

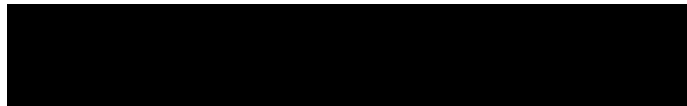
Public Document Pack



27 April 2023

To: Members of the Public Accountability Board

This matter is being dealt with by:
email:



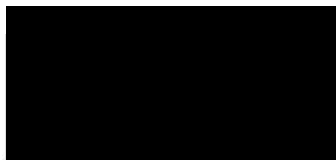
Dear Colleague

Public Accountability Board

You are invited to the next Public Accountability Board which will be held on **Thursday 4th May 2023** at **2.00 pm** at the Office of the South Yorkshire Police and Crime Commissioner Carbrook House 5 Carbrook Hall Road Sheffield S9 2EG and via MS Teams.

The agenda and supporting papers are attached.

Yours sincerely



Erika Redfearn
Head of Governance

Enc.

PUBLIC ACCOUNTABILITY BOARD

THURSDAY 4TH MAY 2023

AGENDA

	Item		Page
1	Welcome and Apologies	Dr A Billings	Verbal Report
2	<p>Filming Notification</p> <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 (https://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>	Dr A Billings	Verbal Report
3	Announcements	Dr A Billings	Verbal Report
4	Public Questions	Dr A Billings	Verbal Report
5	Urgent Items	Dr A Billings	Verbal Report
6	<p>Items to be considered in the absence of the public and press – There are no items</p> <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</p>	Dr A Billings	Verbal Report

	Item		Page
	are otherwise operationally sensitive or would attract an exemption under the Freedom of Information Act 2000.		
7	Declarations of Interest	Dr A Billings	Verbal Report
8	Summary Notes of the Public Accountability Board held on 8 March 2023	Dr A Billings	5 - 10
9	Matters Arising/Actions	M Buttery	11 - 12
	FORCE PERFORMANCE		
10	Barnsley District Summary Update	S Wanless	13 - 24
11	Force Performance Against the Police and Crime Plan 2022 - 2025 - Tackling Crime and Anti-Social Behaviour	T Forber	25 - 46
12	Force Year End Outturn Performance Assessment Report	T Forber	47 - 78
13	Force Delivery Plan	T Forber	79 - 112
14	Trust & Confidence Report	L Poultney	113 - 116
	CHIEF EXECUTIVE REPORTING		
15	OPCC Delivery Plan	M Buttery	To Follow
16	PCC Decisions	M Buttery	117 - 120
17	JIAC Assurance Report	S Wragg	121 - 126
18	Work Programme	M Buttery	127 - 128
19	Any Other Business To be notified at the beginning of the meeting		
20	Date and Time of Next Meeting		
	6 July 2023 at 2pm at the Office of Police and Crime Commissioner, Carbrook House, 5 Carbrook Hall Road, Sheffield. S9 2EH		

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PUBLIC ACCOUNTABILITY BOARD: NOTE OF THE MEETING

8 March 2023

Attendees present (in person and virtually)

Dr A Billings (Chair)
 M Buttery (Chief Executive & Solicitor, OPCC)
 S Abbott (Chief Finance Officer, OPCC)
 S Parkin (Governance and Compliance Manager, OPCC)
 K Wright (Evaluation & Scrutiny Officer, OPCC)
 L Poultney (Chief Constable, SYP)
 T Forber (Deputy Chief Constable, SYP)
 S Poolman (Assistant Chief Constable, SYP)
 D Hartley (Assistant Chief Constable, SYP)
 L Kosciwicz (Chief Superintendent, Rotherham, SYP)
 G Magnay (Detective Chief Inspector, Protecting Vulnerable People, SYP)
 D Taylor (Sustainability Manager, SYP)
 A Greenwood (Violence Reduction Unit)
 J Humphries (Violence Reduction Unit)
 S Wragg (Chair of the Joint Independent Audit Committee)
 M Lewis (Interim Chair of the Independent Ethics Panel)

Observing

Apologies received

J Bland, D Carrington, E Redfearn and F Topliss

NO:	AGENDA ITEM NAME
2	<u>FILMING NOTIFICATION</u> 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 can be viewed at a later date.
3	<u>ANNOUNCEMENTS</u> The Commissioner congratulated D Taylor on SYP being awarded Government Funding of £536,000 for sustainability.
4	<u>PUBLIC QUESTIONS</u> There were no public questions.

5	<p><u>URGENT ITEMS</u></p> <p>There were no urgent items.</p>
6	<p><u>ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS</u></p> <p>There were no items to be considered in the absence of the public and press.</p>
7	<p><u>DECLARATIONS OF INTEREST</u></p> <p>There were no declarations of interest.</p>
8	<p><u>SUMMARY NOTE AND DECISIONS/ACTIONS OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 2 FEBRUARY 2023</u></p> <p>The minutes of the last meeting were agreed as an accurate record, subject to the following amendment:</p> <p>D Carrington be added to the attendance list.</p>
9	<p><u>SUMMARY NOTE AND DECISIONS/ACTIONS OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 27 FEBRUARY 2023</u></p> <p>The notes of the meeting were agreed as an accurate record.</p>
10	<p><u>ACTIONS AND MATTERS ARISING</u></p> <ul style="list-style-type: none"> • 452 - A further Firearms Licensing Update Report be brought to the Public Accountability Board in six months' time Update: Added to the work programme for 7 September meeting. Discharged

11	Rotherham District Summary Update
Purpose	To provide assurance to the Public Accountability Board (PAB) and the communities of Rotherham that South Yorkshire Police is committed to working with our partners to deliver the vision and strategic objectives of the Police and Crime Plan.
Key points	<p>A discussion took place with Chief Superintendent Laura Kosciwicz, the District Commander for Rotherham about the report in the Agenda Pack. The Commissioner drew attention to the following areas in the report:</p> <ul style="list-style-type: none"> • Rotherham's Domestic Abuse Team • Domestic Abuse Protection Notices (DVPN) and Domestic Abuse Protection Orders (DVPO) • The Multi Agency Tasking and Coordinating (MATAC) process • Child exploitation • Operation Makesafe

	<ul style="list-style-type: none"> • Evidence Review Officers • Anti-Social Behaviour • Neighbourhood Crime • Organised Crime
Decision / Action	<ul style="list-style-type: none"> • Rotherham to resend their report with amended graph on page 30 • The Right Care, Right Person approach to working with partners be covered in next Treating People Fairly report

12	Force Performance Against Police and Crime Plan – Treating People Fairly
Purpose	To provide an update on the progress against the ‘Treating People Fairly’ priority of the Police and Crime Plan, ‘Safer Streets More Police 2022-2025’ to support the Commissioner’s overarching aim of South Yorkshire being a safe place in which to live, learn, work and travel.
Key points	<p>A discussion took place in the following areas of the report in the Agenda Pack:</p> <ul style="list-style-type: none"> • Allocation of resources • Public trust and confidence in policing – Her Majesty’s Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS) inspection ‘An Inspection of Vetting, Misconduct, and Misogyny in the Police Service’ • Hate Crime • External scrutiny of Use of Force and Stop and Search • Ethnicity demographics of SYP’s workforce
Decision/ Action	None

13	HMICFRS Update
Purpose	To inform the Public Accountability Board that South Yorkshire Police has effective arrangements in place to monitor and progress recommendations made by HMICFRS
Key points	<p>The Deputy Chief Constable (DCC) drew attention to the following areas within the report in the Agenda Pack:</p> <ul style="list-style-type: none"> • The HMICFRS PEEL Inspection 2021/22 • The Homicide Prevention Inspection • Vetting Inspection
Decision/ Action	None

14	Child Sexual Exploitation (CSE) Update
Purpose	To provide information around how SYP responds to CSE and to provide re-assurance that the ongoing response supports the Office of the Police and Crime Commissioner (OPCC) Safer Streets Plan 2022-25.
Key points	<p>A discussion took place with Temporary Detective Chief Inspector Gary Magnay, the force lead in relation to the report in the Agenda Pack. The Commissioner drew attention to the following areas of the report:</p> <ul style="list-style-type: none"> • The total CSE crimes recorded in 2022 • Child exploitation awareness campaign • Intelligence • SYP's online reporting portal • Civil Orders • District structures • Child Exploitation Teams
Decision/ Action	None

15	Sustainability Update
Purpose	To provide an update on the delivery of the force sustainability strategy, highlighting achievements and outlining aspirations for 2023.
Key points	<p>A discussion took place around the following areas within the report:</p> <ul style="list-style-type: none"> • Decarbonisation • Sustainability and value for money • SYP's carbon footprint
Decision/ Action	None

