partners to gain evidence to use antisocial behaviour powers like criminal behaviour orders against prolific city centre nominals. The team have also taken responsibility

for managing multiple protests within the city centre ranging from Extinction Rebellion and Black Lives Matter to anti-COVID demonstrations. This presents unique challenges to the team in terms of demand, enabling fair treatment and balancing competing interests and rights.

5.5 Bringing offenders to justice – we are striving to improve our performance in bringing offenders to justice and obtaining criminal justice outcomes or other resolutions for crimes reported by victims. In the last quarter we improved our outcomes across the majority of crime types, but we still need to improve our detections of burglary, robbery and vehicle crime, commonly described as serious acquisitive crime (SAC).

July – September 2020

SHEFFIELD	%
ALL	21%
ARSON & CRIMINAL DAMAGE	20%
BURGLARY	5%
DRUGS	72%
MISC CRIMES	25%
POSSESSION OF WEAPONS	45%
PUBLIC ORDER	15%
ROBBERY	16%
SEXUAL OFFENCES	11%
THEFT	30%
VEHICLE CRIME	7%
VIOLENCE	20%

We processes in place to improve our SAC outcomes, which are led by the superintendent in the crime portfolio, these include exploiting all intelligence reports for opportunities to identify offenders, ensuring forensic evidence is identified with arrests made quickly on receiving forensic hits against suspects and identifying and managing prolific offenders. We know that when we have detectives dedicated to leading the investigations, they maximise outcomes and deal robustly with offenders and therefore we are looking at how we can boost the number of staff dedicated to dealing with this crime type.

Another way in which we are looking to exploit all opportunities is by improving the training our staff have in relation to the benefits of and how to manage community resolutions. These outcomes are appropriate for first time offenders, where offences are less serious and where a restorative outcome would be more proportionate and powerful for the victim and to rehabilitate the offender. One of our chief inspectors and her staff are midway through a programme of training front line officers, both response and neighbourhoods in undertaking community resolutions.

6 TREATING PEOPLE FAIRLY

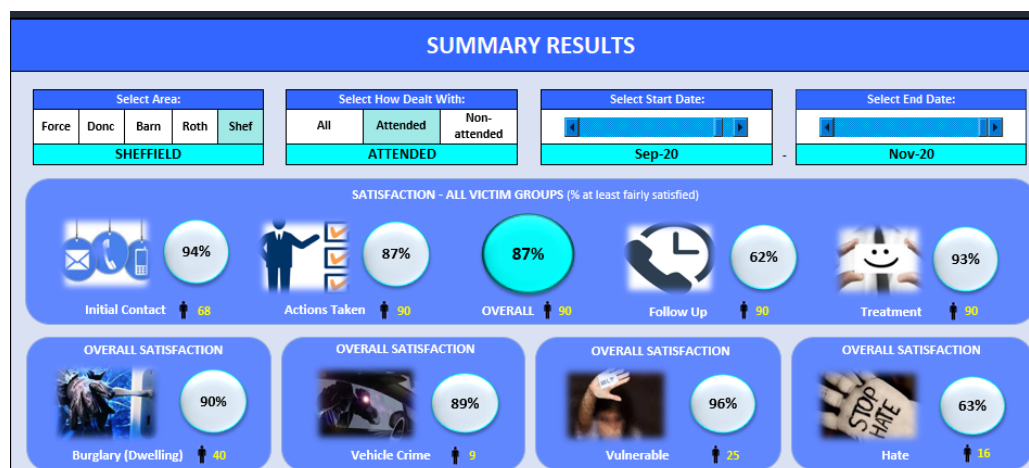
- 6.1 Tackling Hate Crime – the national and local picture would suggest increasing polarisation within communities, potentially attributable to Brexit, COVID, international politics and terrorist attacks. Sheffield, however, has seen a decrease in reported hate crime from October to November 2020 of 34%, which is 56 fewer reported crimes. Of the reported crimes, we have seen increases in crimes motivated by religion and sexual orientation, but all other strands have decreased, with the largest decrease reported in racially motivated crimes. Whilst this appears to be good news, it is important that we explore the reasons for the reductions to ensure it is not due to victims feeling unable to report their experiences.

We are strengthening our capability in tackling hate crime, appointing the Neighbourhood Chief Inspector to lead our response. She is working with the newly appointed hate crime co-ordinator to ensure all hate crimes are reviewed daily to identify repeat victims, suspects and locations and to ensure appropriate action is taken. The NPTs investigate all reports of hate crime where there is a pattern of behaviour or community implications, and we have implemented a robust review of investigations at the point of filing to assess the quality of the investigation and whether further action is required.

We have plans to use the Independent Advisory Group to review hate crimes, outcomes and responses and there is a well-attended Hate Crime Priority Group operating within the Community Safety Partnership. The force lead has recently launched an online training package for hate crime and we are tracking the completion rate of this training, to ensure our officers are skilled and knowledgeable in this key area of vulnerability. The action we have taken so far has led to an increase in positive action taken in November, with a 5-percentage point increase in outcomes to 20%. We will continue to strive to improve our response, support and investigation of hate crime to reassure those affected in our communities and give victims the confidence to report.

- 6.2 Treating victims fairly – It is of utmost importance to us that we treat victims fairly, that we are courteous and respectful, and we explain what we can achieve for them. We track victims' responses to the force victim satisfaction survey to understand

where we need to improve our service and learn what victims expect of us. For victims where we attended their report of residential burglary, vehicle crime, hate crime or where they were identified as a vulnerable victim of crime, we achieved 87% satisfaction overall in the last quarter (see graphic below). It is particularly pleasing to see that for vulnerable victims we achieved 96% satisfaction.



Even though only a small number of hate crime victims were surveyed, we only achieved 63% of victims being satisfied with our service. We are working hard to rectify this situation and with the processes put in place mentioned earlier, we saw an 80% satisfaction rate in the month of November, this suggests we are making progress to improve how hate crime victims feel. We are really pleased to see that victims are satisfied with their initial contact with SYP, they are happy with the actions we take and they say they are treated well, however we know we must keep working to improve updating victims. With the new Victims Charter becoming live in April 2021, we know this will continue to be a challenge and we are currently reviewing processes and management information to help us to support officers to meet their obligations to victims.

6.3 Looking after our staff – We know how we treat our staff has an impact on their relationships with the public, their motivation and enjoyment for their work. We recently appointed a new superintendent lead for wellbeing in the District, who is working closely with the wellbeing champions and a talented inspector to re-invigorate and review our support to our staff. Our aim is to engage dedicated and respected people at all levels within the District including practitioners who are able to inform managers of the real issues for staff and their wellbeing. These officers and staff will identify tangible activities we can undertake, whether that be to the physical environment or to support the social and psychological wellbeing of our people, so

that we can demonstrate we are listening and acting on concerns. Our priorities are to encourage a thriving practitioner wellbeing group, to focus on the wellbeing of our PVP and DA Teams, to complete a short survey in the New Year as a starting point for our activity, and to create tactical and strategic groups who will enable the practitioners recommendations.

7 LOOKING FORWARD

- 7.1 As we move into 2021, Sheffield will be concentrating on the following areas of business both to maintain and improve the service we deliver to the public.
- 7.2 Officer uplift – we have a large number of student officers within Sheffield, who are enthusiastic, motivated and boost our frontline resilience, however, they are still developing and learning their role. The numbers of officers will continue to rise over the coming months, with the new police entry routes and additional national training requirements affecting the capacity and capability of our staff in the short term. This presents challenges for us to identify sufficient experienced frontline officers to train the new students and to maintain current good performance.
- 7.3 Organised Crime – the ACT and Fortify Teams have made significant gains in disrupting and investigating organised criminality in Sheffield. It is important to maintain and strengthen our response, particularly in relation to firearms and weapons enabled criminality, which whilst generally targeted towards rivals, risks public safety and confidence amongst our communities.
- 7.4 Safer Neighbourhood Services (SNS) – now we have a thriving locality-based neighbourhood structure within our communities, we recognise we need to strengthen our problem-solving approach to the more serious and complex neighbourhood issues. We are planning to expand our central SNS team working with the local authority to build a strong multi-agency focus on vulnerability issues, for example repeat vulnerable victims and repeat missing people with complex needs.
- 7.5 Wellbeing – good service and performance are delivered by people, we will therefore continue to focus on supporting our staff, by providing guidance and PPE to keep them safe during the on-going pandemic, and listen to them and implement their recommendations to improve the environment in which they work and their social and psychological wellbeing.

List of background documents

The data within this report is taken from reports written for force performance accountability processes:

Sheffield Quarterly Performance Review
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PVP Quarterly Performance Review

Business Intelligence Reports

Report Author:	Name:	Temporary Chief Superintendent Shelley Hemsley
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PUBLIC ACCOUNTABILITY BOARD

DATE 11 JANUARY 2021

SOUTH YORKSHIRE POLICE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN PRIORITIES

THEME: TACKLING CRIME AND ANTI-SOCIAL BEHAVIOUR (ASB)

REPORT OF THE CHIEF CONSTABLE

1 PURPOSE OF REPORT

- 1.1 To provide an update to the Police and Crime Commissioner (PCC) around progress against tackling crime and ASB priority of the Police and Crime Plan 2017-2021 to support of the PCC's overarching aim of South Yorkshire being a safe place in which to live, learn and work.

