

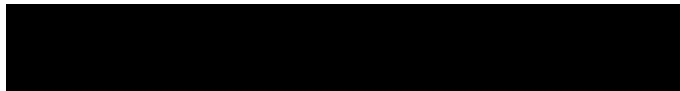
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27 August 2021

To: Members of the Public Accountability Board

This matter is being dealt with by:
email:



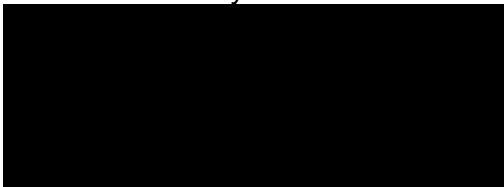
Dear Colleague

Public Accountability Board

You are invited to attend the next meeting of the Public Accountability Board which will be held on **Monday 6th September 2021** at **1.00 pm** at the via MS Teams.

The agenda and supporting papers are attached.

Yours sincerely



Fiona Topliss
Community Engagement and Communications Manager

Enc.

PUBLIC ACCOUNTABILITY BOARD

MONDAY 6TH SEPTEMBER 2021 AT 1.00 PM

VIA MS TEAMS

AGENDA

	Item		Page
1	Welcome and Apologies	Dr A Billings	Verbal
2	Filming Notification	Dr A Billings	Verbal
	<p>This meeting is being filmed as part of our commitment to make Public Accountability Board meetings more accessible to the public and our other stakeholders. The meeting will be streamed live on our You Tube channel (SYPCC Media) and will be recorded and uploaded via You Tube to our website (www.southyorkshire-pcc.gov.uk/) where it can be viewed at a later date.</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 entering the meeting room, you are consenting to being filmed and to the possible use of those images and sound recordings for publication on our website and/or training purposes.</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 13 August 2021	Dr A Billings	1 - 12
9	Matters Arising/Actions	M Buttery	13 - 14

	<u>FORCE PERFORMANCE</u>		
10	Force Performance - Sheffield District Summary Report	S Hemsley	15 - 32
11	Force Performance against the Police and Crime Plan 2021 - 2024 (Updated June 2021) Treating People Fairly	T Forber	33 - 48

	<u>CHIEF EXECUTIVE REPORTING</u>		
12	PCC Decisions	M Buttery	49 - 50
13	Any Other Business To be notified at the beginning of the meeting		
14	Date and Time of Next Meeting		
	13 October 2021 at 2.30pm		

SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER

PUBLIC ACCOUNTABILITY BOARD

13 AUGUST 2021

PRESENT: Dr Alan Billings (Police and Crime Commissioner (PCC))
Michelle Buttery (PCC's Chief Executive & Solicitor)
Sophie Abbott (PCC's Chief Finance Officer)
Sally Parkin (PCC's Governance & Compliance Manager)
Ellie Parkinson (PCC's Performance and Assurance Officer)
Kevin Wright (PCC's Evaluation and Scrutiny Officer)
Tracy Webster (PCC's Community Engagement Officer)
June Renwick (PCC's Governance Support Officer)
Tim Forber (Deputy Chief Constable)
David Hartley (Assistant Chief Constable)
Dan Thorpe (Temporary Assistant Chief Constable)
Jackie Bland (SYP's Director of Resources)
James Abdy (Chief Superintendent, Barnsley)
Deborah Carrington (SYP's Chief Finance Officer)
Alison Fletcher (SYP's SCT Office Manager)
Carrie Goodwin (SYP's Head of Corporate Communications)
Graham Jones (Head of the Violence Reduction Unit)
Jessica Adams (Violence Reduction Unit)
Ann Macaskill (Chair of the Independent Ethics Panel)
Steve Wragg (Chair of the Joint Independent Audit Committee)

APOLOGIES: E Redfearn, F Topliss, L Poultney, S Poolman

1 WELCOME AND APOLOGIES

The Commissioner informed attendees that this was a hybrid meeting.

The Commissioner welcomed those who had joined the meeting, including Councillor R Milsom, a members of the Police and Crime Panel and one member of the press.

The Commissioner introduced the following people, who had attended the meeting in person; Deputy Chief Constable Forber, Assistance Chief Constable Hartley, T/Assistant Chief Constable Thorpe; Chief Superintendent Abdy, D Carrington and S Parkin.

2 FILMING NOTIFICATION

The Commissioner confirmed that the meeting was being streamed live on You Tube (SYPCC Media) and was being recorded and uploaded via You Tube to the website (www.southyorkshire-pcc.gov.uk/) where it could be viewed at a later date.

3 ANNOUNCEMENTS

There were no announcements.

4 PUBLIC QUESTIONS

The IEP report references disproportionality in the use of S&S against BAME individuals. The report states that work is continuing to be done to understand the issue. Would the PCC provide details of this work and by when he expects it to be completed?

Response:

There is a data piece of work being done around stop and search disproportionality.

The way that disproportionality of stop and searches is currently measured uses ethnicity population data from the 2011 census and so is very much out of date. In addition, stop and search disproportionality is measured using ethnicity data for the whole population of South Yorkshire when we know that stop and searches are predominantly carried out on particular age groups (e.g. more younger people) and can be focussed on specific areas of South Yorkshire rather than the whole of South Yorkshire. Therefore, we are looking to get more sophisticated in the use of data to properly understand how minority ethnic communities are disproportionately affected. For example using ethnicity data linked to age and particular areas of South Yorkshire.

There is also work being done to re-start and to expand the external scrutiny of stop and search.

This includes ensuring the views and voices of minority ethnic groups are heard from these external groups. Each SYP district now has a stop and search single point of contact whose role is to be the lead person for stop and search in their district. They will support work in ensuring good external scrutiny in each district.

The Commissioner invited the Chair of the Independent Ethics Panel (IEP) to comment on the question. A Macaskill informed the Commissioner that she had made contact with the Youth Offending Team. The Youth Offending Team have collected views on stop and search from the young people they work with, and the Panel is hoping to discuss this further with them and if possible, to get access to some of their ethnic minority and white clients for a focus group or similar.

Members of the Panel have also discussed with Sarah Gilmour, SYP's Stop and Search Lead, where there are different stop and search rates in different teams and she will be examining this in more detail.

The Commissioner enquired about timescales. The work is due to start in September.

5 URGENT ITEMS

The Commissioner invited SYP to provide an update on the police response to the Covid-19 pandemic.

D Hartley confirmed that the county is facing a higher level of infection than other areas of the country. As an organisation SYP is stable although there are extractions due to annual leave and staff having to isolate.

Nationally infection rates are set to further increase.

D Hartley offered reassurance to the Commissioner that whilst SYP faces some challenges, detailed plans are in place to enable SYP to provide a full policing service to the county.

T Forber reiterated that SYP has continues to provide a full policing service throughout the Covid-19 pandemic. Whilst there are challenges, SYP has an infrastructure in place to deal with this.

D Hartley highlighted the impact on staff and confirmed that staff welfare is being considered.

T Forber highlighted how proud he was of how staff had stepped up to the challenge of the pandemic, including working 12 hour shifts.

The Commissioner offered his thanks to all staff and also D Hartley for the work undertaken.

At the end of October / beginning of November SYP will be supporting the UN Climate Change Conference of the Parties (COP26).

The Commissioner enquired how long COP26 would last. Three weeks. SYP would be sending some staff at the end of October with the remainder of the staff starting in November for two weeks.

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 8 JULY 2021

The notes were agreed as an accurate record subject to the following amendment:

P6, Paragraph 5. The Commissioner enquired about the vacancy rate in Rotherham. Rotherham is at about 90%, with the Neighbourhood Policing Teams being slightly less.

Change to: Rotherham has a vacancy rate of around 10%, with the Neighbourhood Policing Teams being slightly less.

9 MATTERS ARISING/ACTIONS

412	The action "A breakdown of domestic abuse arrest rates by
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	category would be provided in future district reports” be reworded to: “A breakdown of domestic abuse arrest rates by risk category (High, Medium and Standard) would be provided in future district reports”. Complete. Discharged
413	An update on the impact of the MATAC be provided in the next Doncaster report. 13/07/21 - D Thorpe confirmed that the MATAC programme was introduced in February 2021 and aims to stop the cycle of reoffending. The number of perpetrators who have been on the programme since February are: Sheffield 22, Doncaster 16 and Rotherham and Barnsley 10. Only four or five perpetrators are able to attend the programme at any one time. Discharged
414	An update on the Anti-Social Behaviour Victim Care Pilot be provided in the next Rotherham district report. Added to work programme. Discharged
415	D Thorpe would provide an update on whether Speed Awareness Courses would continue to be held remotely. 13/07/21 – D Thorpe confirmed that Speed Awareness Courses are currently taking place online. Take up of courses since they went online has improved. SYP have seen the benefits. The United Kingdom Road Offender Education (UKROEd) is due to consult with forces on their preferred method of delivery with a final decision being made at the end of September. D Thorpe confirmed that a hybrid approach may be the most appropriate. The Commissioner commented that there must be some people who are unable to attend virtually. D Thorpe confirmed that there are and courses do have to be rescheduled. Discharged

10 FORCE PERFORMANCE - BARNESLEY DISTRICT SUMMARY REPORT

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 thanked J Abdy for the report.

The Commissioner highlighted the increase in demand and the use of overtime to increase operational activity. He enquired if this was sustainable. J Abdy confirmed that as a result of Covid-19 and officers having to self-isolate the summer period is going to be challenging. Overtime is not the long term solution. Plans are in place for the officers currently going through training, but this does take time.

The Commissioner enquired how long it takes from new officers joining, to them being operationally independent. T Forber confirmed that of those officers who had joined in the autumn, 60% are now on independent patrols. He acknowledged that people do not always understand overtime but officers do work long hours to ensure that they are providing the best service possible to victims. He anticipates that non structured overtime will start to diminish towards the end of the year. The Commissioner highlighted Operation Encompass which complements and enhances existing safeguarding procedures by sharing vital information from the

police to schools and colleges. He enquired if this was all schools in Barnsley. J Abdy confirmed that it was, but this is still early days. He confirmed that he would be monitoring the scheme over the new few months. The Commissioner enquired what happens in the school holidays. J Abdy confirmed that Encompass enhances the processes already in place with social services. However, in relation to the police notifying schools during the summer holidays, there is a time lag. As a district they will be making sure that schools are notified of any incidents so that when they return from the summer break they are fully informed.

J Abdy confirmed that there is a close working relationship with safeguarding partners via the multi-agency hub. This environment ensures the best support for the child.

T Forber highlighted that referrals are made into the local referral unit and they will decide on the best approach. This may be a multi or single agency approach.

The Commissioner enquired whether the two designated Youth Engagement Officers are for all the schools in Barnsley. J Abdy confirmed that they were. This is an important area for SYP. The two officers are embedded within neighbourhood policing structures and work closely with an officer within the Protecting Vulnerable People Unit to share information.

The Commissioner enquired how successful the '12 Streets' initiative had been. J Abdy confirmed that the impact is currently being evaluated. Burglary reduction is a key area of focus for Barnsley and Barnsley has seen a 17% reduction. Evidence based evaluation is taking place to identify how much of this can be attributed to the '12 Streets' initiative. There has been some positive anecdotal feedback from residents with 92% of those surveyed saying they felt moderately or very safe in their homes. The Commissioner enquired if there had been any displacement. J Abdy did not think there was but he would be looking at this as part of the evaluation.

T Forber highlighted a residential burglary problem solving approach which has been taking place in the 12 most affected wards in Sheffield. This is evidence based and has been evaluated by Lancashire University. T Forber confirmed that he would provide the Commissioner with information about this.

The Commissioner highlighted hate crime and enquired if SYP wanted the statistics to go up or down. J Abdy confirmed that an increase is seen as a positive so would like figures to go up. This is about confidence and being able to understand the full impact.

The Commissioner acknowledged that this is tricky. T Forber commented that he had never seen a report that does not recognise that hate crime is under reported. He confirmed that SYP need to get a good understanding of hate crime and would like to see people come forward. He would like to see a high standard of investigation and victim care. This will be reflected in the levels of satisfaction. His immediate concern is people not reporting.

T Forber highlighted the infrastructure in place to tackle hate crime, most hate crimes are now being managed by Neighbourhood Policing Teams. The force lead, Chief Inspector Berriman is also working closely with partners to tackle hate crime.

The Commissioner highlighted the high levels of satisfaction amongst victims of crime. J Abdy confirmed that 83% of victims surveyed in Barnsley across all victim groups were at least fairly satisfied with the level of service, against a force average of 75%. This included a 100% satisfaction rate amongst hate crime victims (force average of 63%), and 92% amongst vulnerable victims (force average of 76%).