16	PCC Decisions
Purpose	To provide the Board with a record of key decisions taken by the Commissioner outside of this Board since the last PAB meeting
Key points	<p>The following decision were highlighted from the report:</p> <ul style="list-style-type: none"> • Alteration works to Wombwell Station • Priority Based Budgeting (PBB)
Decision/ Action	None

17	Work Programme
Purpose	To provide the Board with an overview of the content of future meeting agendas
Key points	<p>The following reports are on the agenda for 4 May 2023:</p> <ul style="list-style-type: none"> • Barnsley District Summary Update • Tackling Crime and Anti-Social Behaviour • Force and OPCC Delivery Plans • SYP's Out-turn Report for 2022/23
Decision/ Action	None

18	AOB
Key points	None

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MATTERS ARISING / ACTIONS

Ref	Date of meeting	Matter arising/action	Update	Owner	Complete (Y/N)
453	08/03/23	Rotherham to resend their report with amended graph on page 30	19/4/23 - Ongoing.	LK	
454	08/03/23	The Right Care, Right Person approach to working with partners be covered in next Treating People Fairly report	19/4/23 - To be delivered at the 7 September meeting.	TF	Y

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**PUBLIC ACCOUNTABILITY BOARD OF THE
SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER**

TITLE	Barnsley District Performance Report
MEETING DATE	May 2023
REPORT OF	Deputy Chief Constable Tim Forber

1. EXECUTIVE SUMMARY

Barnsley Command Team and the district are committed to supporting the force to improve the response to the public whilst maintaining the expected high standards of service delivery and the right outcomes for the people of Barnsley. Our officers and staff across the district are committed to provide an excellent service to victims and the wider communities with a particular focus on the forces priorities namely protecting vulnerable people, reducing serious crimes, and bringing offenders to justice.

2. PURPOSE OF REPORT

To provide assurance to the Public Accountability Board (PAB) and the communities of Barnsley that South Yorkshire Police are committed to working with our partners to deliver the vision and strategic objectives of the Police and Crime Plan.

3. RECOMMENDATION(S)

The Police and Crime Commissioner is recommended to consider the content of this report on behalf of the public in Barnsley and across South Yorkshire.

4. OVERVIEW

- 4.1 The district continues to see cohorts of new recruits arriving on district. Over the last quarter, we saw 19 Students commence their third and final year of the Police Constable Degree Apprenticeship where they were posted into a fixed positions predominately on response teams with a small number opting for Investigations, of which they will return to after their scheduled University periods throughout the year. Since the beginning of the year there has been 1 cohort consisting of 6 officers who were on the Degree Holder Entry Programme Officers who have reached the second-year anniversary resulting in them completing their student phase and being confirmed as substantive Officers. This will bring more utility to the district and communities. In addition, in the last quarter we have had 15 Student Officers join Barnsley district in their first year. The new officers are highly welcomed and will bring capability to the district however the full effect of the new students will not be felt immediately due to their limited experience and training abstractions with additional restraints due to the management of their allocation whilst managing their attachments and exposure for development.
- 4.2 As expected over the Christmas period there has been an increase in overall volumes of incidents, but this is now stabilising with the 13-week average reducing slightly from 5394 incidents per month in Q3 to 5307 each month in Q4. Emergency incidents requiring an immediate response in Barnsley remained stable from Q3 to Q4 at around 20.1% . In addition, Priority response incident demand has reduced slightly from 21.2% in the

previous quarter to 20.3% this quarter. Although the demand has stabilised or reduced in some areas over the last quarters, comparative to the same time last year there has been a significant increase in the demand at just over 5%.

- 4.3 In respect of response times overall Emergency response times has increased to 71% attendance within the target time of 15 minutes for the last quarter. This is slightly higher than the previous quarter which is a testament to the officers' commitment to ensure the response to the public is a priority in the service delivery. This is marginally better than the other districts across force. The average response time of overall attendance is 15 minutes which is again consistent in not slightly better than the other areas. Due to the continued efforts being made the response time to Priority incidents have increased over the last few months from around 39% attended to within 60 minutes to over 41%. In essence the demand volume has been high whilst the number of officers trained and capable to respond to the demands remains below capacity.
- 4.4 The following tables outline Barnsley incident breakdown per grading followed by incident volumes per district per grading.

YEAR	MONTH	Emergency		Priority		Priority 8		RWD		Scheduled	
		Volume	Percentage	Volume	Percentage	Volume	Percentage	Volume	Percentage	Volume	Percentage
2023	1	1138	21.3%	1181	22.1%	146	2.7%	2119	39.7%	748	14.0%
2023	2	1005	19.9%	1090	21.6%	154	3.1%	2050	40.7%	744	14.8%
2023	3	1060	19.1%	1075	19.4%	124	2.2%	2492	44.9%	796	14.4%

Volume of Barnsley Incidents by incident grade. Months Jan-March (1-3).

DISTRICT	Emergency		Priority		Priority 8		RWD		Scheduled	
	Volume	Percentage	Volume	Percentage	Volume	Percentage	Volume	Percentage	Volume	Percentage
A	4194	18.0%	5034	21.6%	669	2.9%	10508	45.0%	2927	12.5%
B	3203	20.1%	3346	21.0%	424	2.7%	6661	41.8%	2288	14.4%
C	3060	18.1%	3552	21.0%	495	2.9%	7533	44.6%	2262	13.4%
K	6775	17.5%	7527	19.4%	1178	3.0%	19192	49.5%	4061	10.5%
Grand Total	17232	18.2%	19459	20.5%	2766	2.9%	43894	46.3%	11538	12.2%

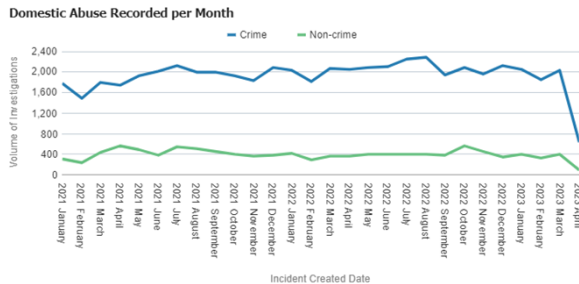
Volume of incidents by incident grade across South Yorkshire. Months Jan-March (A=Doncaster, B= Barnsley C=Rotherham K=Sheffield)

- 4.5 The largest volume of calls for service are for Public Safety and Welfare incidents which include assisting colleagues from other services, missing persons and supporting ambulance and the mental health services. Around 46% of all calls for service are for Public Safety and Welfare incidents with 19% of those being under the category of Concern for safety. There has been a slight increase in calls for service for incidents that fall under the Anti-Social Behaviour category this quarter compared to the previous quarter however there is a 20% reduction in calls that are categorised under Crime. The introduction to Right Care, Right Person across the force should reduce demand in areas that should be led by another agency such as South Yorkshire Ambulance Service or Social care. As phase 1 of the scheme has just been rolled out it is difficult to determine the impact this will have at this time.
- 4.6 In terms of recorded crime, local and force crime volumes remain in line with the previous quarter but slightly higher than the same period for the previous year which highlights the increase in demand. Over the last quarter 6793 crimes have been recorded, an average of 2264 crimes recorded per month. North East ward have the highest recorded crimes with around 31% of the crimes recorded being in that ward in the last quarter.

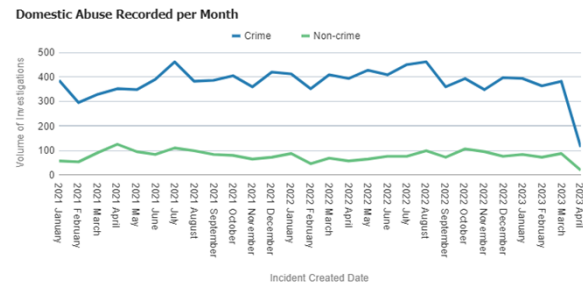
- 4.7 The proportion of crimes that result in a suspect being identified and subject to a charge to court, a caution or Community Resolution currently sits at 14% and 3% have been disposed of via a diversionary or educational activity.