The tackling crime and ASB priority focusses on:

- *South Yorkshire Police's (SYP) understanding of current and future demand on policing services and how well SYP use this knowledge;*
- *The effectiveness of neighbourhood teams in working with partners, in listening to the public, and in helping to prevent and tackle crime and ASB;*
- *The rehabilitation of offenders and the reduction of reoffending;*
- *How well crime is understood, and how far it is being brought down;*
- *Whether SYP has the right workforce mix to deal with crimes such as serious and violent crime, cyber-crime and terrorism; and*
- *Public health approach to crime.*

2 RECOMMENDATION(S) AND / OR DECISION(S) REQUIRED

- 2.1 The force recommends that the PCC considers and discusses the contents of this report and considers whether further assurance is required in relation to the progress made to meet the police and crime plan priority.

3 PERFORMANCE SUMMARY ASSESSMENT

- 3.1 This report will present a brief summary of some of our work undertaken in tackling crime and ASB in delivering the Police and Crime Plan.

South Yorkshire Police's (SYP) understanding of current and future demand on policing services and how well SYP use this knowledge

- 3.2 Understanding of demands on policing services is an important element of the organisational planning cycle. The Force Management Statement (FMS), required by HMICFRS to support their inspection regime, reports on this as a by-product of the process.

- 3.3 There is no single national way for forces to review their demand capabilities and capacity and the development of the FMS over the past three years has supported forces in providing some consistency of output on issues which are often generic to the policing service. This in turn supports HMICFRS understanding of the perennial or emerging difficulties and opportunities for future improvements across the national service.
- 3.4 Within South Yorkshire, in 2020, the force utilised an Organisational Risk Assessment (ORA), which provides a summary of the business area leads' understanding of the future demands and capacity to deliver. The force applied the model to both organisational business areas and thematic operational leads to test its application, and the output has been used to support financial planning decisions and proposals for the forthcoming year.
- 3.5 Some of the findings from the results were:
- There is generally a good understanding of reported current demands within the business / thematic areas.
 - Most areas have a good understanding of current demand but there are some elements where future demands are less clear. This is largely due to the nature of the business area (such as public order, where elements of protests and some events do not have predictive planning dates)
 - No areas are forecasting reductions in demand, with some notable areas of predicted increases.
- 3.6 Subject to funding support for delivery within key areas (this could be for example in terms of resources and assets, or training and skills development) the force will plan for delivery and report within the FMS on the remaining areas for which delivery remains a concern.
- 3.7 Key in the decision making process is in the reduction of threat, risk and harm for the public. As a result, not all decisions relate to areas of publically disclosable activity, but the consideration of these by the force is cognisant of public opinion through various methods of engagement.
- 3.8 With the new ORA approach the Performance & Governance Unit will be analysing any gaps in the proposed areas of delivery as identified by key stakeholders. These will form the basis of future quality assessment proposals for delivery in the forthcoming year.
- 3.9 At the time of writing, the 2021/22 funding proposals are in discussion with OPCC. The implications of the final financial decisions will be included in Force Management Statement to enable clear statements of the force's future delivery to be made, and to support HMICFRS in their assessment of the force governance processes.
- 3.10 In addition to the understanding of demand from a strategic planning perspective, the ongoing work linked within change programmes supports the fluctuating demand requirements for the organisation. Further to the previous quarter, the below outlines a position statement for the current work of Business Change and Innovation in relation to change programmes:

- 3.11 Crime Review – an outline business case for Communications Data was presented in October, and is now being developed into the full business case.
- 3.12 Performance and Governance Review – Extensive scoping work is currently underway to understand the priority areas. A Terms of Reference has been agreed and the priority areas identified as the Management Structure and PVP Governance area. Also included within the initial scope is support to the force’s Data Migration Project and the Power BI implementation project.
- 3.13 Criminal Justice Department – The File Build project is due to go live from the 4th January 2021, with a district by district rollout. The concurrent task in scope is to understand the requirements of the rest of the criminal justice unit workload, with the recent appointment of a temporary analyst post in support of the project. The scoping work has been split into two workstreams, the Management Structure and the CJ Teams. Terms of Reference is being drafted and work has started to understand the initial engagement and process mapping.
- 3.14 Atlas Review – The implementation of the agreed Core Functions has taken place with all staff recruited to and the go live for the Digital Desk took place in November. This project will now focus on capturing and reporting on the approved business benefits. The Terms of Reference has been agreed for the Middle Management Review which will take place in the early 2021.
- 3.15 Crime and Incident Management – Initial scoping to understand and map all crime and incident management activity across the force has taken place and a Terms of Reference for the project has been agreed. An initial options paper presenting the benefits of aligning the Force Crime Bureau with the Crime Support Hub as part of the Crime portfolio will be presented in the new year, followed by an outline Business Case which presents options for developing a centralised hub.
- 3.16 Smart Ways of Working project (Agile) – From the review of Covid delivery in force a ‘lessons learned’ session was conducted, and this identified a key recommendation to increase the agile proposition for the workforce. The Terms of Reference has been agreed for the project. It will be delivered in two phases, the first looking at what needs to be in place to continue to support agile working during the pandemic. The second phase will look at the longer term approach to agile working, aligning with the estates strategy, IT and People and Organisational Development. Work on understanding the ‘Drivers for Change’ has started, along with a review of all relevant policies.
- 3.17 Whilst not a ‘change programme’ piece, the department also coordinates the substantial activity required to deliver the officer uplift programme for the force. In terms of the officer uplift programme, the project continues on track in terms of recruitment, headcount and training milestones. The Benefits Realisation Officer is now in post and has started work to identify, track and monitor the benefits of the additional posts, teams and activity.

- 3.18 In addition to the above, the OPCC is fully sighted on work commissioned by ACC Forber to model the court processes, in support of the Local Criminal Justice Board (LCJB) activity.
- 3.19 A business analyst from Business Change and Innovation is developing a Simul8 model of the court processes to inform decision-making through the LCJB. The aim is to develop an evidence base to understand how the Courts can reduce and manage the backlogs resulting from the Covid pandemic.
- 3.20 Originally intended to cover the demand within both the Magistrates Court and Crown Court, the current analysis prioritises focus on the Crown Courts and is overseen by the LCJB. The work to date has been presented to the Police and Crime Commissioner with other briefings/updates to senior stakeholders in HM Courts and Tribunals Service, and His Honour Judge Richardson QC.
- 3.21 It is considered that the product is now sufficiently developed to model the effects of Court demand and backlogs, and will enable the ‘testing’ of resourcing options the Courts might wish to put in place.
- 3.22 The implications of this modelling are potentially wider in future application, and the force will be looking to how this partnership work can continue to be informed through the force’s demand understanding. The implications of national and in-force uplifts over the coming years for example are expected to impact on the volume of detainees through the criminal justice system and into the court process.

The effectiveness of neighbourhood teams in working with partners, in listening to the public, and in helping to prevent and tackle crime and ASB

- 3.23 One element of partnership work is in the understanding of where geographically speaking, we could expect rises in demand to occur. Areas of new housing development will clearly impact on crime prevention and reduction requirements in the future and this information can be used to better understand the resourcing demands of the organisation.
- 3.24 Business Change and Innovation has undertaken the initial steps in gathering data from our local authority partners to enable the force to understand the longer term implications of the planning changes, such as a predicted increase in the volume of domestic burglaries.
- 3.25 The Strategic Demand Board has also approved research being undertaken by a student at the University of Sheffield who has previously been supported in a 12-month placement with the force. The aim of the research is to improve current understanding of what characteristics of a neighbourhood attract an offender to the area, to commit residential burglary.
- 3.26 The research will identify which characteristics are most statistically significant as a pull factor, signalling why the offender may have chosen that neighbourhood over an alternative choice. This will support future work in target hardening within our

neighbourhoods, using a strong statistical evidence-base to reinforce decision making, and work in conjunction with operational intelligence.