The Commissioner enquired how difficult it was to obtain a partial closure order. J Abdy confirmed that partial closure orders are taken out to tackle a specific problem. They are not taken out lightly and should be intelligence lead. They can also be used to support a vulnerable person. The Commissioner enquired how many were used a year. They are part of a suite of tools and are not used very often although they can be useful.

T Forber agreed to obtain the number of partial closure orders taken out this year. He highlighted the investment that had been made in Legal Services. Staff in Legal Services now have the skills to support the Neighbourhood Policing Teams in obtaining the orders and can be involved from the outset.

The Commissioner enquired if 1 in every 62 people in Barnsley had been stopped and searched was correct. J Abdy confirmed that this was very raw information and did not mean that 1 in every 62 people had been stopped and searched. He highlighted the youth engagement taking place around stop and search.

The positive outcome rates for stop and searches in Barnsley are positive.

The Commissioner acknowledged the short amount of time J Abdy had been in post and enquired if J Abdy had identified any challenges for the District so far. J Abdy confirmed that he was pleased with the way the District has been run and works with partners to work through issues. This is a strength. A short term challenge is the operational demand as new officers start to come through. Emerging threats are protecting vulnerable people. County lines and child criminal exploitation is a concern. He is looking at the capability to see if he can bolster this.

It was agreed that:

- **Information on the burglary reduction pilot evaluated by Lancashire University would be provided to the PCC**
- **T Forber would obtain the number of partial closure orders which had been issued this year**

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

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on the progress against the 'Protecting Vulnerable People' priority within 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 highlighted the uplift in staff in the PVP Performance and Governance Team. D Thorpe confirmed that the Performance and Governance Team sit centrally within SYP. He highlighted the importance of being able to conduct qualitative audits and confirmed that an additional Detective Chief Inspector is now in place which will enable qualitative audits to be conducted across all areas of Protecting Vulnerable People.

D Thorpe expressed concern around the national shortage of detectives. The Commissioner enquired if there was any sense of this easing. T Forber confirmed that this still remains. SYP are continuing with their Trainee Investigators, fast track programmes and Detective Now Scheme. T Forber confirmed that he was not aware of any other forces doing anything SYP are not.

The Commissioner highlighted the residents' perceptions of safety in South Yorkshire survey and enquired if this was targeted. D Thorpe confirmed that it is a challenge to get a true representation. A large number of responses had been received from women but there had been a low response from people from ethnic backgrounds. Age representation had been good. Community Alerts and social media had been used to promote the survey.

The Commissioner referred to the domestic abuse graph and enquired where SYP wanted to be. D Thorpe confirmed that SYP use forecasts and try and predict volumes. There was a sharp rise in 2017/18 and SYP is expecting the level to continue to increase up to 2023/24.

D Thorpe highlighted the work taking place to encourage victims and witnesses to report domestic abuse, including the video clips of real life stories produced by the Violence Reduction Unit.

T Forber highlighted that people are victims of domestic abuse on multiple occasions before they report to this to the police. This is why SYP is focusing on early intervention and early reporting.

The Commissioner highlighted the work SYP has been undertaking with the NSPCC, Diabetes UK, Sheffield Children's Hospital, Sheffield Teaching Hospital, a paediatric dentist and a child forensic psychologist to create a training course dedicated to identifying the various signs of neglect and the importance of policing action. He enquired if this would be available to other forces. D Thorpe confirmed that SYP have been approached by a number of other forces and it is likely that this will be rolled out nationally.

The Commissioner enquired about the Rape and Serious Sexual Offences (RASSO) gatekeeper. This is a central role which reviews and quality assure investigations to ensure that a case is of a sufficient evidential standard to reach the appropriate threshold required by CPS to make a charging decision. The post provides consistency in respect of investigative standards and decision making across the force and supports investigators and supervisors in respect of training, advice and support. The Commissioner asked about the number of cases being seen. D Thorpe acknowledged that SYP would like to get more cases to the CPS of a sufficient standard.

T Forber acknowledged the low number of outcomes in RASSO cases.

The Commissioner highlighted the dip-sample review of different crime categories. T Forber agreed to share this with the Commissioner.

The Commissioner enquired about Operation Patronage. This work aims to protect the public from serious violence and sexual offences linked to the city centre night-time economy. This builds on an evidence base from Operation Cloak (Northumbria Police) and Operation Vigilant (Thames Valley Police), which targets perpetrators and maximises support to potential victims. The neighbourhood team within the city centre is now engaged with other forces to ensure learning and good practice around such innovations is understood and effectively shared. D Thorpe confirmed that this is early days following the easing of the Covid-19 lockdown.

The Commissioner highlighted missing persons and enquired about the work that had taken place prior to the Covid-19 with Ofsted. D Thorpe confirmed that this work had started in Doncaster and was now being led by the National Police Chiefs Council (NPCC) who had been working with Independent Children's Home Association to develop a concordat. D Thorpe agreed to establish where this had got to.

The Commissioner highlighted the high volume of mental health related incidents and expressed concern that mental health does not feature in the new national requirements. He enquired if this would distort local priorities. D Thorpe acknowledged the Commissioner's concerns and confirmed that mental health will remain a priority for SYP.

T Forber highlighted that the impact of people suffering with a mental illness had contributed to the challenges faced by SYP and partners during Covid-19.

The Commissioner mentioned a meeting he had attended with local Councillors from Cortonwood who were very complementary of the work being undertaken in the Dearne Valley area. However, they had expressed difficulty with submitting incidents via the SYP Portal. D Hartley confirmed that they had made this as easy as possible. The Commissioner highlighted that some people want to report things anonymously direct to SYP. D Hartley confirmed that people do have to leave some details. If people want to report things anonymously they can do this via Crime Stoppers. SYP also publish contact details for local Neighbourhood Policing Teams. The Commissioner enquired what happened when an officer was on annual leave. There should be either a voicemail message or an out of office message with alternative contact details. D Hartley agreed to look at the possibility of having an anonymous reporting line.

It was agreed that:

- **Dip-sample information of different crime categories would be provided to the PCC**
- **D Thorpe would establish what work was taking place nationally with Children's Homes to reduce missing persons**

- **D Hartley would consider the possibility of having an anonymous reporting line**

12 END OF YEAR PERFORMANCE REPORT

A report of the Chief Constable was presented to the Board. The purpose of the report was to update the Police and Crime Commissioner (PCC) with the progress South Yorkshire Police made, in 2020/21, to meet the outcomes of the PCC's Police and Crime Plan (2017-2021).

The Commissioner acknowledged the work that had taken place and invited T Forber to highlight any specific areas he wanted to raise.

T Forber highlighted the following areas:

- The challenges to policing during the Covid-19 pandemic and the way officers and staff had stepped up
- Officers and staff had attending a training course entitled 'DA Matters' which has provided education around the complexities of domestic abuse offending behaviour and reinforced the reasons SYP should always investigate allegations as thoroughly as possible
- The Armed Crime Team, coupled with other specialist assets, which has undertaken significant operational and investigative activity against those who engage in firearms enabled criminality. Significant numbers of illegally held firearms have been recovered and SYP remain committed to continuing to reduce firearms offences by tackling the individuals and groups involved.
- The additional work of the Serious Violent Crime Task Force and the Violence Reduction Unit forms a considerable resource to tackle violent crime across the county
- The implementation of the officer uplift programme. This is on target, however, the work to reflect the communities SYP services remains a challenge

The Commissioner acknowledged that Detective Chief Inspector Nicola Leach had finished an MA on Section 45 of the Modern Slavery Act. T Forber confirmed that SYP's response to trafficking was ahead of many other forces.

The difficulty associated with mental health was also acknowledged by the Commissioner.

13 BUDGET MONITORING REPORT

A report of the Chief Constable was presented to the Board. The purpose of the report was to inform the PCC of the Force's projected outturn on its revenue and capital budgets, as at 31st March 2021. It is based on an analysis of income and expenditure for the period 1st April 2020 to 31st March 2022, before accounting adjustments. This report covers the Force financial position only, and should be read in conjunction with the report by the PCC's Chief Finance Officer.

D Carrington confirmed that this was the first report of the financial year.

There is a projected underspend of £2.76m.

Staff pay is projecting to underspend due to the prepayment of the 2021/22 staff pension lump sum payment of £1.20m paid to South Yorkshire Pensions Authority in 2020/21 and funded from reserves. If this is removed the true projected underspend is £1.6m.

The staff pay underspend is mainly within Atlas Communications. A number of posts have not been recruited to as these are currently under review. T Forber reassured the Commissioner that he was aware of the vacant posts and is looking into these.

D Carrington confirmed that the workforce plan has changed and she expected the underspend to be reduced.

Police pay is projecting to underspend mainly due to ARV and GRIP funding which wasn't expected to continue and confirmed after budget setting. This underspend has enabled SYP to revisit the workforce plan and enabled an additional 24 Detective Now posts. SYP are looking to see if there are any other opportunities available.

D Carrington growth for 2021/22 was budgeted at £8m. Full year projected outturn is £5.9m, an underspend of £2.1m. The majority of these underspends fall within the Staff Pay area. This is being reviewed on a monthly basis. Timescales may have been over ambitious.

14 POLICE AND CRIME PLAN

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was for the Police and Crime Commissioner (PCC) to receive and approve the Police and Crime Plan for 2021-2024 so that it may be published.

M BATTERY highlighted that the Police Reform and Social Responsibility Act 2011 makes provision for a newly elected PCC to publish a Police and Crime Plan.

The PCC has confirmed that the Police and Crime Plan priorities are to remain the same.

The PCC has indicated his intent to refresh the Plan next year, when he sets the budget. This is to take account of the environment at that time, given the uncertain nature of the pandemic and its impact on communities, crime and policing at this time.

There are two different areas of focus, violence against women and girls and disproportionality.

The Plan also references new national priorities set by the Home Secretary which will be measured by the 'National Crime and Policing Measures' set by Government to support their '... relentless focus on cutting crime'. Accountability for performance against these national measures will be via the Crime and Policing Performance Board (CPPB), sitting underneath the National Policing Board (although democratic and local accountability will come from PCCs explaining to the public how their force is performing against the measures). The CPPB will monitor the data on a quarterly basis.

M Buttery thanked staff in SYP's Performance and Governance Team for their help with pulling together information to support the new measures.

15 PCC ANNUAL REPORT

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was for the Police and Crime Commissioner (PCC) to receive and approve the content of the draft Annual Report 2020/21 for publication.

The PCC's draft Annual Report was presented to the Police and Crime Panel on 19 July 2021. The Panel's report and recommendations were received on 3 August 2021 and taken into consideration. A written response was provided to the Panel on 4 August 2021, a copy of which is published on the Police and Crime Panel's website.

M Buttery commented that the report shows the amount of work undertaken by SYP and the office during Covid-19.

The Commissioner thanked all those who had been involved in pulling the information together.

16 IEP EXCEPTION REPORT

A Macaskill presented the Independent Ethics Panel (IEP) exception report.

On behalf of the Panel, A Macaskill thanked SYP for the briefings on Hate Crime and Stop and Search, as part of the new members Induction Training.

The Panel welcomed the work taking place on recruitment. Although the Panel expressed some concerns around how long the process takes.

The Panel received a presentation on a GPS Tracker Pilot based around personal GPS trackers that are to be gifted to people who have been diagnosed with Dementia and are at risk of being a high risk missing person. A Macaskill confirmed that this can save lives.

A Macaskill highlighted that the Panel's main concern was around under reporting of hate crime by officers and staff. The Commissioner acknowledged this.

The Commissioner thanked A Macaskill and members of the Panel for all the work they had undertaken during Covid-19.

17 JIAC EXCEPTION REPORT

S Wragg presented the Joint Independent Audit Committee's (JIAC) exception report.

S Wragg highlighted that the Committee had been able to give assurance on a number of annual reports, including ex gratia payments, Gifts, Gratuities, Donations and Sponsorships and cash and debt write-offs.

The Committee noted the progress made by the External Auditors. Concern was expressed in relation to the resources available to complete the audit, but reassurance had been received that the Auditors are on track to complete the audit.

The uplift and recruitment programme is still on target.

Members attended a workshop in July to scrutinise the accounts presented by both SYP and the OPCC. Members asked a number of clarification questions during the workshop and at the close were assured that the accounts were properly presented and were in a position to assure the PCC and Chief Constable that the process for producing the accounts was in place and had been adhered to.

18 PCC DECISIONS

A report of the Chief Executive & 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.