5. PROTECTING VULNERABLE PEOPLE

Domestic Abuse



Volume of DA recorded per month force wide



Volume of DA recorded per month Barnsley

- 5.1 As it can be seen above, reports of domestic abuse (DA) across Barnsley is in line with the force trend. The total of DA volumes remained consistent with 1418 incidents last quarter to 1385 incidents this quarter which is comparative with the same period the previous year. Of the 1385 incidents, 1138 were Domestic related crimes. This increase may be attributed to the improvements in correctly identifying and recording of all offences and further training inputs.
- 5.2 All reports of Domestic Abuse are risk assessed using the DASH model. Of recorded investigations in the last quarter 15% were recorded as high-risk investigations and 29.8% deemed to be medium risk.
- 5.3 As a district we are genuinely committed to protecting vulnerable victims of domestic abuse ensuring we proactively and promptly arrest the offenders. The arrest rate for Domestic abuse crimes are also examined in respect of the level of risk to the victim. 84.6% of suspects in high-risk cases in the last quarter were arrested, a slight reduction from the previous quarter. To identify any outstanding risks each high-risk case where an arrest has not been made is reviewed to ensure safeguarding has been addressed and the action taken is the most appropriate i.e., the report has been made by a domestic violence advocate who is supporting the victim and Police intervention will pose greater risk. Between July and September arrest rates for medium and standard risks have reduced and vary between 56.2% and 61.9% for medium risks incidents and 16.3% and 19.9% for standard risk. These rates tend to fluctuate due to the continuous review of the investigations and appropriate action taken at the relevant time i.e., delay in processing the suspect due to obtaining evidence.
- 5.4 At district we have run a number of successful operations to identify and arrest our most high-risk DA offenders. The MARAC process continues to be an effective meeting structure to take a problem solving and partnership approach for the most at risk victims of domestic abuse. The MATAAC process identifies high risk repeat offenders, again taking a problem solving approach who are then adopted by our integrated offender management team to try to prevent reoffending.

- 5.5 As a district it is really positive that we continue to have the highest positive outcome rate of all the four South Yorkshire Police districts. Positive action following arrest has been taken in 188 cases between January and March. This equates to 16% of action taken with slightly higher than the force average.

	2023-01	2023-02	2023-03	Total
Action Taken %	14 %	18 %	13 %	15 %
1. Charge/ Summons %	11 %	14 %	10 %	12 %
2. 3. Cautions %	2 %	2 %	2 %	2 %
8. Community Resolution %	2 %	2 %	1 %	1 %
15. Named suspect - evidential difficulties %	16 %	17 %	17 %	16 %
16. Named suspect - victim does not support %	68 %	63 %	68 %	67 %
22 - Diversionary activity %		0 %	0 %	0 %
Other Outcomes %	2 %	2 %	2 %	2 %

Outcome rates Forcewide (Jan-March)

	2023-01	2023-02	2023-03	Total
Action Taken %	16 %	22 %	12 %	16 %
1. Charge/ Summons %	14 %	19 %	10 %	14 %
2. 3. Cautions %	1 %		1 %	1 %
8. Community Resolution %	1 %	2 %	1 %	1 %
15. Named suspect - evidential difficulties %	14 %	17 %	23 %	18 %
16. Named suspect - victim does not support %	69 %	58 %	64 %	64 %
22 - Diversionary activity %				
Other Outcomes %	1 %	3 %	1 %	2 %

Outcome rates Barnsley (Jul-Sept)

- 5.6 In support of our commitment to ensure victims are safeguarded we have had 22 Domestic Violence Protection Orders (DVPO) granted in addition to 45 disclosures provided under the right to know and 25 disclosures under the right to ask under the Domestic Violence Disclosure Scheme (DVDS) in the last quarter. The DVPO's can be used following a domestic incident where violence has been used or threatened to provide short-term protection to the victim where there is insufficient evidence to support a prosecution and allows for support services to intervene. A DVDS requests (also known as Clare's Law) allows disclosures to be made to victims in relation to the previous offending of a partner. This includes discussions in relation to the threat they may pose and allows the victim to make informed decisions about how to safeguard themselves and/or their family

Adult Safeguarding

- 5.7 Barnsley have been trialling a new police Vulnerable adult referral form which was designed in conjunction with social care, so that more directive information is gathered at an early stage so that more informed early decision making, and safeguarding can be completed. The feedback around this from social care has been very positive. The plan at this stage is to take this force wide.
- 5.8 Additionally Barnsley have been trialling a limited instigation of multi-agency triage of adult referral forms. This allows an early multi-agency sharing of information and joint decision making. Not only does this allows us better safeguarding of vulnerable adults but it is also a more effective and efficient process meaning saving in resources and time.

Child protection

- 5.9 Child Protection is at the forefront of Officers mind when dealing with any incident as it is a key priority for the district. During the last quarter 199 referrals were made to our partners in relation to vulnerable children.
- 5.10 During the last quarter there were 389 non crime investigations in relation to Child protection matters of which 85% related to welfare issues, 4% to neglect concerns and 4% to missing episodes and a further 1% related to Sexual Exploitation.
- 5.11 The child exploitation officer is well embedded in the role and is actively engaging and identifying young persons at risk of CEs. In line with social care who are trying to establish a contextual safeguarding team where CE will be one of their focuses Barnsley will create a Child exploitation team over the summer period. The team will work closely with social care and partners to reduce and manage CE for the Borough. It is anticipated that the team

will complement the new meeting structures and clear focus on protecting children through early identification and risk management.

- 5.12 Child Exploitation Tactical Group (CETG) has been launched in Barnsley. This is a police led meeting attended by a number of partners. The meetings aim to take a problem solving/preventative approach to child exploitation focusing on Victims/Offenders/Locations and will direct some of the partnership work in the newly formed CE team.
- 5.13 South Yorkshire Police launched a Child Exploitation Media campaign of which partners from Barnsley attended this group. We will continue to push promote through the Child Exploitation sub-group.

Missing Persons

- 5.14 In the last quarter Barnsley have had 387 missing persons reports based on 221 individuals. Of the 387 reports 262 of the reports were for children under the age of 18 who were missing. 16% of the 387 reports were classed as high-risk missing persons, which mean they are highly likely to be at risk of serious harm or pose a risk to the public. This category almost always requires the immediate deployment of police resources. 78% were assessed as medium risk meaning the risk of harm to the subject or the public is assessed as likely but not serious. This category still requires an active and measured response by the police and other agencies in order to trace the missing person and support the person reporting. In comparison to the previous quarter this is a 20.1% increase of missing person reports.
- 5.15 Should a child under 18 be recorded as missing on 3 or more occasions or missing for a period of 72 hours, an urgent multi agency strategy meeting is held with partners to ensure all the partners are supporting the investigation and to establish whether there is additional information available elsewhere that would support the locating and safeguarding of that child. Additionally, when a child has been missing for any period of time a second return interview will be carried out by either social care or the early help team to ensure appropriate support is in place and to enable us as a team to understand any reasons for them to have gone missing. Furthermore, there is a daily meeting between partners attended by a number of other agencies to discuss any of the missing persons and what support mechanisms are in place.

6. TACKLING CRIME AND ANTI-SOCIAL BEHAVIOUR

NEIGHBOURHOOD CRIME

Burglary

- 6.1 Residential burglary remains a key district priority, with significant efforts to tackle offending and bring offenders to justice. During Q4 there were 258 residential burglaries a reduction from 329 in the previous quarter. During this period there were 18 arrests for Burglary Dwelling and an additional 7 arrests for Burglary others. 13 charges were obtained for Burglary offences during the last quarter and 1 out of court disposal was applied.
- 6.2 Effective coordinated activity across functions such as intelligence, response, neighbourhood policing, CID and custody continue to ensure evidential opportunities are maximised and support is given to wider problem-solving work led by Neighbourhood

Policing Teams to tackle Burglary across the district. Between January and March, utilising the 7 X 3 plan for residential burglary led to:

- Over 250 dedicated patrol hours
- 51 curfew checks
- Over 500 burglary 'cocoon visits' to neighbouring properties
- 25 arrests of key suspects

- 6.3 Revised operational and tactical intelligence collection plans to focus preventative activity and target offenders. Intelligence analysis indicates that our most recent burglary hotspots have been in Dearne, Hoyland and North East. However, the district regularly responds to emerging trends through daily monitoring and management. Officers continue to use the tracking devices to support the application of directed patrols in hotspot areas. The devices accurately measure speed, live time movement and locations of police officers undertaking targeted patrols. The devices are reliable, provide incisive business intelligence regarding the quality of targeted patrols, and are used to reassure our communities through social media messaging.

Auto crime

- 6.5 Through some very good proactive work including engagement work by the NPT's we have reduced theft from motor vehicle over the last few months by 26%. 557 investigations of vehicle crime were recorded in the last quarter. Barnsley North East, South East and Barnsley West all have similar volume of vehicle crimes recorded.
- 6.6 To continue to reduce the offending our NPT's are ensuring there is a continued attrition of offenders, a push on intelligence gathering and increased Vulnerable Vehicle Scheme carried out within our key hot spots by NPT's whilst identifying the offenders and ensuring action is taken against them.
- 6.7 During the last quarter 7 offenders were arrested for Vehicle crime and within the same period 14 charges were obtained for vehicle crime offences.