- 3.27 As previously reported, ensuring the effectiveness of the force's neighbourhood teams is considered a critical element of the policing delivery in South Yorkshire. A review of the seven strands of Neighbourhood Policing is underway. To date, reviews have been undertaken for the strands of
- Engagement
 - Targeted Activity
 - Problem Solving
 - Developing Analytical Capability
- 3.28 The process for each review begins with a self-assessment by each district area, and the central team collate and review the themes from the responses. From the themes identified, action plans are created at force and district level. This ensures continued focus on the improvement of the deliverables of Neighbourhood Policing.
- 3.29 Activity reports have been delivered for the initial four areas above, with a further one in the process of being finalised. Engagement and Targeted Activity strands are now in the reporting phase, whereby each district has been working on the actions identified and providing quarterly updates of progress.
- 3.30 The Neighbourhood Policing training programme has now been finalised and will be delivered in the early part of 2021. The training has specifically been reviewed to ensure it additionally captures the areas for development highlighted through the district audits of Neighbourhood Policing.
- 3.31 The training provides an accredited training programme in Neighbourhood Policing and will be delivered to all neighbourhood officers. A condensed version will be delivered to Police Specials, and a module focussed on problem solving will be available for delivery to anyone involved in the policing service.
- 3.32 As part of the project, to support progress monitoring, a performance and effectiveness framework has been created, and is currently in the final stages of development. With a focus on the delivery of neighbourhood teams and the activities they undertake this is seen to be a key element of demonstrating the benefits of this area of policing.
- 3.33 An App has also been designed and enabled on officers' mobiles, which allows the daily recording of key activities expected within neighbourhood policing. The App will deliver a number of benefits for the force, putting the central team in a position to clearly understand the local ward area policing demands for the frontline teams across the force geography. It will also demonstrate how resources have been used in each of the activities and increase our understanding of any changing needs of our communities.
- 3.34 Incoming demands for the organisation are naturally varied in terms of volume, geography, urgency and skills requirement, such as demands within crime response and major incident management. Consequently there are sometimes occasions where neighbourhood teams are required to support other functions within the organisation, which is known broadly as an 'abstraction' from core duties. The mobile app will also

allow neighbourhood officers to record when they have been abstracted away from their core neighbourhood activities. This will allow the central team to understand if the key reasons are appropriate or preventable.

- 3.35 In support of this, currently awaiting approval is the introduction of a Deployment Protocol for Neighbourhood Officers. The purpose of this is to increase awareness of the role and duties of neighbourhood officers. The implementation of this protocol in conjunction with the mobile app should ensure the balance of dedicated neighbourhood policing resources remains within communities.
- 3.36 Change programme activity around neighbourhood policing has previously been implemented and reported against, including the review of PCSOs and the implementation of a new shift pattern and neighbourhood teams. The focus now is ensuring that the structure, training and activity is in place as designed. A number of dip samples have been conducted to test compliance with the new shift pattern. This part of the project remains in development, with a view to then assessing alongside visibility data the effectiveness of neighbourhood teams.

How well crime is understood, and how far it is being brought down:

- 3.37 When we look to our understanding of crime and how we can prevent and reduce victimisation, we naturally focus on the investigative quality and the offender outcomes. The focus for the force is on delivering results through improvements in our investigative processes, within the strategic delivery of the Investigations Governance Group.
- 3.38 Crime volumes across South Yorkshire are fluctuating as in all national delivery with the continued implications of the Covid pandemic. Volumes of offences returned to increased levels following the lockdown period, but remaining lower than recorded volumes in previous years.

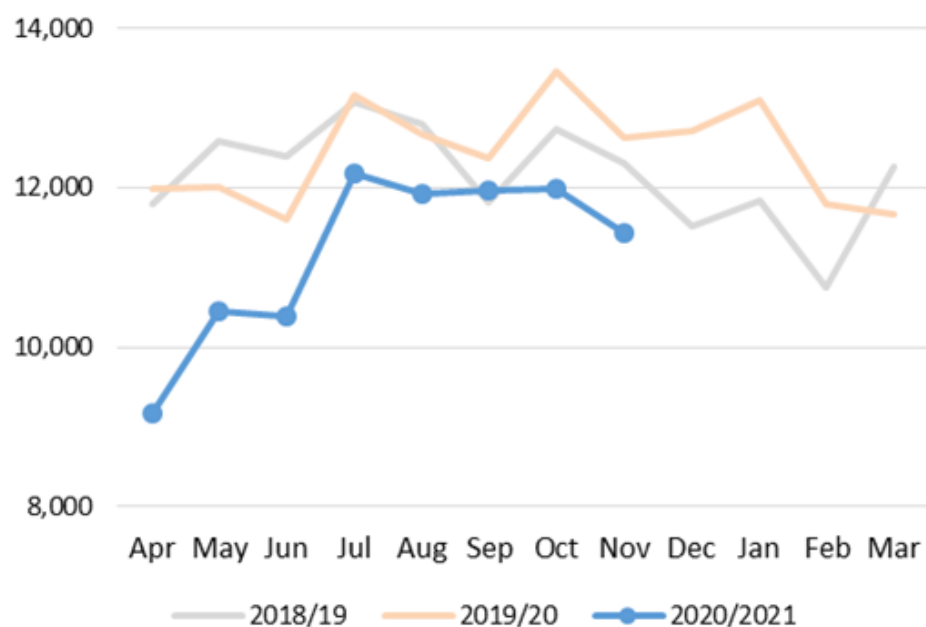


Figure 1: Total Recorded Crime volumes


Whilst there has been a reduction of 24% in burglary offences in the 10 months to October 2020, there are increases being seen into November and similarly for vehicle crime. Whilst the number of offences is not to the level of the volumes recorded in the previous year it is an area of focus for the force. The overarching response to these types of offending are dealt with under the umbrella term of Serious Acquisitive Crime (which also includes robbery offending).

- 3.39 The force lead for Serious Acquisitive Crime / Organised Acquisitive Crime, DCI Jamie Henderson, has established a monthly working group in which all elements of performance and investigative process are reviewed to drive improvements.
- 3.40 Additional support from Intelligence Analysts in the regular production of patrol plans for burglary. These take information from crime and incident records, incoming intelligence, and analytical products to review the modus operandi of the latest burglary reports, supporting local officer awareness, investigative consideration, target hardening activity and public facing crime prevention messaging. The reporting also identifies prison releases of prior SAC offenders.
- 3.41 Operation Shield continues to be used in the marking of property to increase awareness of crime prevention and deter offending within local hotspot areas. Over 7100 homes have now been protected during the operation.
- 3.42 A focus on the obtaining of forensic evidence within custody has improved the volume of footwear print samples being taken from suspects. The force now has a technological solution to take digital shoe prints from detainees when they are brought into custody, expected to be in place early 2021 at Shepcote Lane, the force's largest custody suite, will roll out to the remaining two custody suites shortly after. This is expected to expedite the process of identifying offenders.
- 3.43 The recording of house searches within the crime management system has also been improved to enable more effective performance monitoring of the process. Regional Scientific Support Services representatives also attend the working group to ensure there are no blockages within the process and the partnership delivery is working to improve the performance on both sides.
- 3.44 Over the last 6 months, the Student Return campaign, Dark Nights and Christmas Media Campaigns including SAC offending have been developed by a media officer with responsibility for SAC liaison.
- 3.45 The Student return campaign involved secured funding from Sheffield Community Safety Partnership and design/distribution of a crime prevention 'product'. The product itself was a tea towel, designed to raise awareness of burglary risk on the property, as a sustainable and constant reminder for students which will be kept in kitchens across student properties. The design is shown overleaf.
- 3.46 The force used an analytical breakdown of key streets commonly targeted as well as specific details of those properties which have been broken into on several occasions over the last two years. Sheffield North West Neighbourhood Team as part of their

usual activities delivered the product/pack to key residences and street. The local team also used this as an opportunity to engage with students and local residents and increase sign up to social media and SYP Alerts.

POLICE
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A RECIPE FOR A SAFE YEAR IN SHEFFIELD



#TEATOWELTIPS

1. LOCK YOUR DOORS
One in three burglaries happen because doors and windows have been left unlocked.

2. GET CONTENTS INSURANCE
It can cost less than a pint a month.


3. TAXIS
Get your taxi to pick you up from down the road so it's not obvious you've all left the house.


4. BUY A BIKE LOCK
Nice bike? That burglar thinks so too! Lock it up!


INGREDIENTS:

- Keys.
- Bike lock.
- Contents Insurance.
- South Yorkshire Police's top tips.

southyorks.police.uk







POLICE
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3.47 As previously reported the force has also invested in training for problem solving approaches with academic support to the process. Lancaster University's Dr Stuart Kirby and Professor Aiden Sidebottom from UCL undertook a review of the internal analysis completed for the force burglary problem solving plans. Using their years of experience of criminology they provided some suggestions about how we could tackle to bespoke problems in each area – these have been shared with individual plan owners.

The rehabilitation of offenders and the reduction of reoffending:

3.48 In February 2020, Her Majesty's Inspectorate of Prisons (HMIP) and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published 'A Joint Thematic Inspection of Integrated Offender Management (IOM)'.

3.49 The report identified areas for improvement across the IOM services, and recommended that the National Police Chiefs' Council (NPCC) and National Probation Service (NPS) establish a joint oversight group to "*drive forward improvements in IOM and make sure that progress is sustained*".

3.50 The national oversight group is now in place and following initial consultation and fieldwork, several recommendations were made. In brief these were to:

- redefine the intention of IOM;
- provide clarity to all services (including police) of their role within IOM;
- to focus on persistent offenders causing the highest demand on CJS agencies;
- initial focus on neighbourhood crime, to then widen in scope to other offending types such as domestic and violent offenders;
- the method and expectation of IOM in the cohort management

3.51 The current stage for the national group is in seeking the views of police forces and PCCs and the force IOM lead Supt Delphine Waring will be supporting this process internally.