The following points were highlighted:

- An increase of £80,000 capital expenditure had been approved to increase the capacity to driver training
- An increase of £1.8m to the capital programme had been agreed
- The PCC agreed to allow the Community Safety Partnerships (CSPs) to utilise the underspend, caused by Covid-19, for the proposals that had been put forward
- The PCC agreed to approve grants, on a South Yorkshire and district level, totalling £190,000, for organisations in South Yorkshire for supporting young people and preventing violence
- The PCC approved the transfer of the clothing and uniform stock from WYP to SYP to enable full ownership in line with the lead Force responsibility

The Commissioner commented that he was pleased to see grants going to EPIC to tackle ASB in the Frenchgate Centre in Doncaster, The Hubb on Abbeydale Road and the Unity Gym in Broomhall.

The Commissioner confirmed that he was visiting the Unity Gym later in the week.

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

None.

20 DATE AND TIME OF NEXT MEETING

6 September 2021 at 1pm.

CHAIR

MATTERS ARISING / ACTIONS

Ref	Date of meeting	Matter arising/action	Update	Owner	Complete (Y/N)
419	13/07/21	Information on the burglary reduction pilot evaluated by Lancashire University would be provided to the PCC			
420	13/07/21	T Forber would obtain the number of partial closure orders which had been issued this year			
421	13/07/21	Dip-sample information of different crime categories would be provided to the PCC			
422	13/07/21	D Thorpe would establish what work was taking place nationally with Children's Homes to reduce missing persons			
423	13/07/21	D Hartley would consider the possibility of having an anonymous reporting line			

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PUBLIC ACCOUNTABILITY BOARD OF THE SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER

TITLE	Sheffield District Performance Report
MEETING DATE	6 th September 2021
REPORT OF	Chief Constable

EXECUTIVE SUMMARY

The report will update Sheffield's progress against the Police and Crime Plan's priorities specifically in areas where the Police and Crime Commissioner (PCC) has requested assurance.

Protecting Vulnerable People

Domestic abuse remains a priority for Sheffield District, we have seen an increase in reporting of both crime and non-crime domestic abuse incidents in the last quarter, with demand returning to pre-COVID levels. We have a dedicated domestic abuse team, which deals with detained domestic abuse suspects and the team are realising good outcomes for victims in the investigations they manage. We continue to work within multi-agency settings to safeguard domestic abuse victims and identify and manage serial domestic abuse offenders.

Our understanding of the threat to children of criminal exploitation and County Lines drug dealing continues to improve as we work across partner agencies and police forces to identify intelligence and trafficked children.

Protecting Vulnerable People (PVP) is a high priority for Sheffield District and over the last quarter we have increased the supervisory capacity in the PVP teams which deal with child abuse and vulnerable adult investigations, and in the Local Referral Unit, which works within a multi-agency setting to assess the risk to children and organise joint visits. The teams also have an authorised uplift in establishment of detective constables which is yet to be realised and will have a positive effect on service delivery to public and staff workloads within the department.

Tackling Crime and Antisocial Behaviour

We continue to tackle organised and armed criminality in Sheffield with the Fortify Teams working in partnership with the Armed Crime Team. Their continued focus has

resulted in a reduction in the number of firearms discharges across the city and a successful overt operation in June saw 27 arrests for drugs supply linked to serious violence in the South West of Sheffield. With the opening up of restrictions, the city has seen footfall in all localities increase and the occurrence of a number of serious violence incidents. Investigations into these incidents are on-going, they are targeted and do not affect wider public safety yet have caused obvious local concerns.

Residential burglary in the city has reduced over the last quarter and our Neighbourhood Teams are engaging with local communities to tackle public priorities, which include burglary and also issues of drug dealing and anti-social behaviour. The teams are working with partners ahead of the 'Dark Nights period around a policing plan and diversionary activities with the new Local Authority Head of Community Youth Services. The Independent Advisory Group are soon to be returning to in person meetings and their scrutiny of stop and search in the city will continue with the added ability to view officers body worn video to understand the circumstances of the stops and demeanour of the officers.

Public calls for service have increased over the last quarter, challenging our officers to meet public expectations. We continue to scrutinise our delivery of service around timely attendance of reported incidents and ensuring good quality investigations. The re-opening of the night-time economy and events across the city have also presented some logistical challenges requiring officers to surge to 12 hour shifts over the weekend to increase capacity and resilience.

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.

2 RECOMMENDATION(S)

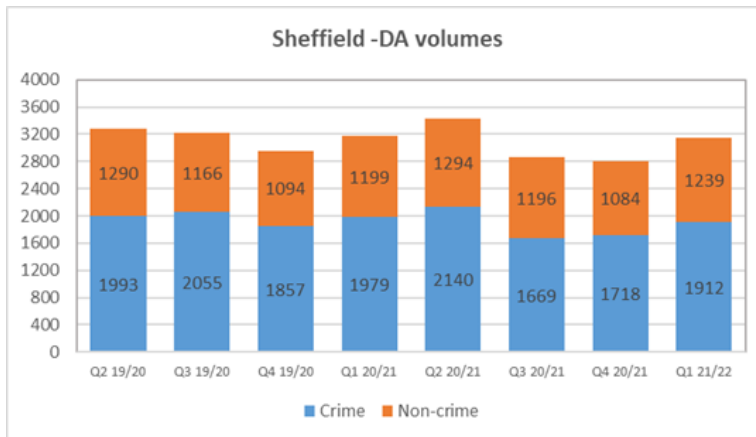
- 2.1 The Police and Crime Commissioner (PCC) is recommended to consider the details within the report on behalf of the communities and people of Sheffield.

3 KEY AREAS OF FOCUS

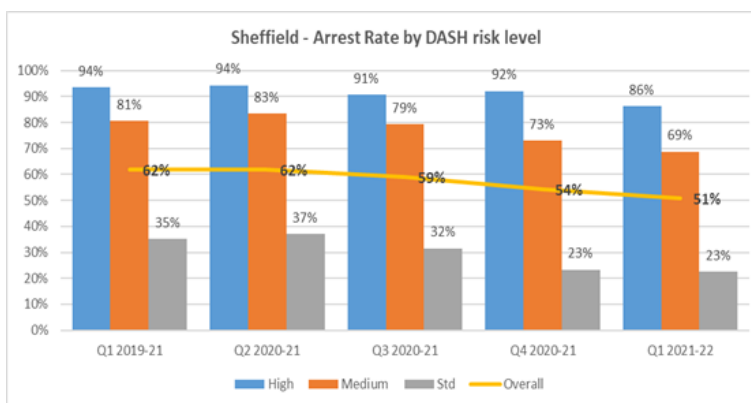
The Police and Crime Commissioner has highlighted the following areas for assurance by Sheffield District.

PROTECTING THE VULNERABLE

3.1.1 **Domestic Abuse** - Domestic abuse remains a priority for Sheffield, with the easing of COVID lockdown restrictions presenting a challenge of increasing demand through calls for service. The below chart illustrates the increasing volume of reports in Sheffield both crime (11% increase) and non-crime (13% increase) over the last quarter. Investigations are returning to pre-COVID levels and commensurate with reporting during eased restrictions in Summer 2020.



The District has identified that as the reporting of domestic abuse crimes is increasing, there has been a slight reduction in arrest rates shown the chart below.



We have a dedicated domestic abuse team, who engage daily with victims and deal with arrested domestic abuse suspects whilst in custody. This small team are successfully bringing offenders to justice in 28% of the investigations they lead, and we are therefore reviewing how to increase their capacity to deal with more investigations and improve outcomes for domestic abuse victims across the city. The team is led by a dedicated detective inspector, who participates in and shares chairing responsibilities for the Multi-agency Risk Assessment Meeting (MARAC) and the Multi-agency Tasking and Co-ordinating meeting (MATAC). The MARAC meeting is aimed at safeguarding high-risk domestic abuse victims, where Sheffield partners hold a full day meeting on 3 occasions every 4 weeks to manage the increasing case load. The MATAC meeting takes

place monthly and identifies and manages serial domestic abuse perpetrators, seeking to reduce their risk.

Our officers speak with children present at domestic abuse incidents to understand the impact upon them and identify whether further safeguarding actions are required. Dependent on the risk posed, officers may consider several options such as taking the children into police protection, referring the family and child to social services, and ensuring the children's details are obtained for Operation Encompass. This is a national scheme, where schools receive the details of children exposed to domestic abuse to ensure they receive appropriate support. The majority of Sheffield Schools are signed up to the scheme, benefitting and supporting many children across the city.

3.1.2 County Lines/Child Criminal Exploitation (CCE) - County Lines is a national problem as criminal gangs seek to expand their drug supply networks into other areas of the country, often using violence to displace and deter embedded criminals. Sheffield Fortify works closely with internal and external partners to identify and map these lines. Processes around intelligence collection are constantly evolving and improving which is a complex issue due to the involvement of partners and police forces across force boundaries.

Scotland is an emerging destination for County lines exported from urban areas including Sheffield, where reported missing children have been found there or are known to have travelled there. It is suspected that these children have been working for a criminal network involved in the supply of Class A drugs in the north of Scotland. Safeguarding processes include the referral of children into MACE, the Multi-Agency Child Exploitation meeting where children at risk of exploitation are assessed and safeguarding plans developed.

The National Referral Mechanism (NRM) is a process set up by HM Government to identify and support victims of trafficking in the UK. NRM referrals lead to the creation of Modern Slavery investigations, for example where children are travelling across counties and being arrested in possession of weapons or drugs. At present these are investigated by either the Child Exploitation team or Operation Fortify. The investigations are complex because unfortunately the child rarely provides witness evidence and successful prosecution relies heavily on other investigative practices such as vehicle movements and call data. The Fortify Team are developing intelligence around several exported county lines by Sheffield offenders including to surrounding counties and to Scotland.

3.1.3 Protecting Vulnerable People (PVP) Investigation Capacity – There has been an uplift into the four main PVP investigations teams, consisting of 5 Detective Sergeant (DS) posts and 8 Detective Constable (DC) posts since the

previous report. This has been realised in real terms by the posting of 5 DS into the unit, 4 as an additional DS on each investigation team and a further DS into the Local Referral Unit (LRU); the single point of entry into PVP working alongside partners in the Multi-agency Safeguarding Hub (MASH). This has created capacity for the LRU to take responsibility for child neglect criminal investigations. This currently accounts for 15% of the total PVP investigations that would have previously sat within the four main PVP investigations teams. The 8 additional DC posts have been created but are yet to be populated due to the shortage of detectives force wide. The plans are to gradually occupy these posts with the ongoing Trainee Investigator programme and fast track programmes such as Detective Now.

The impact of the DS posts being filled by recent promotion and temporary promotions has been reflected in the improved supervision of investigations. Supervisor reviews are timelier, staff are given more time face to face with their supervisor and the supervisory demand on the four DS already in post is more evenly spread. We have received feedback that the uplift has improved their role and their work life balance. The data is yet to reflect a decrease in investigation volumes carried within the PVP teams which is anticipated due to more intrusive supervision. However, any improvement in investigation timeliness is likely to be offset by an increase in demand seen in the relaxation of COVID restrictions and the expected seasonal increases we have experienced in previous years.

No additional themes have been identified in the reporting of cyber enabled sexual offences. Throughout lockdown the reporting has remained consistent and the majority of these involve children as both victim and perpetrator, engaging in peer-to-peer conversation/image exchanges, which is handled with safeguarding and education over punitive measures.

Those offences that involve children as victims with unknown offenders are primarily targeted through non-UK based social media applications as the ability for children to access mobile apps becomes easier. These are more challenging and require information requests to non-UK parties, causing delays or obstructions to the investigation.

3.1.4 Violence against women and girls – Offences involving violence against women and girls are predominantly seen in reports of rapes and serious sexual offences (RASSO) and domestic abuse offences. The recent HMICFRS report into the police response to reports of rape highlighted concerns about victim service and the impact this may have on victim confidence around the police and CPS service delivery, prosecution process and judicial outcomes.

In Sheffield, police inspectors review all RASSO and domestic abuse investigations where the victim does not support prosecution to establish whether an 'evidence led prosecution' (prosecutions involving identified victim contact offences but with no formal evidence from the victim) would be appropriate, if further victim support is required and if the outcome truly reflects the victim's wishes. Whilst evidence led prosecutions can be considered, these are only viable in very specific and limited circumstances.

Sheffield PVP have had recent success with such a case, obtaining a charge on a domestic related attempted murder where the victim evidence was limited as her level of injury impacted her inability to recall and her disengagement from the investigation mid-way. The offender was recently convicted at court of attempted murder and is due to be sentenced in October.

3.2 TACKLING CRIME

3.2.1. Armed criminality – We recognise armed criminality causes fear within our communities. The Sheffield Fortify Team and the Force Armed Crime Team (ACT) continue to target firearm enabled individuals and groups with a focus predominantly on the Manor, Arbourthorne, Darnall, Abbeydale and Nether Edge and Burngreave. This determined focus has led to a 51% decrease in the number of firearms discharges in Sheffield during the 7 months from January to July 2021 compared to same period the previous year. 41 firearm recoveries so far in 2021 reflects a year-on-year increase since 2017.