Most Serious Violence

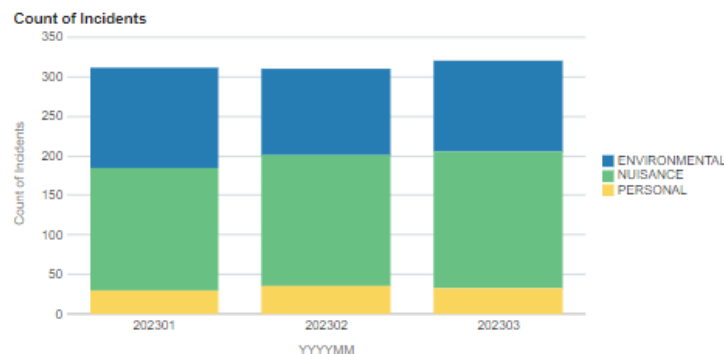
- 6.8 Barnsley has seen a reduction in most serious violence offences, a defined group of offences including but not exhaustive, death by dangerous driving, serious assault with intent to cause serious harm, attempt murder and murder. Recent numbers show a reduction of 17% in the last quarter compared to the previous quarter. A review of the crimes show domestic abuse, night-time economy and organised crime groups are the prevalent causation factors of the crimes committed. Over 97% of the crimes are under the category of assault with intent to cause serious harm with 34.8% of the offences being domestic related .
- 6.9 During the same period there were 81 investigations whereby use or possession of a knife was involved, either as a weapon or carried during an offence. This is a slight increase from the previous quarter of 79 investigations. Of the 81 investigations 37% of the investigations were attributed to possession of a weapon with the remaining being used in the commission of the offence. The category possession of the weapon will include where an officer identifies knife crime through pro-activity and the use of the stop/search powers. 81 such offences represent 14.9% of the force's total, which is commensurate to the previous quarters. During the last quarter the action taken outcome rate is 27% with a further 36% of the investigations still ongoing.

IOM

- 6.10 As a district we continue to work jointly with probation service to identify the most prolific offenders then divert them away from re-offending. They also review the cohort to establish any further offending and if they do reoffend then joint efforts are made to ensure they are recalled to prison to serve the rest of their custodial sentence quickly. This continues to be an effective joint working practice and is key to our approach to offender management, taking a problem solving preventative approach.
- 6.11 At Barnsley there are currently 77 offenders in the cohort managed by IOM. Over the last quarter there has been a 6.5% (5 offenders) reoffending rate of offenders in the managed cohort. This is significantly lower than other districts across the force which shows the effectiveness of the processes and partnership work to best manage these offenders.

Anti-Social Behaviour

- 6.12 Barnsley have seen a significant decrease in anti-social behaviour in September compared to recent months and are overall comparable with previous quarters as can be seen as below. The trend is in line with the force and lowest of all the districts.



Volume of ASB incidents between Jan-March

- 6.13 Anti-social behaviour is categorised and the largest proportion of ASB recorded incidents relate to rowdy and inconsiderate behaviour, off road bikes and vehicle nuisance. This is managed predominately through our neighbourhood teams. Due to the teams engaging effectively with local communities and local elected members, we are often already responding to trends before they escalate. Our teams take a partnership approach to tackling ASB, with joint visits and interventions and joint operations.

Neighbourhood Engagement

- 6.14 Neighbourhood engagement such as your voice counts, and the PACT meetings informs the setting of local community priorities across each of the six NPT areas. Each area identifies and set the priorities that focus on the areas of concern highlighted by the communities they serve which include the following:
- Barnsley Central: Anti-social behaviour causing residents to be intimidated, Drug activity affecting community safety and speeding.
 - Barnsley North East: Tackling youth ASB, damage and drug use throughout the policing area

- Barnsley North: Drug Activity
- Barnsley West: Speeding Vehicles and Fly tipping.
- Barnsley South: Drug dealing including targeting vehicles used for the purpose of drug dealing and ASB around Kirk View Flats and Wombwell High Street.
- Barnsley South East: Tackle ASB nuisance including off road motorbikes and speeding in the area.

The plans to tackle these policing priorities are to work with council wardens to identify and address through engagement and enforcement whilst building intelligence and targeting activity to identify offenders whilst disrupting the activity.

- 6.15 Additional engagement events such as pop up police stations, Crime and Safety sub groups along with brew with a bobby and Facebook Q&A are advertised over the Social Media platforms and South Yorkshire Internet page of which updates are communicated to the communities in the format of you said we did. Regular updates are also provided of activity carried out in the communities across the media platforms which highlights the fantastic work the neighbourhood teams are carrying out.
- 6.16 Operation Slowdown, an initiative whereby static speeding operations are held in the neighbourhood areas, particularly focussing on locations that are reported to our staff directly at engagement events, through elected members and other platforms such as online engagement and PACT meetings are being regularly carried out across the district. Typically, officers will conduct the operation, highlighting this on the social media platforms with photographs to support and taking appropriate action accordingly. The online updates will also detail the number of vehicles that have been checked, number found to be speeding and fastest recorded speed. This regularly receives a lot of commentary, including that we are not conducting the checks at the correct time. However, there is a recent example in Barnsley North of the Safety Camera Partnership adopting a site for the speed van based on the evidence base of speeding gathered by the PCSOs.
- 6.17 Wednesday 8 March saw Operation Duxford return to Barnsley with the largest ever day of action take place across the Barnsley district. The district was supported by officers from across the force – with some 178 officers and staff. Key partner agencies were also involved such as Barnsley Council under the #JoiningForces initiative, Berneslai Homes and South Yorkshire Fire and Rescue. Officers were even able to attend Barnsley Metrodome to speak to young women involved in an event to mark International Women’s Day.

Officers from Roads Policing Group and Tactical Support Group, dog handlers and other specialist teams supported the day. They joined the ranks of Barnsley’s Neighbourhood Policing Teams (NPTs), Response units, domestic violence team, missing people’s team and other officers and staff taking part.

24 arrests were made throughout the day, including for theft from a motor vehicle, burglary, money laundering, robbery, affray and failing to attend court.

Other enforcement actions included:

- weapons including knives being recovered from a warrant on a property in the town centre
- nine people who had failed to appear before a court being located and re-arrested
- three closure notices being issued on properties that cause persistent issues through offences relating to drugs and anti-social behaviour
- five cars seized for having no insurance
- two £400 fixed penalty notices being issued for fly-tipping
- four antisocial behaviour warning letters being issued in relation to issues at the Barnsley Interchange

Partnership work included

- engaged with more than 1,800 members of our communities
- visited 34 retail premises to find out what we can do to help them protect their business – with positive feedback received
- visited 18 addresses to discuss issues with vulnerable residents
- visited five vulnerable victims believed to be at risk of organised crime exploitation
- held pop-up police stations across the district to discuss issues that matter to residents that help us form our policing priorities
- helped deliver a winter warmer pack to a vulnerable resident

7. TREATING PEOPLE FAIRLY

Victims

- 7.1 Additional briefings have been given to Officers across Barnsley to reaffirm the ongoing commitment we all have to Complete Victim Care for all our victims identifying any vulnerabilities of the victim and ensuring a tailored contract is arranged with the victim using the enhanced service when deemed necessary and the appropriate safeguarding and support is provided.
- 7.2 Qualitative assurance thematic testing is has been rolled out across district in the last quarter where by inspectors undertake qualitative review of investigations in order to understand what elements of our victim care, standard of investigation, management of suspect and supervisory review of the investigations we deliver well, what we can improve on to enable us to develop a plan to address these areas ensuring we are delivering an excellent service to the public in all aspects of the forces vision.
- 7.3 The command team continues to provide oversight and leadership of Victim contact area to ensure officers provide the expected level of service to victims of. Over the previous quarter within Barnsley 74% of victims surveyed across all victim groups were at least 'fairly satisfied' with the overall level of service which is in line with the force average and increased significantly from the previous quarter that was at a disappointing 64%. Barnsley have a high satisfaction level around initial contact and the treatment however improvements still need to be made around the follow up contact.
- 7.4 From the latest recorded data from the "Your Voice Counts Survey" 59% feel that Officers in Barnsley treat everyone fairly and 76% feel we treat people with respect which is an increase from the previous quarters showing our commitment to build the trust and confidence from our communities.

Stop Search

- 7.6 The use of stop and search remains an important factor in respect of wider public confidence and police legitimacy. The use of the power is subject to significant internal and external scrutiny as openness and transparency are vital to ensure that the power is used proportionality and sensitively, and its use is understood by the public. The use of stop and search remains an important police tactic to tackle offences of robbery, burglary, theft, drugs and weapons possession.
- 7.7 The search criteria predominately used in Barnsley district is Officer initiated (270 records) and incident reported (70). 51% of officer-initiated stop/searches where the object

searched for is Drugs with a 17% positive outcome. Stolen property and going equipped is the second highest search reason (11 and 7%) with an outcome rate of 15% and 32%.