3.52 Published on 9th December 2020, The National IOM Strategy¹ focusses on the Neighbourhood Crime Integrated Offender Management approach and has been received positively by Supt Waring who said: "*The strategy does very much mirror our aims and objectives of IOM currently, however, the focus on 'neighbourhood crime' will really compliment the work undertaken by neighbourhood policing teams in relation to problem orientated policing, and also focus on those offenders who do pose the most issues to communities*"

3.53 Updates on the existing processes and structures in place across the IOM teams have been provided previously, so the below provides a summary of some examples of the recent positive work within the teams:

- A prolific SAC nominal in one district has recently completed the Forging Ahead course and a further college course.

1

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942145/neighbourhood-crime-iom-strategy.pdf

- A high frequency offender with alcohol dependency has been accepted for housing by Emmaus, a charity which supports people to work their way out of homelessness.
 - Use of BUDDI tags, with continued funding in some areas – being used to support offender compliance, at the same time as enabling the individual to break from their previous lifestyle. One example involves a Registered Sex Offender who had previously breached their non-molestation order in relation to an ex-partner, where no further incidents have been reported. Another relates to a violent offender where the tag was successfully used as a means of managing the curfew and exclusions zones.
- 3.54 Specifically linked to the management of violent and sexual offenders, the ViSOR team in force delivers a full service of assessment and management.
- 3.55 A number of Registered Sex Offenders (RSOs) reside within the South Yorkshire areas, and the volumes have increased in the previous 12 months. These numbers are naturally expected to rise due to the nature of RSO status with some individuals being placed on the register for an indefinite period. The period of registration is determined by the:
- Nature of the sexual offence conviction, reprimand, final warning, adult or youth caution or conditional caution; and
 - Type and duration of the sentence imposed by the court.
- 3.56 Of the RSOs currently residing in South Yorkshire, 20% are in custody. Of those currently within the community, 79% are assessed as low or medium risk.
- 3.57 Higher risk nominals are managed through Multi Agency Public Protection Arrangements (MAPPA), where the police, probation and prison services work together with other agencies to assess and manage violent and sexual offenders in order to protect the public from harm. Volumes of nominals referred to MAPPA are currently high, with 60 individuals referred to MAPPA in November 2020. This may be linked to the limited delivery capability of partner agencies during the Covid pandemic, but is noteworthy given the lack of prediction that can be given to the future volumes.
- 3.58 The team also consider a variety of methods of offender management on an individual basis, and are in early discussions with partnership agencies to scope the development of a programme which could increase the employability of registered sex offenders within the community.
- 3.59 The South Yorkshire Liaison & Diversion Service (L&D) works with those at the point of entry into the criminal justice system by engaging with them in police custody, the courts and the community prior to sentence. In the last quarter a monthly average of over 400 referrals were submitted to the Liaison and Diversion service within the force custody suites.
- 3.60 The implications of Covid have restricted the delivery of the L&D services with a reduction in face to face delivery, this following a temporary decision to remove the staffing embedded within the custody suites.

3.61 L&D have recently been undertaking an audit of the service focussed on the delivery through custody suites and the force Custody Lead, CI Lee Beck will looking to work in partnership with the service to deliver any recommendations from their findings.

Whether SYP has the right workforce mix to deal with crimes such as serious and violent crime, cyber-crime and terrorism:

3.62 The Investigation Governance Group (IGG) chaired by ACC Poultny oversees the quality of investigations and the improvement of standards across all investigations ranging from high volume crime to homicide.

3.63 Det Supt Ian Scott who leads on Investigations for the force has developed an action plan to deliver continual development of all our investigators. The below plan on a page reflects the areas that the force continues to work towards.

Our Strategic Objectives		
<p>Delivering excellent Victim led service</p> <p>SYP are committed to continuous professional improvement and organisational learning within the investigative function to reassure and build public confidence to deliver excellent service outcomes.</p> 	<p>Collaborate in effective partnerships</p> <p>To work with partners and professional bodies to equip and accredit our staff to undertake criminal investigations and be responsive to emerging threats to achieve the best outcomes.</p> 	<p>Communicate and engage effectively</p> <p>Promote and identify good practice for implementation and dissemination, engaging effectively with our staff, using innovative working practices. We will utilise technology where appropriate to improve our efficiency and effectiveness to support professional investigation of crime.</p> 
<p>Continue to enhance our strong and stable leadership</p> <p>Senior leaders will demonstrate their commitment to improving investigations by ensuring compliance with agreed National Authorised Professional Practice (APP) guidance, approved by the College of Policing.</p> 	<p>Making use of technology</p> <p>To realise the potential of technology in reducing demand, creating capacity and assist SYP in delivering an excellent service</p> 	<p>Governance and compliance</p> <p>Ensure effective governance and compliance framework is embedded, to ensure crime data accuracy and to professionalise investigative process.</p> 

- 3.64 SYP are working with our partner CENTRIC, a research facility affiliated to Sheffield Hallam University, to develop interactive programs for frontline staff. These innovative learning packages will allow officers to make decisions and follow an investigation through with varying outcomes based on their choices.
- 3.65 The first two programs are focusing on Domestic Abuse (DA) and Human Trafficking, key areas of offending against vulnerable members of our communities.
- 3.66 DA Matters training is also currently being delivered across the force to support the identification and investigative approach to be taken in the force response to DA. The overwhelming response to the training has been positive, and the training programme continues to March 2021. DCC Mark Roberts said of the training: *“The DA matters training builds on this and I found it incredibly useful both from a practical information stand point but even more powerfully to underline why our focus on it is so important. ...watching and listening to some of the real life case studies re- enforced why I joined the Police.”*
- 3.67 The Investigator Development Unit was created as part of the crime review and became operational in September 2017. The team of detectives and police staff work to support the initial recruitment, induction and development of investigation officers. The detectives and investigation officers carry an investigative workload, and the team are involved in work linked to the Professionalising Investigations Programme (PIP) investigator career pathways and resilience.
- 3.68 The team is also in the process of working with the People and Organisational Development department in skills mapping the force’s full crime portfolio to ensure that the force not only currently has the right workforce mix and the skills to deliver for victims, but to support requirements based on future known demands.
- 3.69 As part of the process of disseminating learning across a large organisation during the pandemic and with recognition of the impact of the new recruits into force, new and agile ways are being developed to deliver ongoing training and support the Continued Professional Development of the existing staff.
- 3.70 Bitesize videos is one way technology is currently being used to deliver continuous learning. Subject matter experts from a wide range of disciplines are producing short 5 minute videos highlighting simple learning points based on development areas that are identified through the IGG.
- 3.71 The bitesize videos are intended to be condensed, quick-fire summaries of subjects, delivered to officers by our own experts from across the force, statutory partners and other law enforcement agencies. Supervisors are encouraged to play the videos during briefings and discuss the content with their teams.
- 3.72 A new video will be released each week, with the first two in December covering:
- Fraud with PC Gavin Johnson, Crime Support Hub
 - Investigation Plans with PC Phil Bower, Crime Support Hub

- 3.73 These videos are further supported by a program of learning developed for Detective Constables by our Organisation Development and Learning department, which includes interactive live chats with subject matter experts via SKYPE affording more officers the chance to develop their skills whilst minimising the abstraction from the front line.
- 3.74 In ensuring the workforce is equipped to deal with the violent offending behaviour within South Yorkshire, there are circumstances in which specific teams are created. One such example is in the 2020 formation of the Armed Crime Team (ACT), as South Yorkshire Police's response to the threat posed by gun crime.
- 3.75 The start of 2020 had seen an increase in firearms discharges across the county, and specifically in Sheffield. The majority of these discharges were driven by the activity of Organised Crime Groups (OCGs) involved in the supply of controlled drugs. The ACT has focused its activity in the Sheffield area and works closely with the Sheffield District Fortify teams and the specialist uniformed resources with Operational Support Unit.
- 3.76 Overall force-wide firearms discharges in 2020 were increasing compared to the previous year, however, the overall number of discharges in 2020 have decreased in the second half of the year. This year has also seen an increase in the recovery of illegal firearms with more firearms recovered in the first 11 months of 2020 than in all of 2019 or 2018.
- 3.77 Further reporting on the specific work of the ACT is included within the Sheffield District report to PAB.