On 11th and 12th June 2021, the ACT supported by neighbourhoods and a wide range of partners, conducted the enforcement phase following a long-running covert operation established in late 2020. This was a direct response to the increase in firearms related incidents in the Abbeydale and Nether Edge areas of Sheffield. The operation is designed to target the drug dealers and county lines network that drives serious violence across the south west of Sheffield. Over 120 officers and staff from South Yorkshire Police, the National County Lines Coordination Centre, National Crime Agency (NCA) and the Regional Organised Crime Unit (ROCU) were directly involved in the enforcement phase of the operation. These staff were also supported by tactical and strategic leads within Sheffield City Council's Community Safety Department, Adult Social Care and Children's Services.

Over the two days the operation resulted in the:-

- execution of 34 search warrants at addresses linked to suspected drug dealers.
- seizure of cash seized estimated to be over £25,000.
- recovery of a viable firearm with ammunition

- seizure of class A drugs
- recovery of further ammunition which was seized from two different locations including approximately 20 rounds being stored in open land
- recovery of six vehicles suspected to be in use by those involved in drug supply
- safeguarding of 2 vulnerable children
- local neighbourhood teams providing reassurance and visibility during the operation, visiting 600 addresses in the Abbeydale, Nether Edge and Sharrow areas, where they delivered a letter explaining the reason for the police activity and providing contact details for the local neighbourhood team.

So far, 27 people have been arrested for offences related to drugs supply, with a number already charged and remanded into custody. The investigation continues and further arrests are expected.

3.2.2 Serious violent crime – As reported in the last performance report, on Thursday 13th May 2021 Armend Xhika was fatally stabbed on Earl Marshall Road, Sheffield. During the incident three other men received injuries, and it is now known that a total of 9 individuals were involved in the incident, as either part of the victim or suspect group. To date six individuals have been arrested in connection with the incident, with further suspects to be located and arrested, all believed to be Albanian nominals.

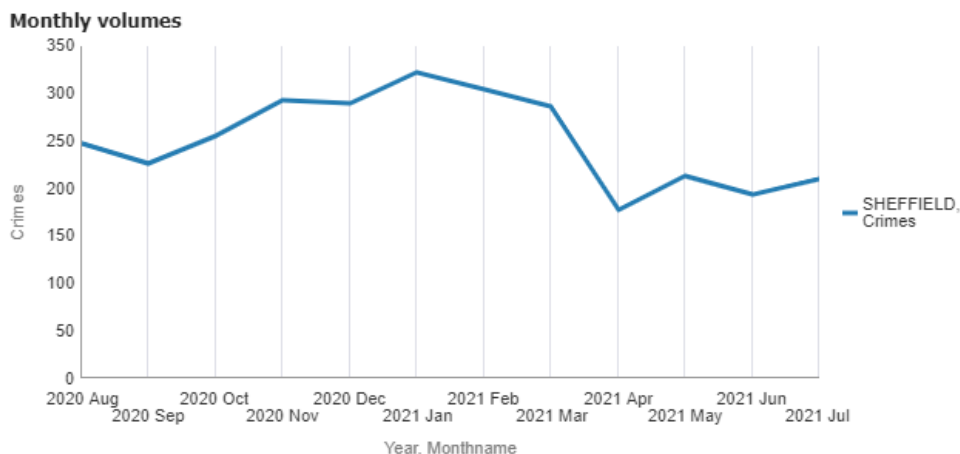
At 23:55hrs on 29th July 2021 Police were called to Windy House Lane, Sheffield, where the victim, Anthony Sumner, was found to have sustained significant injuries. He was pronounced deceased at the scene and post-mortem concluded that the victim had died from stab wounds. Two suspects were arrested, a 15-year-old who has been bailed for further enquiries and Richard SAMPSON has been charged with murder and remanded pending trial. Mr Sumner's murder caused concern within the community because it followed the murder of Danny Irons in the same vicinity in April 2021. The two offences are not connected and there are no wider public safety issues, however, to reassure the community and to ensure that there are no repercussions or issues the South East Neighbourhood Area team have conducted patrols in the area.

At 1830 hours on 9th August 2021, there was an incident of serious violence reported by numerous witnesses involving two vehicles and the use of a knife to cause serious injury on Prince of Wales Road and Castlebeck Avenue, Manor. Four males were involved in the incident, one suffering a serious stab injury. Detectives in Sheffield are continuing to investigate the circumstances;

it is believed the parties are known to one another and this was a targeted attack.

3.2.3 Residential Burglary - in March 2021, Sheffield District enhanced the small team of officers dealing with residential burglary and embedded a new process into daily business. All residential burglaries are reviewed and investigated by the dedicated team following initial attendance by uniformed response officers. The team also manage a serious acquisitive crime (SAC) organised group (OCG) who are primarily involved in burglary. The team have developed good knowledge and understanding of emerging trends and offenders, which allows them to quickly react. For example, in March 2021, Andrew DEELEY was charged and remanded to court after committing 15 offences in Sheffield and a number in Barnsley against vulnerable people. This series was quickly identified by the burglary DS, who liaised with partners to safeguard victims and Barnsley District, which resulted in a quick arrest and subsequent detention.

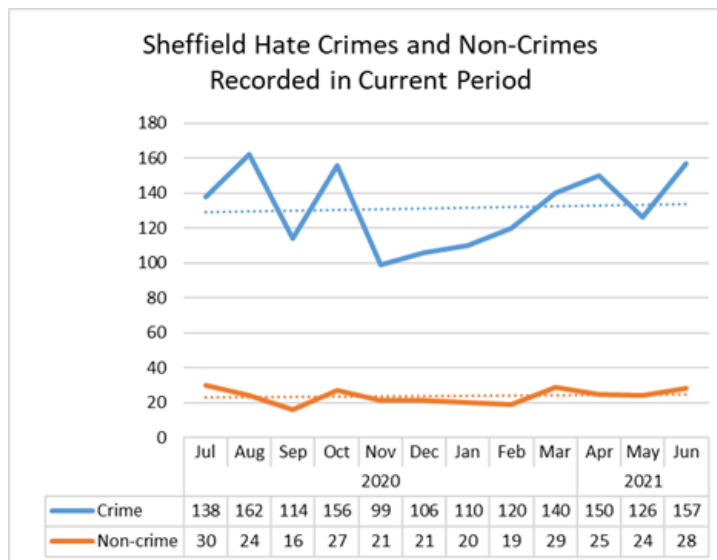
Through effective management and identification of crime trends and offenders, the volume of residential burglaries across Sheffield has reduced by 36% since the last quarter.



The District DCI Crime Manager chairs a weekly SAC Governance Group, which is attended by internal partners from a variety of departments including the neighbourhood inspectors, intelligence department, proactive team and integrated offender management team to identify hotspots, crime series, prolific offenders and preventative opportunities. This enables effective coordination of operational activity between departments to ensure service delivery to our communities and feeds into a force tasking meeting where additional specialist resources are allocated to target the cities 'hotspots'.

With the anticipated arrival of the student population, joint work is taking place between the neighbourhood teams and burglary team around prevention and awareness. This includes attending University ‘Freshers’ fairs, targeted intervention and deployment of officers on patrol in areas where patterns of offending emerge. Local officers will also be offering smart water facilities to mark property. Working with the OPCC and partners, we were able to secure ‘Safer Streets 2’ funding. In this financial year the funding will secure some additional lighting, ANPR and CCTV in relevant areas. It also has provision to work with independent landlords to provide enhanced security to student properties.

3.2.4 Hate Crime -The volume of hate crimes and non-crimes in this quarter have increased by 16% compared to the last quarter, as can be seen in the chart below. 69% of hate offences recorded had an aggravating factor of race, with a high number of incidents recorded in June 2021 relating to sexual orientation.



The themes remain consistent – neighbour related / online / street-based reports. The areas across Sheffield where the most reports are made remain in the South East, North West and South West. This is consistent with areas containing our most diverse communities.

Sheffield District has taken the decision in the last quarter to recruit a police officer rather than a support staff Hate Crime Coordinator. The decision follows difficulties in recruitment and retention of the post and is consistent with other districts. The post will remain partially funded through the Community Safety Partnership as before. We are concentrating on the development of third-party reporting centres as part of the Hate Crime Priority Group agenda.

NEIGHBOURHOOD POLICING

3.3.1. Neighbourhood policing structures - There have been some structural changes in the neighbourhood policing (NHP) portfolio which continue to reflect our commitment to the function and priority areas. At the leadership level, there has been an investment of an additional Chief Inspector post in recognition of the scale and challenges of the NHP function for Sheffield. C/I Helen Lewis remains within the portfolio with a clear brief around Partnerships and NHP Development. This includes the developing Safer Neighbourhood Service, Community Safety Partnership functions and our response to the Local Authority implementation of Local Area Committees. She retains oversight of Hate Crime for the district, Independent Advisory Group (IAG) processes, demand reduction and relations with key partners in health and social Care, in particular the Northern General Hospital.

C/I Stuart Walne returns to the NHP function with responsibility for operational and performance management in our 5 inspector led, locality based NHP teams. He also retains responsibility for processes around missing people.

The South East Neighbourhood team continues to face a broad range of challenges, particularly around ASB and OCG related crime. In addition, the past few months has seen many of the high-profile violent incidents and community tensions within this area. In order to provide greater resilience in a key area, an additional sergeant post has allowed the Manor and Arbourthorne team has been split to provide a sergeant led team for each of these geographic areas.

3.3.2 Local Priorities/Public Engagement - The previous report outlined in some detail the priority setting and engagement activity happening on-line and the plans for a wider engagement with communities as restrictions reduced. Despite the lifting of restrictions priorities across the neighbourhoods remain consistent, with the key focus being Burglary, ASB, in particular Off-Road Bike and other nuisance vehicles, Speeding and Drugs.

All neighbourhood teams continue to value on-line engagement and this has continued with some very positive feedback and ever-increasing response from the public as numbers 'following' our teams continue to increase. An example of new engagement activity comes from the North East Team. Student officer PC Lauren Potts has begun posting 'The diary of a New Recruit', providing updates on her thoughts and reflections on her new role. This provides personal interest to posts and links well to the force's drive to recruit across diverse communities.

On the ground, all neighbourhood teams are relishing the opportunity to engage face to face with their communities. The (relatively) warm weather has provided opportunities to conduct 'Pop up Police Station' activity wherever groups of people are available to speak to us. This regularly includes schools, community halls, green spaces, supermarkets, and city centre locations.

3.3.3 South West Sheffield Neighbourhood Plan - In order to capitalise fully on the successes of ACT operation described above, a new neighbourhood plan has been developed. The plan will be led by the Council's Safer Neighbourhood Coordinator and South West Neighbourhood Policing Inspector. The first phase of the plan will concentrate on reducing the impact of crime and disorder in the area, with a view to laying the ground for subsequent phases impacting on 'non-crime' issues, such as building community resilience. Whilst we are in the process of seeking local contributions to the plan, the following actions form the basis of the first phase:

- ensuring information and intelligence about crime and exploitation can be shared quickly and effectively between all relevant organisations via newly formed Neighbourhood Action Group (NAG);
- providing a forum for joint working and capacity building between the public, private and voluntary sectors;
- ensuring the local community has a bi-annual crime problem profile and partnership delivery plan to chart progress and direct resources;
- engaging with local people – particularly young people – via online forums and community surveys to maximise activity and address community concerns;
- seeking to improve our understanding of the experiences of victims of serious and organised crime via a network of trained professionals;
- providing structured educational input to children and young people in schools about the dangers and vulnerabilities of becoming involved in serious organised crime;
- commissioning structured activity programmes and citizenship programmes to deter people from involvement in crime.
- working towards an improved safeguarding response to victims or those potentially vulnerable to becoming involved in serious crime or organised criminality

The SW Neighbourhood plan is very much seen as the blueprint for plans across all neighbourhoods in future and will link well with the developing Local Area Committee structure introduced by Sheffield City Council.

3.3.4 Engagement with Children and Young People - As part of the Neighbourhood Policing Implementation, previous Children and Young Persons' Officer posts were withdrawn. All secondary schools in Sheffield have a named point of contact within their local neighbourhood team. With the

restrictions on formalised contact in schools necessarily reduced during COVID, the extent of conventional engagement in schools has been very limited, further exacerbated by capacity of both police and schools in a challenging environment.