- 7.8 Between January and March there have been 557 stop and searches recorded in Barnsley. This accounts for 18% of the overall stop searches recorded in South Yorkshire. Of the 557 stop and searches 112 (20%) resulted in a positive outcome which is defined as one or more of the following being found; illegal drugs; offensive weapon(s); stolen article(s); and item(s) made or adapted for use in crime.
- 7.9 Below shows the proportionality of subjects searched across the Barnsley district. Overall, 82% of stop searches are carried out on people who self-define their ethnicity as white and only 1% on people who self-define their ethnicity as black and 3% on people who self-define their ethnicity as Asian.

Barnsley										
Ethnicity	Searches	% Searches	Positive Outcomes	% PO	Found item searched for	Found item searched for %	Population	% Pop	Searches/1000 Pop	Disproportionality Rate
White	396	82%	85	21%	23	6%	236,934	97%	1.7	-
Black	4	1%	3	75%	1	25%	1,715	1%	2.3	1.4
Asian	13	3%	6	46%	2	15%	2,297	1%	5.7	3.4
Other	0	0%	0		0		1,333	1%	0.0	0.0
Mixed	4	1%	2	50%	2	50%	2,293	1%	1.7	1.0
Not Stated	66	14%	4	6%	3	5%	-	-	-	-
Other than White	21	4%	11	52%	5	24%	7,638	3%	2.7	1.6
Total	483	18%	100	21%	31	6%	244,572	2.0	-	-

- 7.10 Work has been carried out to ensure that all officers who carry out stop-searches are using Body Worn Video (BWV) cameras to allow scrutiny of their stop and search records. The BWV devices capture both video and audio and its use in Barnsley has increased significantly. Work is being undertaken to scrutinise all stop searches for legitimacy and proportionality with a view of formal evidence-based feedback and training being provided.

8. **CONCLUSION**

8.1 **What is working well?**

Barnsley officers and staff continue to provide a strong, efficient and effective service to the communities of Barnsley. Over the coming months, the cohorts of student officers returning to district continues at a pace and in time, will significantly enhance our capacity to meet demands within our response function, whilst supporting long-term problem-solving work with our partners through the Neighbourhood Policing Teams. The impact of district and partnership plans to tackle key priorities such as sexual offending, child neglect, domestic abuse, serious violence and neighbourhood crimes such as burglary and vehicle crime is working well, and the report highlights current performance, issues and activity in these key areas.

What are our concerns?

It is important to recognise that it will take time for new student officers to become fully effective due to education, training, and development requirements, including abstractions to courses which impact deployable staffing numbers and wellbeing. Child exploitation and neighbourhood crimes such as residential burglary continue to pose a threat, with the district working hard with local partners to tackle identified problems.

What do we need to do going forward?

In the months ahead, the district will continue to maintain focus on managing demand, prioritisation of domestic abuse and all forms of child neglect and exploitation. Our Neighbourhood Policing Teams will also concentrate on tackling anti-social behaviour and any emerging hotspots for neighbourhood crimes, such as residential burglary and vehicle crime with assistance from the Proactive teams and force resources. In addition, focus will be to ensure

the wellbeing and development of our staff is being managed appropriately to enable them to achieve our collective aim of providing the best service to the public through doing the right things in the right way for the right reasons ensuring we improve the public trust and confidence in us.

Report Author:	Name:	Chief Superintendent Simon Wanless, Barnsley District Commander
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PUBLIC ACCOUNTABILITY BOARD

DATE: 04 MAY 2023

SOUTH YORKSHIRE POLICE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN PRIORITIES

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

REPORT OF THE CHIEF CONSTABLE

1 PURPOSE OF REPORT

- 1.1 To provide an update to the Police and Crime Commissioner (PCC) around progress against the Tackling Crime and Anti-Social Behaviour priority of the Police and Crime Plan Safer Streets More Police 2022-2025, to support the PCC's overarching aim of South Yorkshire being a safe place in which to live, learn, work and travel.

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 summary of some of the work undertaken in Tackling Crime and ASB, in delivering the Police and Crime Plan during the current period. This report will provide evidence of approach and delivery within the following areas.
- Resource and demand
 - Force control room and public access to services
 - Neighbourhood crime
 - Homicide reduction
 - Anti-social behaviour
 - Fraud and Cybercrime
 - Hate crime

4 Background

- 4.1 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) formally inspected the force in 2021/22 under the new intelligence-led continuous assessment approach, rather than the annual PEEL assessment used in previous years. Forces are now assessed against the characteristics of good performance set out in the PEEL Assessment Framework 2021/22. The force was graded as follows.

- 4.2 The force has been awarded 'Outstanding' for preventing crime and 'Good' for treatment of the public. Responding to the public is graded 'Adequate' highlighting some areas for improvement for the force in relation to the time taken to respond to incidents.

Outstanding	Good	Adequate	Requires improvement	Inadequate
Preventing crime	Recording data about crime	Responding to the public		
Protecting vulnerable people	Investigating crime			
Good use of resources	Treatment of the public			
	Managing offenders			
	Developing a positive workplace			

- 4.3 In taking action to prevent and reduce the volume of recorded crimes, the force also works to bring more offenders to justice and provide a quality service for victims of crime. There is a continued focus on serious violent offending, including domestic abuse, rape offences and violence against women and girls, as well as crimes against children, where those responsible for children are subjecting them to harm or neglect. This is balanced with the work of neighbourhood teams locally in supporting a reduction in burglaries, vehicle theft, and robbery offending, and dealing with specific local priority issues.

5 Resource and Demand

Incident Demand

- 5.1 The median response time for attendance at emergency incidents is around 12 minutes between December 2022 and March 2023, a slight improvement on the 12 minutes 30 seconds seen in the prior months.
- 5.2 The median priority response time has been at or a little above one hour during this same period. The median priority response time has been at or over one hour since July 2022.
- 5.3 Recorded volumes of all incidents in February were five per cent higher compared to the average for the month of February in the three preceding years (2022, 2021, and 2020), and five per cent higher in March compared to the average for March in the three preceding years.
- 5.4 The increase in recorded incidents is mainly due to increases in crime incidents, which has seen an increase of 14 per cent compared to the average for the month in the three preceding years. In terms of incidents deployed to (Emergency, Priority, Priority 8 grades), the force has seen the typical volumes of between 400 and 500 incidents per day.

Crime volume and trends

5.5 Recorded crime volumes have averaged 13,408 crimes per month in 2022/23, which is an increase of eight per cent from the 2021/22 volumes and equates to a daily rate of 441 offences.

- In percentage terms, the highest increases have been seen in crime categories of Robbery of Business Property, Interfering with a Motor Vehicle, Aggravated Vehicle Taking and Shoplifting.
- In volume terms the highest increases have been in Shoplifting, Other theft, Stalking and Harassment, Public Order and Theft of Motor Vehicle.

5.6 The table below shows the variation across the spectrum of crime types in the 12 month period.

CRIME CATEGORY	2021/22	2022/23	Variation %	Variation volume
AGGRAVATED VEHICLE TAKING	115	161	40%	46
ARSON	1134	1,166	3%	32
BICYCLE THEFT	1109	904	-18%	-205
BURGLARY BUSINESS AND COMMUNITY	2736	2,914	7%	178
BURGLARY RESIDENTIAL	8022	8,503	6%	481
CRIMINAL DAMAGE	16304	16,882	4%	578
DEATH SERIOUS INJ BY ILLEGAL DRIVING	14	15	7%	1
HOMICIDE	19	19	0%	0
INTERFERING WITH A MOTOR VEHICLE	1640	2,620	60%	980
MISC CRIMES AGAINST SOCIETY	4889	5,165	6%	276
OTHER OFFENCES PUBLIC ORDER	1947	2,050	5%	103
OTHER SEXUAL OFFENCES	2856	3,079	8%	223
OTHER THEFT	10710	12,099	13%	1,389
POSSESSION OF DRUGS	2481	2,460	-1%	-21
POSSESSION OF WEAPONS	1694	2,002	18%	308
PUBLIC FEAR, ALARM OR DISTRESS	13220	14,279	8%	1,059
RACE OR RELIGIOUS AGG PUBLIC FEAR	1304	1,275	-2%	-29
RAPE	1604	1,560	-3%	-44
ROBBERY OF BUSINESS PROPERTY	132	249	89%	117
ROBBERY OF PERSONAL PROPERTY	1536	1,712	11%	176
SHOPLIFTING	7904	10,457	32%	2,553
STALKING AND HARASSMENT	19527	20,645	6%	1,118
THEFT FROM A VEHICLE	5108	5,384	5%	276
THEFT FROM THE PERSON	1048	1,139	9%	91
THEFT OR UNAUTH TAKING OF A MOTOR VEHICLE	4168	5,221	25%	1,053
TRAFFICKING OF DRUGS	1709	1,636	-4%	-73
VIOLENCE WITH INJURY	15608	16,526	6%	918
VIOLENCE WITHOUT INJURY	20349	20,760	2%	411
VIOLENT DISORDER	19	12	-37%	-7
Total	148906	160,894	8%	11,988

- 5.7 Domestic Abuse crimes account for 16 per cent of total crime recorded. Each month on average 2107 domestic offences are recorded, which is an increase of six percent on the volumes in 2021/22, although volumes in the last 3 months have been closely aligned with the same period last year.