Public health approach to crime

- 3.78 A public health approach to crime involves identifying the root causes of the problem and finding prevention and early intervention solutions in partnership. The South Yorkshire Violence Reduction Unit (VRU) uses a public health approach to crime.
- 3.79 As part of this work the VRU have developed the Area Profile which discusses the social determinants of life (from housing to healthcare access) and looks at the causes of the causes of violence. The document also presents data on Adverse Childhood Experiences (ACEs) and trauma that children and young people may experience. These include domestic abuse (with violence), substance misuse, a caregiver in prison, divorce and separation, caregivers who have mental health issues and with physical, mental and sexual abuse.
- 3.80 The Violence Reduction Unit has also consulted with partner organisations and members of our communities to produce a strategy for reducing violence in South Yorkshire. The strategy together with the area profile provides all of the evidence, intelligence and research, as well as an understanding of the upstream drivers of violence.
- 3.81 The following 16 priorities have been agreed for all organisations working across the system in South Yorkshire.

- Encourage safe, nurturing and stable relationships between children and their parents and caregivers
- Encourage all professionals and organisations to continue to work toward becoming trauma-informed, to an approved standard for South Yorkshire
- Work to end domestic abuse
- Promote gender equality to prevent violence against women
- Work in partnership to improve the mental health of the population, and advocate for those who need support to receive it in a timely manner
- Support people who misuse substances to make more positive choices
- Work in partnership to reduce the availability and harmful use of alcohol
- Work in partnership to ensure that children and young people have equal access to education and that their differing starting points and situational context is taken into account
- Support people into employment and provide pathways to further education/re-training
- Ensure that housing is adequate
- Increase cohesion in our communities, supporting our communities to identify and maximise their assets
- Provide ways out for those already entrenched in violence, or who have been previously incarcerated, to support effective rehabilitation.
- Reduce access to lethal means
- Work to change cultural and social norms that support violence
- Work to embed this approach in Community Safety Partnerships, and ensure that existing mechanisms for change are fully utilised
- Reduce violence through victim identification, care and support programmes.

3.82 The Community Safety Partnerships in Barnsley, Doncaster, Rotherham and Sheffield are coordinating production of local violence reduction action plans to deliver the response strategy at a local level. These plans identify local gaps and actions for improvement against the 16 violence reduction priorities, using the mechanisms identified in the response strategy.

3.83 In addition to providing strategic leadership and coordination on the 16 priorities and financial support to the Community Safety Partnership to address any gaps they have in tackling these priorities, the South Yorkshire Violence Reduction Unit also commissions a number of additional interventions. Some of the interventions funded by the VRU include:

- Plan B Custody Navigators – this is a team of workers that operate out of Police custody suites to provide a reachable, teachable intervention that is trauma informed and aimed at providing holistic support for people to help them improve their lives
- Hospital Navigators – working in A&E departments to support people exposed to violence and support them with their needs
- Mentors in Violence Prevention – a peer led mentoring programme in schools. The introduction of bystander training within the educational setting will start to tackle the culture, the beliefs and the attitudes that say violence is acceptable. The approach will also allow discussions on domestic abuse, bullying, harassment, sexual violence, weapons carrying, Child Sexual

Exploitation (CSE) and different forms of hate crime as well as the influence of the modern media in shaping our society

- 3.84 The South Yorkshire VRU has engaged with local charities and community groups to provide grants for grass roots projects to prevent and reduce violence. Funding was aware to 33 organisations and groups in providing support on stopping violence before it begins (primary prevention), halting the progression of violence (secondary prevention) and looking for ways out of violence and crime (tertiary prevention), along with criminal justice and enforcement and attitudinal change.
- 3.85 One such project is the Beyond the Walls Initiative, part of Shakespeare UnBard which works with those caught up in the criminal justice system and offers the opportunity to set up and run a collaboratively-owned theatre company. Starting on 04 January 2021 in Sheffield, the Beyond The Walls initiative will offer people from the age of 18 years the opportunity to work together to produce one of Shakespeare's famous plays that will be performed to family members and friends. Founder of Shakespeare UnBard, Rowan Mackenzie, has been working in prisons across England since 2017 and has won multiple awards for the theatre companies she co-owns with the actors inside.
- 3.86 Specific outcomes from the VRU first grant round include:
- 2,444 children and young people being educated about trauma, healthy relationships and domestic and sexual abuse and 1,739 young people receiving direct interventions
 - 677 individuals have been involved in activities to improve community cohesion and prevent hate crime and ethnically/racially motivated anti-social behaviour
 - 48 families at further risk of domestic abuse protected with the SmartWater forensic marking initiative
 - 1,450 items of security equipment was purchased to protect victims of domestic abuse
 - 78 veterans who were at risk of engaging with criminal activity were supported
 - £61,865 of illegal tobacco products was lost by criminal groups as a result of inspections of business premises
- 3.87 Outcomes from grants awarded in 2020-2021 will be available later in the year.
- 3.88 The South Yorkshire Violence Reduction Unit has published their first Annual Report², detailing the work that they have achieved since being set up in August 2019.
- 3.89 Rachel Staniforth, Head of the South Yorkshire Violence Reduction Unit said: *“In addition to the research and data collection, we have also been funding some amazing projects across the county who are working very hard within communities to prevent and reduce violence.... I hope that the Annual Report reflects all of the good work going on in partnership and collaboration across South Yorkshire”*

² <https://syvru.maps.arcgis.com/apps/Cascade/index.html?appid=3c927074b0f24c3d8aabf32e2ce0f75f>

4 FUTURE DIRECTION / DEVELOPMENT

4.1 SYP will continue to support tackle crime and antisocial behaviour throughout the Covid pandemic and identify emerging issues as they arise. Work continues to ensure the public safety needs are understood and delivered against, and that internally our workforce is protected appropriately, supporting individuals to minimise the impact on organisational delivery.

4.2 Over the next 12-months, our focus includes:

- focus on delivering our services, including our training and continued professional development, to meet public needs and expectations;
- working within our communities and across partnerships to solve local problems;
- continue activity in delivery of prevention approaches for crime, designing methods pertinent to the problems we face
- tackling knife crime and violence through our developing public health approach and funding for serious violence, and the targeted work through the Armed Crime Team; and
- supporting the uplift in areas to deliver specialist capability such as those linked to serious and organised criminality.

5 COMMUNICATION PLANS / CONSIDERATIONS

NONE

6 EXCEPTION REPORTING

NONE

Chief Officer Lead: Deputy Chief Constable Mark Roberts QPM

Report Author: Strategic Performance Manager Tania Percy

END

PUBLIC ACCOUNTABILITY BOARD

11 JANUARY 2021

Report of the Commissioner's Chief Executive and Solicitor

The Police and Crime Commissioner's Strategic and Financial Planning Process for the 2021/22 budget.

1 Report Objectives

To provide an overview of the Police and Crime Commissioner's (PCC's) annual strategic and financial planning process in relation to reviewing his Police and Crime Plan (2017-2021 – renewed 2019) and setting a supporting budget and policing element of council tax precept for 2021/22.

2 Recommendations

The PCC is recommended to note the content of this report and comment on any matters arising.

3 Background Information

- 3.1 *Sections 5, 7 and 8 of the Police Reform and Social Responsibility Act 2011 (the PRSRA) require each PCC to issue a policing and crime plan (Plan) to cover his/her term of office, which sets priorities for the local area. The Plan is to be kept under review, and varied if necessary.*
- 3.2 *Sections 21-27 and Schedule 5 of the PRSRA, and sections 39-43 of the Local Government and Finance Act 1972 provide that each PCC holds the police fund and other grants from central and local government, and the PCC sets the policing element of the council tax precept for his/her area (council tax precept).*
- 3.3 Throughout each year, the Office of the Police and Crime Commissioner (OPCC) undertakes a strategic and financial planning process (the Process) - working with South Yorkshire Police (SYP), the public and partners to gather the information necessary to support the PCC in meeting those statutory responsibilities set out above.
- 3.4 Last year, the Process was different - the PCC elections due to be held in May 2020 were postponed to 7 May 2021, as a result of the global Coronavirus pandemic and this government's response to it. As a result, the PCC reviewed his Police and Crime Plan and, in May 2020, he reaffirmed that the priorities of the Police and Crime Plan should remain until the 2021 PCC elections. They are:
- ***Protecting vulnerable people***
 - ***Tackling crime and anti-social behaviour***
 - ***Treating people fairly***

3.5 The PCC also published a document telling South Yorkshire's communities what his new focus had to be as a result of the emergency situation. Since May 2020, the PCC and OPCC have been focusing on the following:

- **Ensuring the Chief Constable has sufficient resources to respond to the emergency**
- **Ensuring, on behalf of the public, that the police respond in ways that are necessary, sufficient, proportionate and ethical (holding to account)**
- **Facilitating effective partnership working among agencies and groups working in community safety, violence reduction and criminal justice**
- **Commissioning and co-commissioning services, particularly for victims of crime, and providing grants for policing and anti-crime purposes**

3.6 As in previous years, the OPCC has set a timetable this year which explains the various activities in the Process to review the Police and Crime Plan and set the budget for 2021/22, with milestones for their completion.

3.7 The PCC holds a monthly Planning & Efficiency Group (PEG) which oversees the Process. PEG is supported by activity by OPCC officers and SYP colleagues to make sense of our environment, current and future threats and demands, and the views of our communities and partners on the priorities in our local area.