In the coming academic year, all neighbourhood teams have been tasked with ensuring engagement with schools to understand their priorities and issues on the interface with ASB and communities will be critical and will be a key feature in the next quarter.

Discussions are underway with one of the School Trusts to look at funded provision of a police officer in the secondary schools within that trust. This discussion is also linked with the local authority to consider a more bespoke 'Team around the school' approach as a potential model for the future.

Outside of the school environment, we continue to engage with the Sheffield Youth IAG. Some limited face to face meeting taking place despite COVID and this will continue to develop. In our plans for Dark Nights, these young people will be part of the planning and messaging and also involve themselves in the 'test purchase' of fireworks alongside other activities.

3.3.5 Page Hall and Shirecliffe Team - Previous reports have covered the formation and early activities of this team in response to high profile issues in particular in the summer of 2020. The Page Hall and Shirecliffe team have developed strong working practices with localities manager James Richards, the partnership house on Robey Street is now operational, with the team using it to provide reassurance and engagement. We are hopeful that Community Nurses may be utilising the property too.

Page Hall is an area of higher than average burglary, to help reduce burglaries we have produced crime prevention leaflets translated into Romani, these have been distributed to households in the area.

The local PCSO's are now trained in littering enforcement, at this time we are engaging, and educating offenders, in time we will move to enforcement. Since January 2021, the team have arrested 36 people, seized 124 cars, executed 10 search warrants, the practice of engagement and enforcement in this locality is having a positive effect in the community with no large-scale incidents reported this summer. The combination of enforcement activity and high visibility presence and engagement alongside our partners has built trust and allowed the community to begin to take some pride and responsibility for behaviour.

3.3.6 Anti-social use of vehicles - ASB surrounding vehicles continues as a key priority. Communities are very concerned about speeding, especially in residential areas. Our teams all work with specialist resources to target this and with volunteers to provide high visibility speed checks. Recently we have begun to train more staff to be able to enforce speed gun operations to ensure there is an effective balance between advice and education and enforcement activity.

Off road vehicles such as quads and trials bikes remain a local priority but there has been a significant downturn in reports in this area. This is due in some part to the work of our teams working with the Off Road Bike team to enforce and engage. Recently, our specialist team have been authorised to use low speed tactical contact to stop offenders. This has already been used to good effect in operations in Sheffield with the recent recovery of a stolen bike on false plates being used in crime.

3.3.7 Dark Nights - The planning process for this annual high demand period is underway. The key priority areas for activity are Darnall, Firth Park and Abbeydale. Initial meetings have begun with partners in all relevant neighbourhood teams and planning is underway under C/I Stuart Walne.

The period will see ongoing Test Purchase activity at Fireworks outlets using volunteers from our Youth IAG. Last year we became aware of individuals selling unlicensed fireworks through Social Media. The NW NPT instigated a 'sting' operation, contacting the individual for a proposed purchase. A 20-year-old man was cautioned for the illegal sales and possession of fireworks and referred to a Fire Service intervention scheme. This out of court disposal provided the opportunity for really excellent social media engagement and will again form part of our approach and messaging this year.

The Community Safety Partnership ASB Theme Group led by Jim Dee from Sheffield City Council are tasked with providing a partnership plan in support of policing activity. Following many years outsourced to Sheffield Futures, Sheffield City Council have brought youth services back under the Community Safety directorate. Chelsea Renehan, the newly arrived Head of Community Youth Services is very keen to ensure that youth provision is much broadly available during this period.

Across the force there will be continuing challenges with resources at this time. The Dark Nights period coincides with the National Mutual Aid deployment of officers to COP 26 in Glasgow.

STOP AND SEARCH

3.4.1 **Stop Search Scrutiny** has been a standard agenda item of the Sheffield Independent Advisory Group (IAG) since it was introduced in April 2019. The IAG meet every six to eight weeks apart, at a date chosen by the group chair, while making use of free conference facilities at a local Police Station.

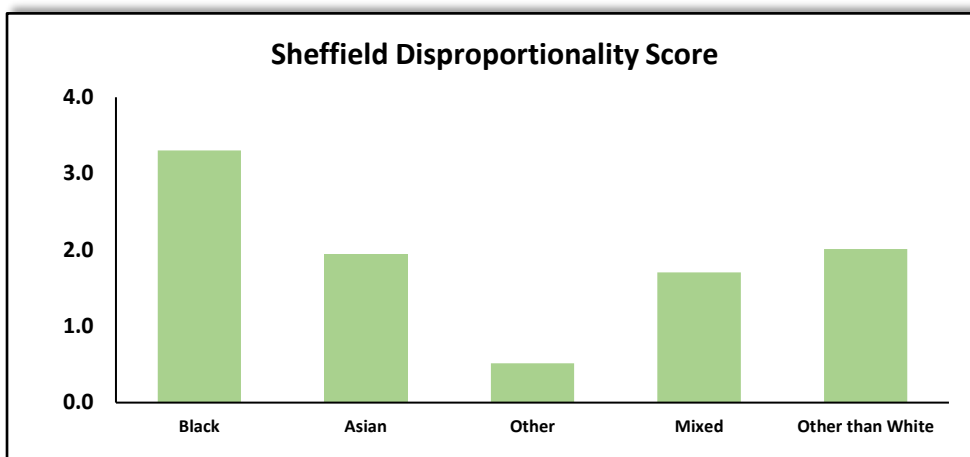
In advance of the meeting, the Sheffield Stop Search District Lead prepares a random sanitised sample of 20 stop search grounds submitted by Police Officers. The names and identity of persons searched are sanitised from the sample. The data provided includes the date, location, ethnicity, age category, type of search, search grounds recorded, and the officer's details. The report is emailed electronically to panel members to have the opportunity to review prior to the meeting. This is a process that evolved over the course of IAG meetings, for the panel to be more productive, focusing discussion on any search grounds to be queried, rather than better samples. As part of the review process, the Police Officer is contacted by the Stop Search Lead, should more information be required by the panel, also providing an opportunity to provide any constructive or positive feedback to the officer.

Scrutiny of Police Officers Body Worn Video footage for Stop & Search, was introduced as a trial for the first time in Sheffield on the 28th June 2021. A random and un-sanitised sample of live Body Worn Video clips were shown to attendees. The trial was positive and promoted beneficial discussion. Attendees remarked on the overall professionalism of Police Officers, positive engagement of those searched, and use of Body Worn Video as a useful reflective training tool. The use of Body Worn footage at scrutiny panels will be developed for further roll out as standard for the Sheffield IAG.

Periodically through the pandemic, the group did still organise online meetings. However, the Sheffield IAG has fully resumed following COVID, with the next meeting planned for 9th September 2021. The Sheffield Youth IAG has also now recommenced, which visits different topics each meeting. Stop Search has been listed for the group as an agenda item.

The Sheffield IAG by design is purposely independent of the Police, recruiting its own members from a consistently diverse panel, with members ranging from a number community groups, and a broad spectrum of ages. Although the panel is currently revitalising its active membership from a downturn following Covid-19, there are opportunities for the panel to recruit new members.

3.4.2 **Disproportionality** - We are committed to continue to analyse and understand the disproportionality rates of stop and search, particularly towards Black and Asian people within our communities. Disparity is recorded as 3.2 more times likely to be searched towards a Black ethnicity, and 1.9 times more likely towards a person of Asian ethnicity.



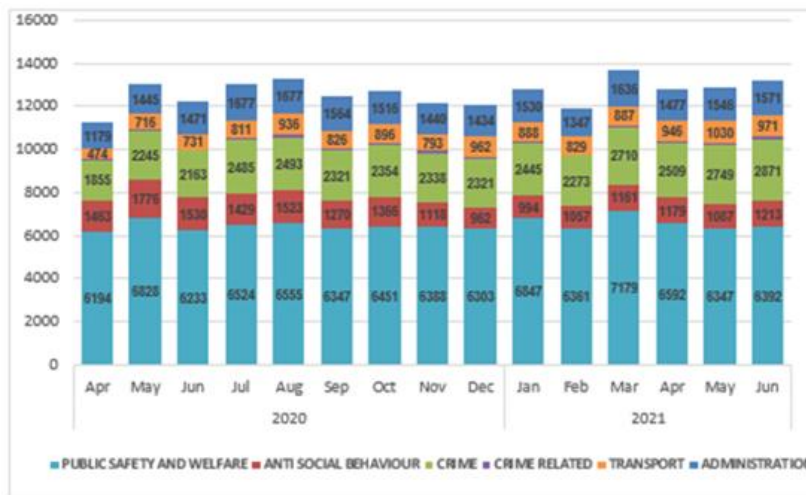
In the 3 months between May and July 2021, a total of 1454 stop searches were conducted across Sheffield. A total of 795 searches involved persons, who self-defined as White. There were 114 searches within the same period of persons self-defining as Black, which is 8% of the total searches conducted and 148 searches of persons self-defining as Asian ethnicity 10% of the total number of searches.

The Sheffield District Stop Search Lead is reviewing stop search and location data, with crime mapping, and social mobility data, to understand the reasons for the disproportionality of searches.

Further work is being undertaken to ensure that all Sheffield Officers are adequately trained in the use of stop search, use of Body Worn Video, and compliance that all stop searches are recorded using Body Worn Video. Data is also shared with the Sheffield IAG relating to disproportionality and ethnicity.

DEMAND & RESOURCES

3.5.1 Incident Demand – Since March 2021, we have seen an increase in the volume of incidents reported in Sheffield as represented in the following chart. There has been a 6% increase in the volume of incidents since the same quarter last year and we have also seen an 18% increase in the proportion of incidents graded for an emergency response (15 minutes), since the last quarter.



Despite the increasing demand, we have managed to retain service levels for emergency calls, with our median response times rising slightly to just over 10 minutes. The volumes of calls for service during the summer period has been challenging for our response officers and we have seen an increase in our median attendance times to 40 minutes for those incidents we aim to attend within 60 minutes.

In order to maintain service delivery and meet the public’s expectations, we have reviewed the distribution of our response police officers across our Sheffield bases and have made a number of internal moves to better service public calls for service. The District proactively looks at changing COVID guidelines and testing to ensure we keep our staff at work and deployable where at all possible and those required to isolate are back in work as soon as possible to limit the absences and maintain sufficient levels to resource demand effectively. In recognition of the increasing demand as the COVID restrictions have lifted and in line with the summer leave period and COVID infections and isolations, the force is surging officers’ duties to 12 hours at weekends. In Sheffield, this means that 50% or more of our officers, who are working Friday to Sunday are required to work additional hours to provide resilience and capacity to manage calls for service and demand. Officers understand the reasons for the surge period, they are keen to support the public and their colleagues and by increasing the hours they work, we have been able to ensure their rest days are not affected by leave cancellations.

3.5.2 Student Officers – Currently one of our positive challenges is the large numbers of student officers/apprentices that are arriving in Sheffield District for their immersion and tutored phases, following their university studies. These officers are working within Neighbourhood and Response Teams to learn the practical application of policing, which is starting to increase the number of officers available, whilst also somewhat reducing the capacity of our

experienced officers, who need to take care and time to train and expose the officers to policing incidents and engaging with the public.

3.5.3 Night-Time Economy (NTE) - 19th July 2021 saw the end of virtually all COVID restrictions across the full range of social, recreational, and sporting activities. This was always going to be a very challenging time for policing in the city. Not least of these challenges when combined with an inexperienced workforce would be that officers had never experienced night-time economy policing.

Sheffield has a robust night-time economy plan and has worked together with partners and commercial organisations to ensure that everything possible is done to support a night-time economy that is thriving and safe. There is no doubt that demand combined with night-time revelry ongoing until 5am and beyond places a substantial demand on our staff. Across the force officers continue to work long hours with surge cover providing resources to support the night-time economy.

Opening up has seen a small but worrying increase in reports of drink spiking linked to sexual assaults on vulnerable young women. In response, the District has recently instigated a plan which adopts both short term activity and longer-term problem-solving approaches to address the issue. The operation is managed and coordinate by the City Centre NPT, with direct oversight from the District Commander. The approach includes;

- Ongoing analysis and a detailed review of incidents and investigations
- Guidance and training on minimum standards of investigation.
- Communications and media strategy
- Awareness and support schemes through city centre establishments and licencing officers
- Preventive measures including Safe Spaces, friend awareness and 'Ask for Angela' schemes.
- Extension of Operation Sidewinder (passive drug dog operations)

3.5.4 Events - The Tramlines Festival was held as a Government approved test event on the first weekend. The event was a huge success but significant effort in the longer-term planning and allocation of resources against an uncertain demand picture. Put simply, on that first weekend it wasn't clear how the public would react.