Uplift programme

- 5.8 South Yorkshire Police has been actively recruiting new officers as part of the uplift programme, which commenced in 2020/21. The force has been using the Police Education Qualifications Framework (PEQF) entry routes which provide for a two (degree holder) or three-year (non-degree holder) training programme for new recruits.
- 5.9 The first officers to fully complete their PEQF training programme were deployed in October 2022. By March 2023, just over 200 fully operationally competent new officers will have been deployed to district response posts. Additionally, 13 students completed the Detective Now programme in January 2023, to join the detective functions across districts, and close to 300 first and second year student officers will rotate through district attachments each month, adding to capacity, capability and visibility. The size of the response function in Doncaster district has also been increased by 20 posts. Based on current projections, district response functions are currently planned to be resourced to establishment by Q3 2023/24.
- 5.10 The total officer headcount has risen to 3,113 as of 31 March 2023, compared to 2,477 when the Uplift Programme commenced. The force has exceeded the National Uplift Target (3,039 officers) and recruited sufficient officers to also cover precept commitments. Within this, the force has also provided officers to support regional Counter Terrorism Policing (CTPNE) as well as meet the additional National Uplift Target to provide officers to the Yorkshire and Humber Regional and Organised Crime Unit (YH-ROCU). Meeting these targets has secured the provision of national funding for the force.

6 Force control room and public access to services.

Right Care, Right Person

- 6.1 The Right Care, Right Person initiative was launched on 20 March 2023. This follows earlier engagement with partners in 2022, and a strategic partnership event held on the 01 March 2023. Both a strategic and tactical working group has been established to monitor the implementation of the current phase and to influence the design of future phases in the coming months.
- 6.2 The initiative is aimed at ensuring that health calls for service are responded to by the most appropriate agency. Force Control Room staff have received training to help identify where the police have a legal duty to attend incidents and the force are working with partners to ensure that vulnerable people are given the most appropriate care and support.

- 6.3 The initiative will take a phased approach; the launch phase focusses on the way in which the force responds to requests to carry out welfare checks on individuals. In the first week, the force reviewed incidents of this nature and made deployment decisions where the police have lawful powers and a legal duty to attend. In some situations, the presence of police may make people feel criminalised or worsen a mental health crisis where medical care is more appropriate.
- 6.4 Some partners have expressed an initial degree of concern due to potential gaps in service and in anticipation of increased demand for themselves. The force and partners are working together to address this in both the strategic and tactical groups, working collaboratively to achieve a common goal. Reassuringly, the first tactical group meeting (ten days after launch) did not highlight any specific incidents of concern. Other comments from the tactical group highlighted improved treatment of those individuals who are better dealt with by partner agencies, removing the risk that vulnerable people may be subject to arrest or criminal process.
- 6.5 Early work has identified that most incidents where police are no longer attending are medical in nature. Previously both police and ambulance services would have been asked to attend, which raised concerns for the effective use of the emergency public services, and the lack of training and expertise from the policing service in support to medical incidents.
- 6.6 Callers are now being directed to the most appropriate agency and whilst calls are still coming in, in the longer term it is expected the demand into the Force Control Room will reduce instead of being redirected. This approach will allow the force to direct time and resources to those who require a policing service, dealing with and responding to crimes and improving outcomes for victims by being able to spend more time on policing activity.
- 6.7 The force will continue to work with partners before implementation of the next phases of Right Care, Right Person which will look at the force response to mental health incidents and those missing from health care settings.

Work in the Force Control Room (FCR)

- 6.8 The FCR now has a rolling programme of recruitment, which ensures the pipeline of new starters is sufficient to fill vacancies left by those retiring or moving on to new roles. All vacancies are now full and robust plans are in place to ensure this remains the case.
- 6.9 Processes to deal with repeat nuisance callers are now well embedded and continue to work effectively, with daily reviews and action taken where appropriate. This demand is now effectively managed, positively impacting service delivery.

- 6.10 Use of data within the FCR means the force identify and understand performance issues as they occur and can react to them. FCR are a data rich department, utilising long term trends when setting staffing levels and commission deeper dive reviews where performance issues are emerging.
- 6.11 The FCR training dates, built into the staff shift pattern, ensure that all staff receive a minimum of three training days per year. The force uses these dates to ensure important messages are delivered and to roll out training, focussed on areas where improvements are needed. The most recent training dates in February and March focussed on Right Care, Right Person and the need to provide good quality crime prevention and scene preservation advice on calls. This supports the force's response to the HMICFRS 2021/22 PEEL Inspection area for improvement.
- 6.12 The FCR is looking to deploy QueueBuster software, which offers callers the option of a call back (rather than waiting on the phone). There has been a technical difficulty in the implementation which should be overcome in the next few months, further supporting the options for the public in the service provided.
- 6.13 In September 2022, the force moved to a new 1010 service function to enable direct routing of calls through options chosen by the caller. The use of an Interactive Voice Response (IVR) function enables data collection to support analysis on the use of the 101 service and understand the proportion of demand into each area of service as well as which types of calls are abandoned by callers prior to response.
- 6.14 Using the data collected since September 2022, the most selected option, accounting for 42 per cent of all 101 calls is Option 6, to report an incident. The abandonment rate for this option is two per cent of calls. Abandonment rate for the 23 per cent of people wanting to update a crime or incident is one per cent, and where no option is selected (so the force cannot be sure of the reason for call) or calls are routed to the switchboard, the abandonment rate is four per cent. The highest abandonment figures relate to routing to the Central Ticket Office (CTO) and Custody Suites. Activity can now be undertaken to understand the reasons for this, and support service delivery for those waiting.
- 6.15 The force continues to use technology and the resulting data effectively to react to changes in demand and performance. This includes exploring areas where demand is not yet fully understood, such as outgoing calls and some of the email inboxes.
- 6.16 The force aims to look at innovative ways to reduce processing time, including technical solutions, and improving the digital offer. The use of GoodSam and to deal with domestic abuse incidents appropriately and efficiently forms part of this objective – the use in other forces has led to quicker initial response, engaged victims, and increased positive outcomes.

- 6.17 As well as the current data set, the force is keen to measure and improve performance in terms of quality. The FCR has developed a question set to undertake Quality Assurance Thematic Testing (QATT) audit sampling of calls, which will commence mid-April and will utilise two members of seconded staff. The testing will review calls and incidents to produce quality scoring under the thematic areas of Call Control, THRIVERS (Threat, Risk, Harm, Investigation, Vulnerability, Engagement, Repeat, Scene), victim focus and command & control.
- 6.18 The FCR has been nominated within the category of Large Contact Centre of the Year in the UK National Contact Centre Awards, against the call centres of Allstate Northern Ireland, BGL Insurance, Birmingham City Council, Chase, RAC, Sage and Simply Business. The awards take place in June 2023.

7 Neighbourhood Crime

Tackling Vehicle Crime

- 7.1 Neighbourhood crime, in particular vehicle crime, continues to be an area of focus for all districts. The theft of vehicles by keyless modus operandi continues to be an area of concern. Where recorded, 70 per cent of stolen vehicles in South Yorkshire involve vehicles being stolen without keys.
- 7.2 Sheffield, Doncaster, and Rotherham have now embedded Neighbourhood Crime Investigation Teams from within their existing operational structures. These teams are making excellent use of the monthly vehicle crime analytical document, analysis hotspot locations and deposition site locations to focus on serious vehicle crime offences. The proactive roads policing team are actively supporting Sheffield and Doncaster tackle ongoing operations. Both operations have been set up to tackle the issues of keyless vehicle theft by organised crime groups. There has been some significant disruption to these groups resulting in arrests, following proactive stops of cloned and suspected stolen vehicles.
- 7.3 On occasion, sophisticated vehicular programming devices have been recovered which have provided the investigation teams opportunities to explore links to other offences and these investigations are being progressed.
- 7.4 Crime prevention advice continues to be circulated on social media advising of the tools and techniques that car owners can use to protect themselves and prevent their property being stolen, including the use of faraday pouches for keys, and steering locks for vehicles.