3.8 These PEG meetings started in September, and there have been reports to the PCC's previous Public Accountability Board (PAB) meetings that have explained the various stages in the Process, and the stage reached by the time PAB papers have been despatched.

4 Current position

4.1 A number of elements have come together since the last report to PAB, most notably:

- a) The PCC has received from the Chief Constable his assessment of policing need in South Yorkshire for next year and beyond, the Chief Constable's budget requirement, and his plans for growth and savings.
- b) The PCC and OPCC have been drafting a short document for the PCC to publish which will act as an addendum to his current Police and Crime Plan. This will take South Yorkshire Police beyond the PCC elections, due to be held in May 2021. After the elections, it is anticipated that the returning PCC, or a new PCC, will issue a new Police and Crime Plan for the remaining three years of their term of office.
- c) On 17 December 2020, we received the Chancellor's settlement announcement, although the detail is yet to be received by PCCs as to the position locally.

- 4.2 The government's spending review (SR) announcement was for a one-year period only, and included the following key areas which impact on policing:
- a) The announcement of a public sector pay freeze, except for employees earning less than £24k p.a. who will gain an additional £250 in pay award, and NHS doctors and nurses who are exempt from the pay freeze.
 - b) The continuation of the police 'Uplift' programme, with £400 million additional funding available nationally to continue the recruitment of 20,000 extra police officers across England & Wales by 2023, leading to an additional 6,000 officers in 2021/22.
- 4.3 Additionally, the SR announcement gives PCCs in England flexibility to increase funding in 2021/22, through increases in local taxation (i.e. the council tax precept). There is a maximum limit on a PCC's ability to increase the council tax precept in their area - £15 on a Band D property (this equates to approximately a 7% increase in South Yorkshire). The Home Office has assumed the £15 increase in its overall funding calculations and assumptions.
- 4.4 The PCC's Engagement Team released an online public consultation survey before Christmas asking people in South Yorkshire whether they would be prepared to pay more towards policing in their council tax (the precept). This is being heavily promoted through the media, social media and direct to residents through the SYP Alerts system. The survey will close on Monday 18 January, and the results will be analysed and used to inform the PCC's precept proposal to the Police and Crime Panel. Responses to the survey have so far been positive, and supportive of a possible £15 for Band D increase in council tax precept here in South Yorkshire.

5 Next steps

- 5.1 With support from SYP colleagues, OPCC lead officers are continuing to work on the budget setting for 2021/22, and the PCC's proposal for council tax precept in South Yorkshire.
- 5.2 Further internal meetings are planned in January, as well as consultation with our four local authority leaders.
- 5.3 There will then be final consideration of all the information around policing and commissioning need, consultation outcomes and the latest council tax base and collection fund position. This will inform the finalised budget position and precept proposal for 2021/22, which will be presented to the Police and Crime Panel for consideration on 3 February 2021.

Contact Officer: M Buttery
Designation: Chief Executive and Solicitor

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Joint Independent Audit Committee Exception Report

Exception Report	Report Author
Joint Independent Audit Committee	Chair of the Joint Independent Audit Committee
	Date of the Report
	3 January 2021 (for PAB on 11 January 2021)

Urgent:	No
Where “Yes”, the Chair of the Joint Independent Audit Committee should immediately notify the Commissioner of the matter considered urgent and set out in this section the reason(s) for such urgency.	

Restricted:	No
The Chair of the Joint Independent Audit Committee should indicate which, if any, aspects of the report should be restricted, along with the associated rationale.	

Level of assurance

A narrative summarising the level of overall assurance from the Chair should be provided in this section. The content of the following table should guide the report author in offering a level of assurance:

Level of Assurance	Assessment
1	Significant gaps / weaknesses exist or controls non-effective (generally non compliant)
2	Some gaps / weaknesses exist or controls only partly effective (partial compliance)
3	Some minor gaps / weaknesses exist but generally strengths outweigh weaknesses and controls are generally effective (generally compliant)
4	Very few or no gaps / weaknesses exist and controls are effective (fully compliant)

Updates and Exceptions

The Committee assists the PCC in discharging his statutory responsibilities around holding the Force to account which contributes towards enhancing public trust and confidence in the governance of the Office of the Police and Crime Commissioner (OPCC) and South Yorkshire Police (SYP).

The Joint Independent Audit Committee met via Skype on the 7 December 2020.

Exceptions for noting:-

Joint Independent Audit Committee Exception Report

1. PCC Update

The Commissioner reiterated that the Office continued to work from home although some staff are returning to the office for a reduced number of days.

Graham Jones, currently the Head of Probation for Barnsley and Sheffield, will be taking over as the new Head of the Violence Reduction Unit.

PCCs nationally continue to hold weekly video conferencing meetings with Ministers.

SYP, OPCC and the Local Criminal Justice Board have undertaken some court modelling, which has been presented to Ministers and Senior Civil Servants, to help predict the impact of accumulating backlogs because of the Covid-19 pandemic. There is still a clear commitment from Government in relation to the 20,000 additional police officers, regardless of how much financial pressure this may cause. Government also want to see cashable savings although the amount of savings expected for individual forces is still unknown.

A flat cash, or less, financial settlement is expected. This will not be known until the 15 December at the earliest and may not be before Christmas.

There will be some flexibility around the precept, although it will be difficult to keep the precept low and balance the budget.

Budget preparation is taking place with the Force and this will be presented to the Police and Crime Panel at the beginning of February 2021.

Police pay has been frozen for 2021/22, this will reduce assumed pay costs by around 2%.

The Commissioner highlighted his policing priorities survey which asks people if they would be prepared to pay more for policing. So far, people recognise the work the police have been doing and are prepared to pay a little more.

2. Force Update

DCC Roberts welcomed the firm commitment of the 20,000 additional officers, although there would be challenges around the budget.

Confirming that it was difficult to see where additional savings could be made, he highlighted the significant improvements made to the working practices at Atlas Court and expressed concern at the pressure the budget implications would put on this.

The Force had received positive feedback from HMICFRS in relation to its response to the Covid-19 pandemic. The public had been supportive of the Force's approach to the pandemic and had not seen the negative feedback some other forces had received. Sickness levels in the Force remain low.

National contingencies being put in place in relation to security and intelligence with regard to Brexit planning.

Joint Independent Audit Committee Exception Report

DCC Roberts highlighted the cost of dealing with a spike in gang activity and also highlighted the Domestic Abuse Matters training being rolled out across the Force. This was hard hitting.

3. SYP - Strategic Concerns Update

Two new Strategic Concerns had been added.

- Impact on the Force as both the National and Chief's Uplift will create a large proportion of inexperienced Officers. The main cause of the concern is the requirement to support and supervise the high levels of inexperienced officers in years to come. Several mitigating actions have been identified including the creation of an assessment unit to work with Tutors and the development of a plan to increase the number of tutors.
- Impact to the Force as a significant number of Regional Procurement staff transfer to Bluelight Commercial without clarity of what this new organisation will be doing for SYP. The concern is being sufficiently mitigated and managed effectively and it has been decided that this concern will be closed.

D Carrington confirmed that the Force had picked up additional costs regarding Covid 19. Spending of £3.9m has been incurred and £1.9m has been recovered for PPE and income recovery. The Force will continue to incur costs and this is a financial pressure.

4. OPCC – Risk management

Having reviewed the risk report and discussed mitigation of the strategic risks.

Members were able to reassure the PCC on the adequacy and effectiveness of his risk management arrangements.

5. SYP Annual Governance Action Plan Update

Two current governance issues were highlighted:

- Compliance with Transparency Requirements
- Case File Preparation

Work to resolve the 'Compliance with Transparency Requirements' issue had been undertaken and a progress update is expected.

DCC Roberts confirmed it was getting harder to get cases put before the courts and action plans are being developed rather than charging decisions.

6. OPCC Annual Governance Action Plan Update

Four current governance issues were highlighted in the action plan.

Joint Independent Audit Committee Exception Report

The majority of the timescales included in the action plan are expected to be met.

With regard to the IS collaboration an updated action plan is awaited, however there are some issues with the action plan. This is now with DCC Roberts and the Deputy Chief Constable from Humberside who are considering the budget. Humberside are moving to a different records management IT system than that in place within SY. Members were assured that there is now better scrutiny and governance in place.

Members were able to give the PCC assurance that progress is being made against those areas for improvement identified in the Annual Governance Statement 2019/20.

7. SYP Arrangements for producing the Annual Governance Statement

Confirmation was received that the planning process for 2020/21 is based on previous years in order to complete the AGS by the end of April at the latest.

8. OPCC Arrangements for producing the Annual Governance Statement

Work is being done to bring the OPCC and SYP closer together in governance terms, however the process to produce the annual governance statement is expected to be completed on time.

9. SYP Covid 19 Update

The Force continues to have good relationships with partner agencies.

The Force reviews every Fixed Penalty Notice and if this has been issued incorrectly it will be withdrawn.

The support provided by SYP's Legal Services Department has been outstanding. National guidance is provided by SYP and the Metropolitan Police. Good feedback has been received from HMICFRS.