We faced further challenges on the 7th August with the beginning of the new football season. Three league football matches in South Yorkshire including Sheffield United playing Birmingham City with a capacity crowd at Bramall Lane. Across SYP, increasing demand and continuing self- isolation restrictions

required surge resources to be in place with officers retained on 12 hours shifts and mutual aid requested from other police forces. Close liaison with the club and significant planning ensured that the football operation was a success.

3.5.5 Investigation Quality - Investigation quality remains a focus for the district as performance data shows us that early victim engagement and confidence limits evidential attrition, improves investigation timeliness, and produces positive outcomes and convictions for those who cause harm to our communities.

We have a District Support Hub (DSH) within Sheffield District, where officers with permanently or adjusted duties through illness or injury work to support frontline officers dealing with risk assessed public facing enquiries and desk top investigations. Through this team and their supervision, we ensure every crime allocated to uniformed officers in the District has a bespoke investigation plan to ensure a consistent and uniformed approach. Where possible and appropriate, officers in the DSH investigate crimes and engage with victims to free the capacity of frontline officers to attend emergency and priority incidents.

Our two Detective Chief Inspectors have overarching responsibility for volume and specialist investigations. The Reactive DCI has responsibility as crime manager to drive this across the district as a whole whilst the PVP DCI focuses on safeguarding and domestic abuse investigations. Investigation quality and the thematic issues around improvements are focussed on three key areas – victim contact and engagement, investigation progress and outcomes. The governance structures to ensure the quality of supervision and investigation progression remain effective through a focus on first line supervision despite the current exceptional levels of demand we are facing. The current uplift recruitment brings the challenges of an inexperienced workforce, the quality of their investigations is being addressed through, more structured tutorship, increased training input from peers/subject matter experts and robust governance at management level that is reported on at district and central level.

List of background documents		
The data within this report is taken from reports written for force performance accountability processes: Sheffield Quarterly Performance Review PVP Quarterly Performance Review Business Intelligence Reports		
Report Author:	Name:	Chief Superintendent Shelley Hemsley

PUBLIC ACCOUNTABILITY BOARD

6TH SEPTEMBER 2021

SOUTH YORKSHIRE POLICE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN PRIORITIES

THEME: TREATING PEOPLE FAIRLY

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 the Treating People Fairly priority of the transitional Police and Crime Plan 2021-2024, to support of the PCC's overarching aim of South Yorkshire being a safe place in which to live, learn and work.

The treating people fairly priority focusses on:

- *A fair allocation of police resources for our communities*
- *Understanding and fair treatment of BAME and other minority communities by SYP and in the criminal justice system, including ensuring hate crime is properly recorded and investigated*
- *A workforce that is representative of South Yorkshire's population*
- *Fair treatment of staff through supporting a positive culture and organisational development*
- *Fair treatment for victims and witnesses of crime throughout the criminal justice process, including providing a quality and accessible restorative justice service*
- *A fair police complaints system*

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 Treating People Fairly in delivering the Police and Crime Plan during the current period. The continued social distancing measures and societal adaptation involves a constantly shifting dynamic in the delivery of work within each core business function, and is referenced as appropriate within this report.

Background

- 3.2 In 2019, HMICFRS rated the force as 'Good' in the extent to which the force treats the public and its workforce legitimately. It stated that the force is outstanding at developing and maintaining an ethical culture, and at tackling corruption. The force was reported to be good at treating its workforce fairly, and at treating the people it serves with fairness and respect.

- 3.3 Continued commitment has been made by the force in the fair delivery of a policing service, supporting the public and our employees within this process. There are two main sources of assessment the force looks to for general fair treatment assessments
- The Crime Survey for England and Wales - in the latest results to March 2020, 59.5% of respondents in South Yorkshire agreed the police treat people fairly
 - Local questions from within the internal staff survey - improving confidence internally for fairness, ethical voice behaviour and organisational support were recorded in 2018 compared to levels in 2016.

The force currently awaits the results from the 2021 internal staff survey, and in the absence of force level perception surveys delivered nationally (delayed due to the pandemic), looks to local victim survey feedback for treatment measures to ensure service levels remain high across the organisation.

- 3.4 During the reintroduction of neighbourhood policing teams (NPTs) into the heart of South Yorkshire communities, the force established a strong rationale for the allocation of policing resources. Whilst the force is starting to see some benefits of the problem-solving focus within neighbourhood policing, as the long-term investment in police officer numbers support growth in this and other areas, this will also further support the dedicated resourcing delivery within neighbourhoods. This aligns with the recent deployment protocol for NPTs.

- 3.5 Organisational culture is a key area of focus for the force, supporting the treatment of our staff, and the treatment of victims and witnesses. The force has invested within the People and Organisational Development department in recent years with a lead for Culture, as well as a Wellbeing Lead, and much work has been undertaken in 2020/21 to ensure the force has a robust approach to delivering an Equality Diversity and Inclusion Strategy. Greater engagement exists with internal staff networks under the banner of the Equality Hub, and wellbeing plans are embedding across all district and department areas.

- 3.6 Further work is required to improve the workforce representation, with a focus on positive action within the recruitment process. It is acknowledged that more is needed across the service to support a truly representative workforce, and where possible the force is challenging our processes to review demographic fairness, and if applicable, understand the reasons behind any differences in apparent output.

Recruitment update / workforce representation

Definitions¹:

Ethnic minorities – The sum of people who self-define their ethnicity as other than White British. Includes white non-British categories as well as categories with skin colour other than white. Does not include those who do not self-define.

Other than white - The sum of people who self-define their ethnicity in categories excepting White. Includes the Asian, Black, Other and Mixed categories only. Does not include those who do not self-define. This category is sometimes referred to as ‘people of colour’.

LGBT+ (Lesbian, Gay, Bisexual, Transgender +) – The sum of people who have disclosed a sexual orientation other than heterosexual and/or who identify as trans.

¹ Cabinet Office guidance on Writing about Ethnicity: <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity>

- 3.7 As previously referred, there is a key focus of activity for the organisation to understand and support the recruitment and retention of a diverse workforce. In terms of the Officer Uplift programme, the force is on track to meet the 2021/22 Uplift target of 2,907 officers by 31 March 2022. The headcount, as at 30 June 2021, was 2,831.
- 3.8 In the first quarter of 2021/22, 37 new recruits commenced employment. Over the 12-month period, the force is looking to recruit around 290 new officers. This is expected to be supplemented by a mix of transferees and re-joiners. These volumes account for the expected leaver volumes, ensuring the overall target numbers can be met.
- 3.9 As explained in July 2021 PAB report, there are a number of routes for application. Currently the force has 329 candidates at various stages of the recruitment and selection process – 140 applicants for the PCDA (Police Constable Degree Apprenticeship) and 189 for the DHEP (Degree Holders Entrance Programme). Overall, the breakdown of gender and ethnicity for these recruits is provided below:

	PCDA candidates	DHEP candidates
Total candidates	140	189
Female	57 (41%)	87 (46%)
Male	83 (59%)	102 (54%)
White British	130 (93%)	170 (90%)
Ethnic Minority	10 (7%)	12 (6%)
Not Stated		7 (4%)

- 3.10 In addition to recruitment campaigns, the force also partners with Police Now (a social enterprise supported by the Home Office) to deliver two direct entry programmes; one for neighbourhood officers and one for detectives. The Police Now programme is for degree holders only, and whilst it has proved successful in terms of representation, numbers are relatively small in comparison to the regular entry routes, as shown in the table below. The force is in the process of recruiting an additional 24 officers through this route.

	Police Now - Detective (appointed 05.01.2021)	Police Now – Neighbourhood (appointed 02.08.2021)
Total candidates	22	9
Female	17 (77%)	6 (67%)
Male	5 (23%)	3 (33%)
White British	16 (73%)	6 (67%)
Ethnic Minority	6 (27%)	3 (33%)
Not Stated		

- 3.11 The current cohort of candidates progressing through the recruitment process provides an improved level of representation than the cohort of officers appointed within the previous campaign in August 2020. The force looks to understand the reason for any disparity within the recruitment volumes to support future improvements, learning from the previous campaigns. Analysis of the August 2020 campaign showed that the force lost a significant proportion of ethnic minority candidates within the application stage; at the proof reading exercise and on-line assessment stages of the selection process, despite delivering targeted positive action events to support candidates.

- 3.12 The force no longer uses the proof reading exercise as part of the selection process. When all the current candidates from the recruitment cohort have reached appointment stage, the People and Organisational Development department can analyse the impact of the change in approach on the levels of demographic representation within the recruitment process.
- 3.13 Although the overall trend (irrespective of entry routes) is one of improving representation over the last 3 years, the degree holder entry routes at this stage appear to be more representative than the previous non-degree holder (apprenticeship) entry route. This may reflect the increase in representation within degree holders over the last 15 years (within the age population that most typically join the police), and works to support the PEQF² programme for Officer Uplift.
- 3.14 The force has recently invested in recruiting a Positive Action Advisor to focus on improving representation across the organisation. This role will be supported by a police officer post of Positive Action Officer, who will focus more directly on working with NPT officers, and other operational teams, with a focus on engagement opportunities.
- 3.15 The new recruitment campaign was launched on 19th July 2021, and the below activities demonstrate the activity that has taken place and continues to do so in support of recruitment campaign:
- Career in Policing – a Summer School set up by the force and Sheffield Hallam University has taken place at the end of July 2021. The programme was targeted to those from ethnic minority backgrounds. The process included representative from both the University and force presenting the recruitment process; providing information around the PEQF routes; and providing information on the course content. This also gave potential applicants a Q&A opportunity with current Student Officers.
 - Neighbourhood Policing ‘Positive Action’ plans for each district have been developed internally. In the delivery of the plans, District Positive Action leads have been asked to reach out across their community links and discuss with local groups the opportunities available in working for SYP. This has been supported through social media activity, and local officers have been given training by the Talent Acquisition team so they are aware of the current recruitment process, likely changed substantially since their own recruitment.
 - The process of local Positive Action is supported through the Corporate Communications department who have provided a number of materials to promote recruitment, attend events and encourage individuals in their areas from underrepresented groups to consider a career in policing.
 - Recruitment events are underway and will continue until the campaign closes. Individuals from underrepresented groups are encouraged to attend, and targeted marketing is supported by existing Police Officer speakers from ethnic minority backgrounds, volunteers from the Equality Hub, Sheffield Hallam University, the force’s training department, and the Talent Acquisition team.
 - Opportunity Sheffield, the skills and employment service in Sheffield City Council, is engaged with the force in support of a number of events with their partnership organisations and community groups.

² Policing Educational Framework Qualification

- The force will shortly be purchasing the licence for a Digital Mentoring platform called Pushfar³, to be used as a positive action tool to support candidates through the force's recruitment process.
- The new recruitment campaign will be supported by police officer mentors and Positive Action workshops will to be delivered to ethnic minority candidates for each stage of the recruitment process, with evaluation of each activity. This activity will also include relevant learning from other forces' insight. The aim is to reduce the number of recruits leaving the process, and provide support and encouragement to candidates to support the successful completion of the recruitment process.
- Corporate Communications department are running a four-week campaign in August 2021 which will see the force's recruitment advert being focussed to the target audience, for example through television, and on Spotify. The Equality Hub has also supported links to minority communities, participating with recruitment colleagues to encourage applications from under-represented communities; examples include LINK FM, BBC Radio Sheffield and Dunya TV.

3.16 As outlined, there are multiple strands of activity in place and in order to oversee this activity and ensure it has appropriate organisational support, a refreshed Positive Action board chaired by Chief Constable Poultney has been formed, as part of the new Equality Diversity and Inclusion Strategy.

3.17 Of course, representation can be impacted by the volume of officers and staff leaving the organisation (outside from planned retirement dates). As such, a new process has been established whereby leavers are invited to undertake an exit interview with a member of the force's Organisational Development and Culture team. This began in July 2021 and an update on initial findings will be available following the first quarter of activity.

3.18 The organisation will be further supported by a 'fresh eyes' feedback system where new employees (approximately 12-months after recruitment) will be invited to give their thoughts about culture and inclusiveness, comparing their initial expectations with the reality of working within the force. The intention is that this information will be used to support ongoing plans for the culture programme, and associated activity such as the leadership academy.