Changes to burglary crime recording definition

- 7.5 Ministers recognise that the existing approach to the recording of residential burglaries (homes and unconnected buildings, such as sheds and outhouses) make it difficult to understand the impact of these crimes on victims. The decision has been made to split the existing classification of residential burglary

into two parts – residential burglary of a home, and residential burglary of an unconnected building.

- 7.6 What has changed is the inclusion of burglaries from sheds such as allotments, which will now form part of the residential burglary of an unconnected building definition. For this reason, some overall volumes in this category may be expected, especially in the move into summer months where closed sheds and outbuildings may be opened for the first time in months and offences become apparent. Aside from this, the separate category for burglary in business and commercial properties will be retained.
- 7.7 The National Police Chiefs Council (NPCC) pledge is for police to attend all residential burglaries of a home and this change in recording will allow this commitment to be more easily monitored. The police progress with this commitment will be part of regular publication by the Home Office.

Neighbourhood Crime volumes and outcomes

- 7.8 In the last 12 months, overall neighbourhood crime has increased within the force and these increases are seen in each of the crime types. In 2022/23, the rate per 1,000 population was 18.06 for neighbourhood crime, compared to 15.75 per 1,000 population in 2021/22. Whilst this is a reduction of six per cent against the June 2019 baseline used by the Home Office within the National Crime and Policing Measures comparator period, it is an increase of 14 per cent on the previous year
- 7.9 Residential Burglary offending has increased in the 12 month period by six per cent (+481 offences), with a monthly average volume of 709 offences. This is a rate per 1,000 households of 14.49. However, following a peak in November 2022 volumes have reduced month on month with a volume of 663 in March 2023 (compared to 859 in November).
- 7.10 The percentage of 'action taken' outcomes applied in the force in the same 12-month period is four per cent for residential burglary, which is lower than the average for Most Similar Group (MSG) forces.
- 7.11 Vehicle crime has also seen increases within the last 12 months, this is true for both theft of a motor vehicle (+25 per cent) and theft from motor vehicle (+five per cent) as well as interfering with a motor vehicle (+60 per cent). Outcomes for vehicle crimes remain stable with action taken outcomes delivered on three per cent for theft of motor vehicle (no change on previous 12-month period).
- 7.12 Personal Robbery offences have increased by 11 per cent (176 offences) during the same time periods and action taken outcomes have remained relatively stable at ten per cent.

Trust and Confidence

- 7.13 The force has an established network of meetings and engagement events with communities across the four districts which aim to bring in two-way dialogue on concerns and police responses. The force continues to utilise social media

accounts to digitally engage and ensure that good work and proactivity is communicated to help build confidence.

- 7.14 Trust and confidence can also be supported through positive outcomes, demonstrating effective policing activity. Throughout investigative processes the force looks to deliver efficiencies, improving the timeliness for victims. The rollout of the digital asset management system (DAMS) enables the collection of digital evidence footage quickly and efficiently via an online portal that businesses and members of the community can be signed up to. This increases the speed of evidence collation in an area, expectantly leading to improved reliability of information within the evidential capture.
- 7.15 The force aims to increase the number of businesses and members of the public providing evidence via this platform, saving time in the collection of information. PCSOs are being trained in this and will assist CCTV owners to engage with the system.
- 7.16 The force also invests in the officers and staff within the neighbourhood arena, not just in their training to support investigations, but empowering their delivery through an investigative and problem-solving mindset. In January 2023, the force supported the national Neighbourhood Policing Week of Action, in which the following programme of events were delivered
- Managing sleep and fatigue
 - PCSO practitioner group
 - Supporting Neighbourhood Policing – the role of the College of Policing
 - Nutrition for wellbeing
 - Homicide Prevention Framework – an introduction for neighbourhood teams
 - PCs practitioner group
 - The impact of problem-solving guidelines on neighbourhood policing
 - Sergeants and Inspectors practitioner group
 - Digital Public Contact
- 7.17 The force will continue to ensure timely updates on prolific offender arrests, charges, and sentencing are shared with communities and continue to identify new effective means of engagement with all our communities.
- 7.18 In support of work to address the crisis in public confidence and trust in policing in the UK and US amongst Black, Asian and minority communities, Detective Chief Inspector Aneela Khalil-Khan has secured a Fullbright Stephen Lawrence Award scholarship. The research project, which will start in May 2023, is titled *‘How does community engagement play in the recruitment, retention and advancement of minority female officers?’*. This will support the national and international understanding, with a lack of research identified in this area. The findings will be shared with the National Black Police Association and support the ongoing delivery of the force’s Police Race Action Plan.

Victim Satisfaction

- 7.19 The force lead for victim satisfaction has reported that pilot studies of carrying out call-backs for all anti-social behaviour (ASB) victims has resulted in an

increase in satisfaction. The force is considering the feasibility of making this a permanent policy. The force has also introduced the Karma Nirvana risk assessment for assessing so called honour-based abuse incidents, which demonstrates the force's understanding of the risks and issues posed, supporting victim confidence in the policing service.

- 7.20 The force victim satisfaction lead has recently had the opportunity to contribute to the FCR quality assurance thematic testing (QATT) questionnaire, to ensure that the focus on victim voice is seen throughout the delivery. Specific areas of review are to ensure that callers are clearly informed if an officer is not attending an incident and provided with the reasons why. When the sampling process is being delivered the force lead will be provided with the results, to further understanding of victim satisfaction from the initial policing response.
- 7.21 Officers and staff who provide excellence in victim care will also be identified to support a communications package to raise standards where necessary.
- 7.22 Assessing vulnerability within an initial victim needs assessment (IVNA) is now part of Compact (the forces missing from home system). Other parts of IVNA, such as assessing what the needs of the victim are based on identified vulnerabilities, will form part of an internal communications package.
- 7.23 Victim satisfaction survey questions have also been reviewed to ensure they align with force priorities and are posed in an appropriate way for communities to understand what is being asked. Some changes have been made to question sets to improve force understanding of delivery.

8 Homicide reduction

- 8.1 HMICFRS recently visited South Yorkshire Police as part of a review of National best practice and innovation around homicide prevention, looking at the force's implementation and use of the National Homicide Prevention Toolkit. It was recognised that the force already do much of the work involved in the toolkit within the work of the Violence Reduction Unit (VRU).
- 8.2 Positive feedback was received, and the inspection team were impressed with the force response to Organised Crime Group (OCG) related violence from force operations as well as the work of the Grip team. The force awaits the publication of the national inspection to support ongoing activity and learning from other forces in this area.
- 8.3 One aspect which the force is working to embed, is the implementation of a rapid review process for homicide and near misses; the terms of reference (ToR) and documents for which have been drafted. The primary objective is to identify missed opportunities and lessons learned. The work will also look to prevent future incidents of escalating serious violence.

- 8.4 The plan is to implement the process within the protecting vulnerable people (PVP) review team. However, given current challenges around resources and competing demands, the force is currently conducting evidence capture and demand analysis to fully understand the resourcing ask prior to implementation.
- 8.5 The force has been invited to a Home Office Summit in April 2023 to discuss the national strategy for homicide prevention. This will be attended by Assistant Chief Constable Sarah Poolman, Detective Superintendent David Cowley and Detective Chief Inspector Emma Knight.
- 8.6 The £1.09m Grip team funding application has been finalised for the Home Office, to continue the local work of problem-solving and academically assessed hotspot patrols. South Yorkshire Police are one of 20 forces eligible for this funding and the force has been working with the Home Office and Cambridge Centre for Evidence Based Policing on an evaluation based on a countywide randomised control trial. Feedback from the analysts is that this tactic is working to prevent violent crime in public places, and the force will be working to further refine the tactic during 2023/24.
- 8.7 The force continues to explore how to best implement focussed deterrence work in this area. The force already has targeted activity through Fortify and over the coming months, an operation will target habitual knife carriers through engagement with neighbourhood policing teams.

Serious Organised Crime (SOC)¹

- 8.8 A dedicated operation has been created for SOC with a new intelligence collection plan currently being refined and finalised. South Yorkshire Police will be the subject of a peer review in early 2023/24, where the NPCC Modern Slavery & Organised Immigration Crime Unit will attend in force and review current processes and provide feedback.
- 8.9 The Modern Slavery Team conduct daily scoping activity to identify organised immigration crime incidents and will either directly respond or provide tactical advice to responding officers when required, to ensure an incident/investigation is managed to the required standard. Appropriate consultation and clarity of ownership is confirmed with the Immigration Service, who in the main act as the leading agency for these matters. The team also ensure compliance with the monthly returns required and submit required information to regional partners on aspects such as the volume of arrests, incidents and intelligence.
- 8.10 Training for relevant officers and police staff across the force has been completed, however, it will remain a continued focus to ensure that responding officers have the knowledge and skills to identify organised immigration crime incidents and manage these according to process. Relevant source reference and guidance material in respect of organised immigration crime is available

¹ This includes modern slavery and human trafficking (MSHT), organised immigration crime, bribery and corruption and sanctions evasion

within a dedicated intranet page to support responders 24/7. This is continually reviewed and updated as required.