DCC Roberts confirmed there would be a strong message to encourage staff to take the Covid-19 vaccine. As yet there was no clarity on where police officers come in the priority list to receive the vaccine. The Force has already made provision for officers to have the flu jab.

10. Budget Monitoring

The report covered the budget managed by the Chief Constable of the South Yorkshire Police force and budgets managed by the Office of the Police and Crime Commissioner, such as partnerships and commissioning, capital financing charges and the office of the PCC, and presents a consolidated position of the current budget and expenditure.

This is a monthly report which is taken to the Planning and Efficiency Group (PEG).

Members were able to give assurance to the PCC and Chief Constable that the Force has effective arrangements in place to monitor the Force and OPCC budget.

Joint Independent Audit Committee Exception Report

11. Treasury management Mid-Year Review

A report of the Commissioner's Chief Finance Officer was presented to the Committee. The purpose of the report was to provide information on treasury management activity and prudential indicators, as required under the Chartered Institute of Public Finance and Accountancy (CIPFA) Treasury Management Code of Practice and the CIPFA Prudential Code.

This was one of three statutory reports which completes the annual information required under the CIPFA code.

Members were able to provide assurance to the PCC that treasury management activity is being managed effectively.

12. Internal Audit Report

The report detailed work by the Internal Audit completed and in progress from 1 September 2020 to 15 November 2020.

250 days of planned work have now been delivered to date, this is an increase to the figure of 214 days included in the report. There are a large number of audits are scheduled to take place in Q3 and Q4 and resources have been allocated for this.

Internal Audit confirmed that they have the capacity to complete the remaining work, but this will depend on the availability of managers within the areas being audited.

Four new pieces of work have been added into the plan and one piece of work has been deferred.

Internal Audit will only do work that is a priority and will add value highlighting that CIPFA had issued guidance on how to undertake a diagonal slice if required but that was not thought to be required currently

It is recognised that greater liaison and communication with External Audit because of the change in emphasis around Value for Money is required.

A workshop will be held in February to enable JIAC to play a part in the coming years planning.

13. External Audit Update

It was reported the audit had concluded and the audit opinion had been given. The letter is outstanding.

Planning for next year is now taking place where the main change will be the new code changes around Value for Money. Currently, this is done by exception but next year a more extensive report will be required.

The Government have not yet set the statutory timescales for completion of the audit. It may be as early as September or may be as late as November. Grant Thornton will aim to do the audit as early as possible.

Joint Independent Audit Committee Exception Report

Recommendations

The Commissioner is recommended to consider and comment on the exceptions and overall level of assurance provided by the Joint Independent Audit Committee.

Report author details

Name: Steve Wragg, Chair of the Joint Independent Audit Committee

Signed: S Wragg

Date: 03.01.21



Independent Ethics Panel Exception Report

Exception Report	Report Author
Independent Ethics Panel	Chair of the Independent Ethics Panel
	Date of the Report
	05/01/21 (for PAB on 11/01/21)

Urgent:	No
Security Classification	Official

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 16 December 2020.

Reports to the Independent Ethics Panel – exceptions for noting

1. Hate Crime Update

- 1.1 Chief Superintendent S Poolman, SYP's Hate Crime Lead, presented a detailed hate crime update.
- 1.2 The Panel received information on the national increase in the number of hate crimes recorded in 2019/20 compared with 2018/19 – 8%. The majority of hate crimes were race hate crimes. Religious hate crimes fell by 5%. This was the first fall in religious hate crime since 2012/13. Sexual orientation hate crimes increased by 19%, disability hate crime by 9% and transgender identified hate crimes by 16%.
- 1.3 Over half of the hate crimes recorded by the police were public order offences and a further third were for violence against the person offences. The Panel noted that this correlated with SYP's findings.
- 1.4 The Panel noted that locally, between October 2019 and September 2020, the total volume of hate crimes and incidents in SYP has increased by 26% when compared to the previous 12 months. All districts have seen a rise in hate crime in the last 12 months. The Panel were pleased to hear that hate crime coordinators continue to

Independent Ethics Panel Exception Report

engage with all communities and community support groups to raise awareness and to work with partners to prevent hate crime.

- 1.5 The Panel received information on the increase in race hate crime, whilst it is not the highest percentage increase, does represent the largest numerical increase. Analysis shows that 55% of this rise occurred in the last 3 months of this period (quarter 2) and directly correlates with the murder of George Floyd and the rise of the Black Lives Matter movement. Race hate crime rose from an average of 173 crimes per month to 260 in June, 234 in July, 264 in August and 210 in September. What is interesting is that the rise in race hate crime is attributable to an increase in reports from white victims as well as Asian and black victims.
- 1.6 The Panel welcomed the increase in hate crime victim satisfaction. Nationally, hate crime victim satisfaction sits approximately 15% below that of all crime victim satisfaction. SYP have undertaken a lot of work around this and since February, there has been consistent improvements. A year-on-year comparison shows a 13% improvement to 77%, which is only 4-5% below the all crime victim satisfaction rate.dat
- 1.7 The Panel welcomed the data provided on victims and suspects.

2 Diversity, Equality & Inclusion

- 2.1 The Panel received an update from A Macaskill, the IEP's interim lead member for Diversity, Equality & Inclusion.
- 2.2 An update was provided from the Force Diversity, Confidence and Equality Board. The Panel expressed concern around the increase in violence against officers. A 30% increase which equates to 16 officers being assaulted each week.

3 Stop and Search

- 3.1 The Panel received an update from M Lewis, the IEP's lead member for Stop and Search.
- 3.2 M Lewis had attended a meeting between representatives of the Black Community, the Commissioner, ACC Tim Forber (Local Policing) and staff of the OPCC. He highlighted to the Panel the perceptions of the needs of the African Caribbean and black communities who feel they are being neglected except for when they are being over policed. This links to the work of the Panel in relation to the number of BAME

Independent Ethics Panel Exception Report

police officers in the Force and the current recruitment campaign to recruit more BAME officers.

4 **Body Worn Video Footage**

- 4.1 The Chair had attended Carbrook to view Body Worn Video footage and supporting documentation on behalf of the Panel following a request from the Deputy Chief Constable. This related to an allegation of racial profiling and a discharge of an attenuating energy projectile (AEP) round.
- 4.2 The Panel were able to provide assurance to the PCC on the professional, calm and controlled way officers had dealt with two difficult situations.

Recommendations

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

Report author details

Ann Macaskill, Chair of the Independent Ethics Panel
 Sally Parkin, Governance and Compliance Manager
 Contact details: OPCC, 0114 2964150

Signed:
 A Macaskill

Date:
 05/01/21

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PUBLIC ACCOUNTABILITY BOARD

11 JANUARY 2021

REPORT BY THE PCC'S CHIEF EXECUTIVE AND SOLICITOR

POLICE AND CRIME COMMISSIONER DECISIONS

1 Report Objectives

- 1.1 This Report is to provide the Public Accountability Board ('PAB') with a record of key decisions taken by the PCC outside of this Board since the last PAB meeting.

2 Recommendations

- 2.1 The Board is recommended to note the contents of the report and to comment upon any issues arising.

3 Background

- 3.1 The Police Reform and Social Responsibility Act 2011 sets out the functions and responsibilities of the PCC.
- 3.2 The Elected Local Policing Bodies (Specified Information) Order 2011 sets out the requirements of the PCC to publish information about decision-making.
- 3.3 The PCC has a Framework for decision-making by both the PCC and those exercising delegated authority on behalf of the PCC. It details the arrangements put in place to enable the PCC to make robust, well-informed and transparent decisions, and hold the Chief Constable to account.
- 3.4 Decisions taken by the PCC will primarily arise from discharging his statutory functions and are likely to include, but not be limited to, the following areas:
- Collaboration/partnerships
 - Strategic Direction
 - Governance, including policy
 - Budget setting
 - Commissioning
 - Capital programme spend
 - Asset requisition/disposal

4 DECISIONS

- 4.1 The PCC has made 56 decisions in 2020/21.

4.2 For the period 30 November 2020 (the date of the last report) to 31 December 2020 the PCC has made the following decisions to draw to the attention of the Public Accountability Board.

4.2.1 Commissioner's Proceeds of Crime Act Community Grant Scheme 2020/21 – Panel Recommendations October 2020

The Commissioner's Proceeds of Crime Act (POCA) Community Grant Scheme for 2020/21 enables non-profit organisations to apply for funding of up to £10,000.

Proposed activities must address one or more of the PCC's strategic priorities as set out in the Police and Crime Plan. Funded organisations have to show compliance with terms and conditions including the submission of monitoring information at agreed milestones.

In October officers considered and assessed 42 applications for funding with a total value of £358,389 and recommended 12 applications be approved. There will be a further panel before the end of this financial year for other applications or reapplications to be considered.

The PCC considered the panel recommendations on 20 October 2020 and agreed to fund the following 16 bids with a total value of £137,497.