3.19 The current representation across the organisation⁴, as at June 2021 is shown in the table below:

Employees	Headcount	% female	% ethnic minority	% other than White	% identify as LGBT+	% disclosed disability
Police Officers	2847	1024 (36%)	139 (4.9%)	107 (3.8%)	87 (3.06%)	65 (2.3%)
Police Staff	2614	1697 (64.9%)	121 (4.6%)	91 (3.5%)	49 (1.87%)	85 (3.3%)
Specials	142	47 (33.1%)	11 (7.7%)	9 (6.3%)	9 (6.34%)	2 (1.4%)
Volunteers	103	54 (52.4%)	4 (3.9%)	3 (2.9%)	1 (0.97%)	3 (2.9%)
Total	5706	2822 (49.5%)	275 (4.8%)	210 (3.7%)	146 (2.56%)	155 (2.7%)

³ <https://www.pushfar.com/>

⁴ The volume does not match the total volume for the Officer Uplift programme (section 3.7) as the Home Office volumes exclude some categories (eg. external secondments)

- 3.20 Largely due to growth in police officers, the workforce has increased by 188 people in the last three months. With this, the total volume of people with under-represented characteristics have increased in all aspects since Q4 2020/21, and in comparison to Q1 2020/21. Female police officer representation reached 36.0% (+75 officers), ethnic minority representation remained stable at 4.8% (+10 employees), 15 more employees were identified as LGBTQ+, and eight more employees disclosed a disability.
- 3.21 The force Equality Hub has recognised the need for improvements in workforce diversity, and has been working again with People and Organisational Development department in reviewing the online assessment for call handlers. Reviewing assessment processes will ensure there is no disadvantage in the process for minority applicants. Work within the newly formed (to be launched in October 2021) Race Inclusion and Equity Association (RIE) will continue to assist the organisation in scrutiny and support to recruitment and training.

Workforce resources

- 3.22 Whilst the workforce delivers increases in volume, there is an impact on all areas of the organisation to support the infrastructure and placement of appropriate resources. One question raised through OPCC is how well the force is equipped both centrally and locally to support the incoming roles within the organisation. The short response is positive, given the established governance within this area and joined up working across central and local delivery areas.
- 3.23 The force is currently undertaking a logistical review of local resource requirements for estate and vehicles - the demand placed on the existing assets in these areas can challenge the force's ability to support tutors and students at the required stages of their placement. As a result, the Head of Estates & Facilities Management, and Head of Vehicle Fleet Management now form part of the PEQF Resourcing Group, and meet monthly with practitioners. Supported by predictive modelling, the group is working to align the resourcing provision to enable the force to flex the use of assets proactively, aligned to the PEQF cohorts. To date this solution is bringing the expected benefits, and the force is confident in delivery, but close monitoring will continue through the group, chaired by Temporary Assistant Chief Constable Dan Thorpe.
- 3.24 The first cohort of recruits started in September 2020, and will have completed 20 weeks of rotations in response and neighbourhoods. They are currently in their final rotation of response currently and will be reaching Independent Patrol Status (IPS) in September 2021. At the current time, from the cohort of 58 officers, nearly 60% of the students (34) have already achieved IPS, ahead of the expected deadline.
- 3.25 Data for other cohorts will become available in due course to show the cumulative total of officers achieving IPS, however it is too early at this stage to expect any student officers in the later cohorts to be close to this achievement.
- 3.26 During the process of reaching IPS, student officers are directly working with mentors and local tutors, and are supported by the force Central Assessment Practice Educator (CAPE) team. The team has a clear focus on the students' welfare, and a strong

understanding of the students as individuals within the process. Each local district has delivery plans and this will be informed by their knowledge of the progression of their designated students.

- 3.27 For example, districts have worked to ensure night-time economy plans are refreshed and resources are appropriately assigned to deal with the anticipated demand. During the pandemic, the current cohort has not been exposed to the typical 'night-time economy' experience an officer would usually police within their studentship, and as a result, some awareness workshops have been run in Sheffield to support the student officers with planning for the situations they will face with the easing of restrictions. This has now been developed into a product for forcewide usage.
- 3.28 The reality of policing is of rostered duties and shift patterns, and this can raise concern with new recruits, who may not always know their teams long in advance of deployment. A focus in Rotherham has therefore been where possible to improve this process, enabling student officers to be informed early of their district shift/teams, and providing them with their future tutoring contacts. This works alongside an approach of tutor rotations, ensuring the responsibilities within the district are evenly felt across all roles.
- 3.29 Over 260 officers have attended the tutor academy to provide workplace development and support for the new officers. Surveys gathering tutor feedback are reported to the PEQF Resourcing Group to ensure appropriate assurance not just for student officers but to assess the impact on existing district tutor resources. In addition to the survey, a number of tutor forums have been held by the CAPE team. The aim of these is to gather more in depth feedback from tutors and identify issues at an early stage so that plans can be put in place. Overall the tutors are supporting the students very well and the feedback from students about their tutors has been extremely positive.
- 3.30 These few examples show the thought going into the successful implementation of the cohort of student officers, and further reassurance to this process can be provided as required.

Health & Wellbeing

- 3.31 As with all other areas of society, Covid infection rates have been a concern for the organisation with the increase linked to the Delta variant and easing of restrictions. Internally an increase in absences linked to Covid have impacted at a time when the force is recording an increase in operational demand, and usual annual leave requests during the summer months. A regular question through OPCC assurance channels is about how the force is managing the changing demands alongside supporting the wellbeing of all employees.
- 3.32 In order to meet the anticipated demand over the summer period the force has considered and implemented a suite of tactics designed to increase resilience and capacity until September 2021. These measures have been carefully considered taking into account service delivery balanced against the safety, welfare and wellbeing of officers and staff.
- Response teams, neighbourhood policing and local investigative functions such as CID and PVP are required to have half of their resources working 12-hour shifts each Friday, Saturday and Sunday until the 6th September 2021. This ratio allows

local flexibility to support welfare and wellbeing but also matches resources to demand.

- To compliment this further, warranted officers not working in public-facing roles are being utilised over weekend periods to support front line demand.
- The force has agreed to an annual leave buy-back policy for the force's call centre and custody suite officers and staff, allowing individuals to consider their personal circumstances and make informed decision about the hours they can support. This will also be subject to local governance to ensure that managers remain focussed on individual welfare while meeting these demands.
- In an attempt to minimise abstractions there has been no removal of internal control measure precautions, and the organisation will continue to utilise protective equipment, and work wherever possible in a Covid-secure way.
- The internal approach to lateral flow testing (LFTs) is to encourage staff and officers to undertake routine home testing every 72hrs and confirm that they have a negative test before entering training venues. This approach has also been utilised for contractors, visitors and service users while being mindful of potential exemptions. Of potential concern is that the force will no longer be supplied with LFT kits but the requirement to procure home testing kits will now rest with the individual employees. As a result the force has prompted employees to order tests, but there is concern this process may reduce the take-up of the LFTs.

3.33 A high proportion of the workforce is now vaccinated (4,144 at least one dose, 1,972 two doses) which will place the force in a strong position for potential future isolation changes. Government direction will inform the internal track and trace process, and where possible, staff and officers are still encouraged to work from home. Managers are ensuring they maintain contact with said individuals, not only from a work capacity but also from a wellbeing position also.

3.34 In a change to the previous process, from July 2021, the force has taken the decision that all sickness absence relating to coronavirus will now be recorded as sickness rather than 'other leave'. A new guidance note has been drafted in relation to this and that as coronavirus is now becoming a 'normal' reason for absence, then managers are being asked to consider it as such, and reminders for welfare visits / contact will be triggered. In addition, the guidance makes reference to ways in which to support individuals who may be returning to work after a long period and consideration of temporary and/or permanent adjustments that may be made. At this time, such absence will not be included in the triggers for absence management processes, but this will be reviewed as a 'normal' approach to Covid is established.

3.35 The force has seen a decline in other sickness throughout the pandemic that could be due to a number of factors including the enhanced hygiene practices and social distancing, the commitment of employees during a crisis, and the availability of working from home.

3.36 In addition to specific action in supporting the organisation through Covid, the demands on employees are increasingly understood. There is a tangible drive to support areas of the organisation under pressure, but aligned to the – for example, in Occupational Health screening for those working in child protection, or more generally linked to increasing stress levels due to the volume of work, such as local district supervision of timely investigations. One area of development is in looking at the

support the organisation provides to leaders. That is not just in their effective support to those they supervise, but also in support their personal development within a role.

- 3.37 The force's new Leadership Development Framework was approved in the Talent & Leadership Board in March 2021. The framework provides a structure of leadership development programmes, toolkits, and supporting resources to support a leadership mindset and embed/reinforce the force's Values and Leadership Behaviours at all levels across the organisation.
- 3.38 Delivery of the framework will be underpinned by the new South Yorkshire Police Leadership Academy which is due to launch in September 2021. The initial (Phase 1) focus will be on key priority programmes, including performance leadership, a team-leader development programme, and a small number of initial personal development programmes. In addition to these launch programmes, the following are also being developed:
- Sergeants' Development Programme – A pilot will be run in October 2021, working with all those with current sergeant responsibility, including supporting constables who are 'acting up' in the post of sergeant. The programme will work with participants at the point of the passing their sergeant's exam, in developing operational, leadership and business management skills, developing their skills for interview, and completing their portfolio of evidence to become substantive in post. A network of Subject Matter Experts are established to support the development and delivery of this content, and a 'Sergeant's Toolkit' will be available as an ongoing resource. Further leadership development will be provided via the wider internal Leadership Academy programmes.
 - Culture Programme Board – The work of the culture programme is progressing, with lead attendance at multiple events across the force, communicating the future plans and gathering continuous feedback. In March 2021, the inaugural Culture Programme Board was chaired by the force's previous SCT lead, DCC Roberts. A further board is yet to be scheduled, but will be diarised shortly with confirmed new force SCT sponsorship.

Updates on delivery in these areas will be available in future PAB reporting.

Victims and witnesses including vulnerable victims

- 3.39 Best practice around the area of Complete Victim Care is understood through the national and regional Victim and Witnesses Group. The NPCC⁵ Victim and Witness Performance Framework identify a series of performance indicators which underpin the delivery of the following three strategic aims:
- Deliver a consistent, good quality service to victims & witnesses
 - Support vulnerable victims and witnesses through the Criminal Justice System
 - Build the confidence of victims and witnesses to report and remain engaged with the Criminal Justice process
- 3.40 In support of the national framework delivery, all forces have been requested to complete a quarterly reporting template, which provides the details of local delivery against a number of indicators. It also includes a narrative of the force's progress, including the identification of and risks, issues and opportunities in delivery. Good

⁵ National Police Chief's Council <https://www.npcc.police.uk/>

practice is thus identified and reviewed from forces and shared to drive the improvement of standards nationally in support of victim and witness care.

- 3.41 Currently, the National Victim & Witness Performance Sub-Group are working on developing a National Performance Framework to measure compliance against the Victim's Code of Practice (VCOP), for which a current self-assessment piece requested by the Ministry of Justice will contribute. At the current stage, all forces are being asked to self-assess delivery against the '12 Rights' within the Victim's Code, bringing together the work of various accountable agencies within this process.
- 3.42 This process is under development nationally and further discussions in the wider partnership are expected to begin in September 2021. Internally, the process will enable the force to recognise and evidence any gaps and strengths in delivery against the enhanced service requirements.
- 3.43 Some internal areas for improvement are on the raising of awareness of the enhanced service, keeping victims informed (which is tracked through the force's victim satisfaction survey), and the recording of the information - including a focus on the quality of information held on the system.
- 3.44 The following pieces of work are currently underway to support improvements:
- Communications on the new internal VCOP Dashboard tabs have now been circulated via Supervisor Briefings – this will raise awareness of victims who are entitled to receive an enhanced service and an understanding of what this involves.
 - The awareness raising of the 12 Rights will be addressed through the release of a series of 12 videos, featuring officers and staff across SYP - these videos will continue to promote the revised code and importance of each of the Rights.
 - As enhancements are understood, the force needs to understand the best capture of this information. A training / guidance video on how to use the relevant fields in the force's investigation management system was discussed at the last CVC Meeting. This includes the marketing of a new set of options which are due to be made available for the 'person to be updated' field – this will be covered with localised internal communications and Supervisor Briefings in the meantime.
- 3.45 In terms of a practical example of work in this area, there is a focus on victims of ASB, for instances where people are repeatedly subject to antisocial behaviour such as noisy neighbours, harassment from some parts of the community due to a vulnerability, or verbal abuse/intimidation from gangs/groups. Within such examples, criminal offences may have been committed and there is work underway to ensure all such incidents are recorded and investigated appropriately. Adapting a model developed by Surrey Police, the force intends to designate resources to all ASB Personal incidents, which will include deployment of a resource, a follow up call/visit after the initial response, and targeted problem solving with partners, should it be required. Victims will receive regular updates until the incident is closed. Should any crimes be identified within the call for service they will be recorded and investigated.
- 3.46 Superintendent Lynne Knox will lead the pilot within Rotherham district, and work in partnership with Rotherham Metropolitan Borough Council (RMBC), sharing resources and intelligence-led information to tackle ASB. Should results in Surrey be replicated,

the expectation would be that levels of reported ASB will reduce, and satisfaction levels rise significantly.

Stop and Search

- 3.47 A full update on the delivery of Stop and Search in South Yorkshire has been provided to the Independent Ethics Panel. This scrutiny from an independent source is seen as a critical support to the force in ensuring fairness and transparency of process. The recent report included an update on disproportionality and the force's position in respect of the national policing picture.
- 3.48 More regular scrutiny for Stop and Search would usually take place within Independent Advisory Groups (IAGs), but the pandemic has restricted delivery of the meetings. The purpose of IAGs are to locally review district delivery in a number of areas but largely these have paused, ensuring protection of the public from non-required interactions.
- 3.49 As the restrictions ease the force lead for Stop and Search, Chief Inspector Sarah Gilmour, is looking to refresh the delivery and adopt best practice for IAG delivery in supporting representation and appropriate regular scrutiny. Good practice from West Yorkshire Police has been identified and will be used in support of future processes within the force. As part of this process, the Independent Ethics Panel has also offered support in assisting the identification and recruitment of panel members.
- 3.50 Internally work is also underway to support the sharing of body worn video⁶ footage within scrutiny meetings, to extend the information provision in assurance for independent panels in the force's use of stop and search.
- 3.51 Within Quarter 1 2021/22, there were 3,743 searches undertaken by officers across South Yorkshire, a reduction of over 600 searches from the previous quarter. The majority of searches were related to drugs, and from 2295 searches, 24% delivered a 'positive outcome', whereby the search results action being taken such as in a warning, or penalty notice or arrest. The positive outcome rate remains consistent aligned with the previous quarter.
- 3.52 For the force, the disproportionality rate in Q1 2021/22 for other than white subjects was at 1.7 (i.e. those who self-defined as other than white were stopped and searched 1.7 times more than those who self-defined as white) compared to a rate of 2.1 for Q4 2020/21. Disproportionality remained the highest for those who self-defined as black (at 2.9 for Q1, which remains the same as Q4 2020/21).
- 3.53 Males were most frequently searched in Q1 2021/22 (87%) with 39.8 male searches made per 1000 population, aligned with the previous quarter proportions. Within the quarter, those aged 15-34 were most frequently searched, aligned with Q4 2020/21 results. The work of the Armed Crime Team and Serious Violent Crime Task Force has provided an evidence base for the targeting of stop and search activity, focussing resources to areas of the county where the volumes of violence and weapons usage / possessions is reportedly high, in addition to know intelligence. With nearly one in four stops yielding some form of result, this provides a reassurance in the delivery of the units, and the ongoing support to future stop and search operational activity.

⁶ <https://www.southyorks.police.uk/find-out/crime-prevention-advice/body-worn-video/>

3.54 Stop and Search scrutiny has also been considered locally within the Sheffield Race Equality Commission in July 2021. The Commission, chaired by Emeritus Professor Kevin Hylton, invited evidence from a number of partners to identify the causes of racism and racial inequality in Sheffield, holding a session dedicated to Criminal Justice. Within this, the force's District Commander for Sheffield gave verbal evidence to outline policing delivery in a number of areas. The focus of the questioning was around Stop & Search and the diversity of the workforce. The Commission's report is expected to be published later in the 2021.

Use of Force

3.55 The force's key requirement linked to Use of Force is that officers comply with key legislation when using force and in particular, that any force used must always be proportionate, lawful, officers are accountable for their actions and it must be necessary (European Convention on Human Rights 1998). Other key legislation around use of force, are:

- Section 3 of the Criminal Law Act 1967 (officers may use reasonable force in the circumstances to prevent crime)
- Section 117 Police and Criminal Evidence Act 1984 (when officers are acting within this legislation force may be used)
- Common Law (an officer may use force to protect themselves or another)
- Section 76 Criminal Justice and Immigration Act 2008 (reaffirms that a person who uses force is to be judged on the basis of the circumstances, as he/she perceived them)

3.56 As well as complying with all relevant legislation the force lead is working to ensure there is a clear audit trail of all force used through timely submission of 'use of force' forms and other means of audit (Body Worn Video/Command Log). Officers are required to record any force used prior to the end of their tour of duty to ensure this transparency.

3.57 Internal scrutiny and oversight exists initially through first line supervision, but additionally dip-sampling is undertaken by Officer Safety Training, and on a quarterly basis a review of Use of Force incidents are undertaken by the force lead, Temporary Superintendent Kevin Bradley.

3.58 To support external oversight and governance – scrutiny is in place through the Independent Ethics Panel, and Independent Advisory Groups to ensure transparency to our local communities. As with Stop and Search, the pandemic has reduced this the local IAG delivery, although work is ongoing by the two force leads to refresh the process. An Independent Scrutiny Panel is currently in process of being developed to support assurance.

3.59 In terms of training provided to officers to support them to use force appropriately, all officers are trained in line with College of Police curriculum (both on initial officer training and on an annual basis). Whilst the pandemic impacted on the delivery of Officer Safety Training during the initial lockdown period, since July 2020, all training delivery has continued and there are no concerns with the status of the refresher training in this area.

- 3.60 One recent area of concern raised by the IOPC (Independent Office for Police Conduct) was pertaining to organisational learning for the police service under Paragraph 28A of Schedule 3 to the Police Reform Act 2002, around the restraints of subjects. The IOPC recommends that the College of Policing and National Police Chiefs Council ensures national training and guidance on use of force makes clear that a subject being restrained and experiencing breathing difficulties may still be able to talk and communicate this. Action should always be taken in response to assess and reduce any potentially restricted breathing.
- 3.61 On both occasions from which the IOPC concern originates (not from within South Yorkshire) the complainants informed the officers that they could not breathe. When providing statements justifying their use of force at a later date, both officers said that they did not believe the men were experiencing difficulty breathing because they were able to say that they couldn't breathe. The force lead has been reassured by the force's Officer Safety Training that within the training there is appropriate and specific reference to positional asphyxia, alongside an explanation/warning of the medical implications around every use of force tactic.
- 3.62 In learning from the national picture, the most recent review available from the Home Office is looking to datasets from April 2019-March 2020, with an expectation of an updated publication later in 2021. The report to March 2020 highlights that 69% of force used was on white subjects, with a higher proportion of ethnic minority subjects nationally than recorded locally. This will be skewed by the high volumes of use of force within the Metropolitan Police Service, where a larger proportion of minority ethnic groups are resident.
- 3.63 The force also reviews ethnicity proportionality for force used, and a review of the key tactics used against ethnic minority subjects is undertaken by the force lead. In the 12 months to June 2021, ethnic minority subjects accounted for 15% of all named individuals. In review of the main individual tactics (each use of force encounter can involve a number of tactics) the tactic types remain stable, and each quarter, the most used tactic was 'tactical communication'. These align with the tactics used upon white subjects, and there have been no concerns raised by the force lead following review.

Hate crime

Definitions: Hate Crime is any criminal offence, motivated by prejudice or hostility (or perceived to be so) for any of the following:

- Disability - Physical, hearing and visual impairments, mental ill health and learning disability
- Faith – Religion, belief, non-religious belief
- Transgender – People whose gender identity does not correspond with their biological sex
- Race – Nationality, ethnicity, skin colour and heritage
- Sexual Orientation – People who identify as lesbian, gay, bi-sexual or heterosexual

- 3.64 Recorded Hate Crime in South Yorkshire continues to be around 16-20% higher than in 2020, in line with national trends. The overall rise in reported hate is due to increases across all strands, although the main impact is felt in the area of Race hate, which

accounted for 67% of all reported Hate Crime in the 12-month period, shown in the tables below.

	Race	Sexual orientation	Disability	Religion	Transgender	Non-strands
Jun19-May20	2067	518	354	136	82	2
Jun20-May21	2551	572	418	142	79	18
Difference	484	54	64	6	-3	16
% Change	23%	10%	18%	4%	-4%	800%

- 3.65 Racial hate reporting has seen increases across a number of ethnicity groups, with the largest victim groups being of White-North European, Asian, and Black ethnicity.
- 3.66 As reported within the July 2021 PAB report, given the level of known under-reporting some increases in hate crime reporting are considered a positive step in enabling the organisation to take action and build an understanding of local demands. Both nationally and locally, the majority of hate crime consists of verbal abuse and threatening behaviour, often committed by strangers, with the most frequent crimes recorded being public order offences.
- 3.67 The nature of abuse by strangers can make the offenders more difficult to identify and often evidence does not exist to support a full investigation. However, the satisfaction of victims (71% satisfied with overall service provided, 86% satisfaction with treatment of victims) suggests the levels of service provided to victims are good, and the organisational message is to encourage victims to come forward, and report crimes and incidents of hate.
- 3.68 Hate Crime victims are entitled to an enhanced service under the updated Victims Code of Practice, which was implemented in April 2021⁷. Internal scrutiny of hate crime delivery is conducted at the quarterly hate crime working group meeting, attended by the four district hate crime co-ordinators, call-handling staff, the force media team, the force crime recording bureau, and a representative from the OPCC. Hate Crime co-ordinators review all crimes to ensure victims are receiving a quality service and that support is in place if required. Where they identify concerns, these are escalated to supervisors locally, and ultimately to the force lead if persistent issues are identified. Districts also have a process in place where a supervisor reviews all hate crime on a weekly basis and contacts victims to support the ongoing service delivery.
- 3.69 Despite strong oversight, the organisation still looks to improve where possible, and was the second force in the country to volunteer to be audited by the National Police Chief's Council Hate Crime lead area. This audit involved a review of a volume of hate crimes and non-crimes from 2020 and the recent report summarises:
"The general standard of service offered by South Yorkshire Police was found to be generally of a good standard. We were particularly impressed by the structured leadership demonstrated and the robustness of the systems of scrutiny and supervision"

⁷ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936239/victims-code-2020.pdf

- 3.70 There were a small number of recommendations:
- review the force links with victim support services
 - a specific recommendation to review one of the 75 investigations to undertaken further work
 - a future audit process to be established internally (plans are in place for a peer review via a ‘critical friend’ force in 2022)
 - the force to review the recording of repeat victimisation levels in comparison with that of national datasets.

These recommendations will now be taken forward by the force Hate Crime lead, Chief Inspector Andy Berriman, to assure delivery in these areas.

- 3.71 The force lead is also working with the OPCC and partners to plan and deliver a hate crime workshop in Autumn 2021 for victims, community support groups, third-party reporting centres and IAG members from across South Yorkshire. The event will provide an opportunity to update partners on how the force works with partners and investigates hate crime. The focus of the day will also be to understand how our services are received and what more can be done to meet the needs of our communities.

- 3.72 Already established is a mechanism for data provision to Tell MAMA (Monitoring Anti-Muslim Attacks) and CST (Community Security Trust) who monitor hate crime on behalf of the Jewish Community. Both act as critical friends and will raise any concerns they identify or feedback from victims.

- 3.73 A comprehensive update on the force’s delivery of Hate Crime was provided to the June 2021 Independent Ethics Panel, which provides an additional level of external assurance to the force’s processes, in support of service delivery to the public.

4 FUTURE DIRECTION/DEVELOPMENT

- 4.1 SYP will focus on the following areas of delivery
- Continuing to deliver the Uplift programme and understand how resourcing requirements can best be met.
 - Developing the opportunities presented through focus on organisational culture, and the implementation of the Leadership Academy
 - Supporting the effective recruitment and retention of a workforce representative of our communities
 - Embedding the new victims service code guidelines within daily business
 - Assuring fair treatment of the public within aspects of service.

5 COMMUNICATIONS

NONE

6 EXCEPTION REPORTING

NONE

Chief Officer Lead: Deputy Chief Constable Tim Forber

Report Author: Tania Percy, Strategic Performance Manager

PUBLIC ACCOUNTABILITY BOARD

6 SEPTEMBER 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 Police and Crime Commissioner (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 26 decisions in 2021/22.

4.2 For the period 25 July 2021 (the date of the last report) to 25 August 2021 the PCC has made the following decisions to draw to the attention of the Public Accountability Board.

4.2.1 Review of the Business Support Functions for the Office of the Police and Crime Commissioner (OPCC) and Violence Reduction Unit (VRU)

The PCC approved proposals to modify the roles within the current OPCC and VRU Business Support structures to better meet the needs of the organisation. £12,694 is being requested as growth. This post is being funded from a contingency which was setup for anticipated staffing changes during budget setting. On this basis no extra funding is needed to be factored into the Medium Term Reserve Strategy.

4.3 A log of PCC decisions can be found on the PCC's website at <https://southyorkshire-pcc.gov.uk/openness/publications/?search=&publication-type=decision-record&start-date=&end-date>. 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