Organisation	Project	Recommended Funding
Affinity 2020 CIC	Tiny Tots College	£9,750.00
Endeavour Training Limited	Sheffield School Support Project	£10,000.00
Mediation Sheffield (MESH)	Sheffield Cohesion Advisory Group	£10,000.00
Yorkshire Lowland Search and Rescue	Search Team response kit	£3,000.00
RFEA	Project Nova	£10,000.00
Remedi	Restorative Hate Crime Awareness Project	£6,800.00
Sheffield Mind	Anger Management	£10,000.00
Flying Futures	Active Leaders	£10,000.00
Sheffield Wednesday Community Programme	Stay onside	£9,680.00
The Suit Works	The Suit Works	£6,943.00
Crossroads Care Rotherham	The Corner Carers Hub	£5,844.00

Organisation	Project	Recommended Funding
The Snowdrop Project	Long-term support for survivors of trafficking in Barnsley	£10,000.00
Wildlings & Wellbeing CIC	Forest Youth Club	£9,880.00
Rileys Boxing and Fitness Club	Community Engagement Fir Vale	£6,500.00
Cast Doncaster	Public Acts	£9,100.00
Pitsmoor Adventure Playground	Pitsmoor Roma outreach	£10,000.00
Total		£137,497

Further information about individual grants can be obtained by contacting the Office of the Police and Crime Commissioner (OPCC) at info@southyorkshire-pcc.gov.uk or 0114 2964150.

As a result of COVID-19 the OPCC intend to withhold any funding that would result in a breach of government guidance until said restrictions are lifted.

4.2.2 Violence Reduction Unit Mid-year Underspend

The PCC approved £82,500 to fund projects which meet the South Yorkshire Violence Reduction priorities and areas of focus. This funding is as a result of unforeseen changes to the Violence Reduction Unit budget as a result of the Covid-19 pandemic.

Lead Organisation	Project	Geographical area	Primary, Secondary, tertiary or a combination?	Cost
St. John the Baptist	The Family Works, Sheffield	Sheffield	Primary, secondary and tertiary depending on the families involved	£8,000
	Scholarship Fund	South Yorkshire Wide	All three, depending on the young person selected	¹ £40,000

¹ please note that this amount will be flexed based on actual underspend determined by refund received from DA matters training reduction of numbers

Lead Organisation	Project	Geographical area	Primary, Secondary, tertiary or a combination?	Cost
Manor and Castle Development Trust	Breaking the Cycle	Sheffield – Nether Edge and Arbourthorne	All three, depending on the activities approved	£10,000
Sharrow Community Forum				£10,000
Rotherham BMX	Engaging Young People	Rotherham (also impacts some in Sheffield across the border)	All three, depending on the young people who make use of this and who attend the workshops/ activities.	£4,500
SmartWater	Yearly Costs and Upgrade	South Yorkshire Wide	Tertiary prevention	£13,600 + VAT
Various people with lived experience who will act on a self-employed basis	Lived Experience in mental health training	South Yorkshire Wide		£1200
TBC	Community Leadership Project	South Yorkshire Wide	Primary, secondary and tertiary prevention	£5,000
			Total	£87,300

4.2.3 Covid Secure Workspaces

The PCC provided financial assistance of £117,640 to the Force to provide protective screens to make the working environment Covid-19 secure where it is not possible for staff to work from home.

- 4.3 A log of PCC decisions can be found on the PCC's website at <https://southyorkshire-pcc.gov.uk/openness/publications/>. There are a number of PCC decisions which we are unable to publish for reasons such as, being commercially sensitive, operationally sensitive or, they involve ongoing criminal proceedings (this is not an exhaustive list).

Report Author: Sally Parkin
Designation: Governance and Compliance Manager, OPCC
Contact: sparkin@southyorkshire-pcc.gov.uk

PUBLIC ACCOUNTABILITY BOARD (PAB)

ROLLING 3 MONTH - WORK PROGRAMME

FEBRUARY 2021 TO APRIL 2021

MEETING DATE: 9 FEBRUARY 2021 AT 0900 HOURS - DONCASTER

	OPCC	SYP	Purpose
Force Performance Reporting – (District Report to be First on Agenda)			
Force Performance – Doncaster District Summary Update		✓	Provide the PCC with an update on Doncaster District’s performance against Police and Crime Plan priorities.
Force Performance Report against Police and Crime Plan 2017 – 2021 (Renewed 2019) – Protecting Vulnerable People		✓	Provide update to PCC re Force progress towards the priority Protecting Vulnerable People in the Police and Crime Plan.
Stalking Protection Orders			Action 386 from PAB on 10/3/20 - A report on Stalking Protection Orders be brought to a Public Accountability Board in 12 months’ time.
SYP’s Quarterly Budget Monitoring Overview		✓	SYPs financial position for (1 October to 31 December) Q3 2019/2020
Restorative Justice Update		✓	Action 398 from PAB on 10/11/20 - A report around Restorative Justice to be brought to a Public Accountability Board date to be agreed – confirmed February 2021.
Chief Executive Reporting			
VRU Update	✓		A short report to highlight matters of public interest, summary of what the VRU has achieved so far and what do we look for in the coming financial year with the new money
PCC Decisions	✓		To seek PCC approval / agreement to proposals as requested (to be notified 10 working days before date of meeting)
Other			

PUBLIC ACCOUNTABILITY BOARD (PAB)

ROLLING 3 MONTH - WORK PROGRAMME

FEBRUARY 2021 TO APRIL 2021

SPECIAL MEETING DATE: 24 FEBRUARY 2021 AT 1500 HOURS – TBC

	OPCC	SYP	Purpose
Final precept recommendations and budget 2021/2022.			PCC to formally agree the budget and council tax precept.

WORKING DRAFT

PUBLIC ACCOUNTABILITY BOARD (PAB)

ROLLING 3 MONTH - WORK PROGRAMME

FEBRUARY 2021 TO APRIL 2021

MEETING DATE: 10 MARCH 2021 AT 1430 HOURS - ROTHERHAM

	OPCC	SYP	Purpose
Force Performance Reporting – (District Report to be First on Agenda)			
Force Performance Report against Police and Crime Plan 2017 – 2021 (Renewed 2019) – Treating People Fairly		✓	Provide update to PCC re Force progress towards the priority Protecting Vulnerable People in the Police and Crime Plan.
Force Performance – Rotherham District Summary Update			Provide the PCC with an update on Rotherham District's performance against Police and Crime Plan priorities.
Force Delivery Plan 2021/2022 (To reflect the new Police and Crime Plan)		✓	Inform the PCC how the Force will deliver activity and how the Force will work with Partners to deliver activity
Chief Executive Reporting			
Public Engagement Report	✓		The PCC's Engagement & Communications Team will collate information relating to COVID-19 which is gathered through its activity, and which emerges through correspondence and complaints, to provide updates at PAB.
PCC Decisions	✓	✓	To seek PCC approval / agreement to proposals as requested (to be notified 10 working days before date of meeting)
OPCC Delivery Plan 2021/2022 (To reflect the new Police and Crime Plan)	✓		Inform the PCC how the OPCC will cover activity by Commissioned Providers, Grant Recipients and Other Partners the OPCC works with
Assurance Panel Reporting			
Other			
Services for Victims of Crime	✓	✓	PAB Talk – A summary report providing an overview of the South Yorkshire VCOP assurance assessment conducted on behalf of the Local Criminal Justice Board and the support available within South Yorkshire for victims of crime.

PUBLIC ACCOUNTABILITY BOARD (PAB)

ROLLING 3 MONTH - WORK PROGRAMME

FEBRUARY 2021 TO APRIL 2021

MEETING DATE: 9 APRIL 2021 AT 1300 HOURS – BARNSELEY

	OPCC	SYP	Purpose
Force Performance Reporting – (District Report to be First on Agenda)			
Force Performance – Barnsley District Summary Update		✓	Provide the PCC with an update on Barnsley District's performance against Police and Crime Plan priorities.
Force Performance Report against Police and Crime Plan 2017 – 2021 (Renewed 2019) – Tackling Crime and Anti-Social Behaviour		✓	Provide update to PCC re Force progress towards the priority Tackling Crime and Anti-Social Behaviour in the Police and Crime Plan.
VfM Strategy	✓	✓	Inform the PCC of the key principles and approaches to ensuring the most productive use of resources in delivering the priorities and the desired outcomes of the Police and Crime Plan
Chief Executive Reporting			
Police and Crime Plan Refresh	✓		To seek views on the PCC's proposed level of refreshed Police and Crime Plan
PCC Decisions	✓	✓	To seek PCC approval / agreement to proposals as requested (to be notified 10 working days before date of meeting)
Assurance Panel Reporting			
JIAC Exception Report	✓	✓	Provide an overview of the Committees areas of exception reporting for PCC's information / action
IEP Exception Report	✓		Provide overview of the Panels areas of exception reporting for PCC's information / action, include the themes from IEP work programme eg, Stop and Search, Use of Force and Equalities.