Organised Crime Group (OCG) Disruption activity

- 8.11 The national 'Clear, Hold, Build' (CHB) initiative² is now well established in South Yorkshire Police. The force was one of the pilot forces leading on the concept, which came from the 2020/21 national document 'Lead Responsible Officer (LRO) national guidance' published by the Home Office.
- 8.12 Pilot One taking place in Hoyland, Barnsley is currently in the 'Build Phase'. In the local pilot, street observations and stop and search accounted for significant disruption, development of intelligence and numerous warrant applications all directed towards key OCG nominals. At the conclusion of the 'Clear' phase, notable quantities of illegal drugs, proceeds of crime cash and associated items were seized and removed from the area. The force was able to ensure significant assets were frozen, recovered, or subject to ongoing proceeds of crime (POCA) applications, and multiple offenders are now within the criminal justice system.
- 8.13 As the operation moved into the 'Hold' phase the partnership formed an operational delivery group chaired by Barnsley Council's lead for community safety along with the Chief Inspector for Neighbourhoods, drawing together the partners responsible for delivery of 'Clear' into 'Hold', demonstrating a visible true partnership approach. Community engagement events were conducted, intending to secure the voice of the community in supporting future resilience to SOC and to shape the delivery of the 'Build' phase. Multiple projects are ongoing, demonstrating longevity and sustainability.
- 8.14 OCGs are increasingly moving from traditionally 'visible' criminal activities into lucrative operations in cyberspace. The structure of these OCG organisations is changing, and the force needs to be agile enough to disrupt this criminality efficiently, as with the more traditional offending methods. The force will continue to invest in the evolving digital and financial investigative capabilities to provide a whole-system approach to the proactive approach to disrupting OCG activity in South Yorkshire.

Drug related criminality

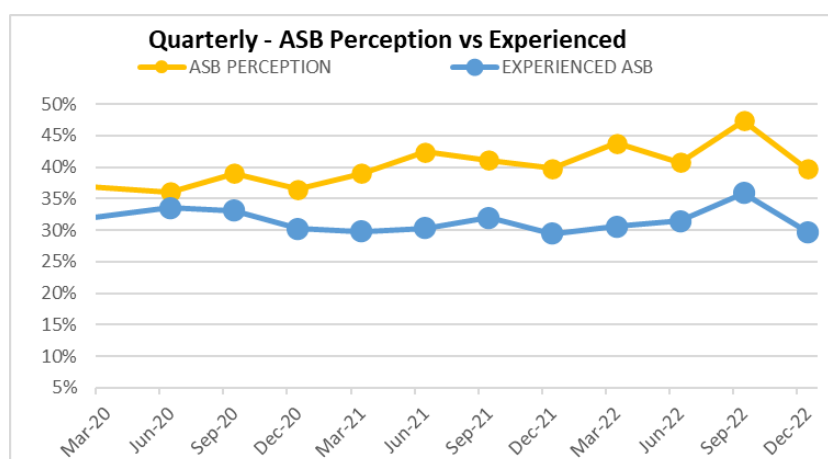
- 8.15 The force is supporting a Drugs Death Coordinator post from May 2023 in response to a recommendation from the drugs problem profile. The postholder will provide real-time information relating to suspected drugs deaths from across the county and update the QES (suicide surveillance) system. They will also ensure the force has an established early warning system with partners, relating to any potentially dangerous drugs trends emerging through the authorities work on local drugs information systems.

² <https://www.college.police.uk/support-forces/practices/clear-hold-build>

- 8.16 Drugs Testing on Arrest (DToA) continues to be a focus for the force and the success of the project funded by the Home Office was recently highlighted at Force Performance Day. Further funding has now been secured for 2023/24. The force continues to engage with partners to understand the post-custody intervention journey. DToA will feature on the force's Continual Professional Development (CPD) days, with 47 sessions over the next three months. Local Authority funding has also been secured to employ a DToA coordinator for three years. The project will include a pilot trial around football matches, for the remainder of specific matches this season to extend the testing on arrest for non-trigger offences.
- 8.17 The force will also be relaunching the Law Enforcement Public Health App which can be downloaded by officers with the use of a QR code. The app gives officers information on services available in different areas, to share with drugs users should they have an interaction.
- 8.18 Monthly Drugs Threat Reduction meetings have now been established in force with discussions held around emerging trends and threats including regional and national updates. The force lead continues to work with analysts to provide a quarterly document to assist the needs of the Combatting Drugs Partnerships. These are established, and attended by force representatives with a focus on supply, demand and treatment. Funding has been secured for training of the next drugs expert witness cohort to take place later this year.

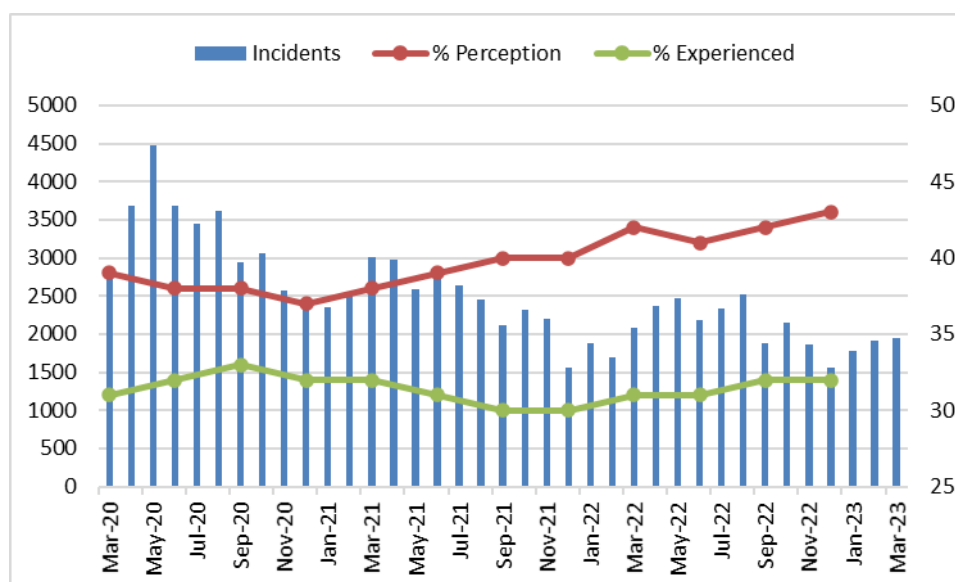
9 Anti-social behaviour (ASB)

ASB public perception



- 9.1 Between Q2 2022/23 and Q3 2022/23, the percentage of people who said ASB was a big, or fairly big problem (ASB perception) significantly reduced from 47 per cent to 40 per cent across South Yorkshire, aligned to the percentages reported in 2021.
- 9.2 The percentage of people that have experienced or witnessed ASB significantly reduced from 36 per cent to 30 per cent, with a similar return to previous percentage levels.

- 9.3 The reported level of those experiencing ASB has remained more stable in recent years, but there is an increase in the perception of ASB being reported. This does not concur with the number of reported ASB incidents which have been reducing – as shown in blue columns in the chart below, overlaid with the rolling 12 month perception levels.



- 9.4 Rather than a single explanation, there may be a number of reasons why public perception may not match a reduction in incident number:
- Tolerance levels can vary, depending on factors such as media influence and other crime levels.
 - ASB incidents can be significantly underreported by the public.
 - There is also likely to be a significant lag between decreases in the number of ASB incidents, and the public perception of ASB.
- 9.5 Nationally 1.1m ASB incidents were recorded in the year ending September 2022. This was a 35 per cent decrease compared to the year ending September 2021, and a 21 per cent decrease compared to the year ending March 2020. Levels of ASB incidents were particularly high in the year ending September 2021, in part, because of people reporting breaches of coronavirus (COVID-19) restrictions. This was also seen in the South Yorkshire dataset.

Working with partners to address ASB

- 9.6 At the recent neighbourhood policing board chaired by Assistant Chief Constable Dan Thorpe, the four policing districts provided examples of working in collaboration with a range of partners and stakeholders to address ASB in local communities. This included the establishment of local priorities through joint chairing of community meetings; overt patrols, for example joint outreach patrols in city centres to engage with rough sleepers; and data sharing to guide efficient implementation of legislative provisions through the ASB Police and Crime Act 2014, for example to increase use of closure orders to prevent cuckooing.

- 9.7 The measures provided a strong basis when consideration will be made on how the force will implement the new government ASB action plan which was published on the in March 2023. This sets out a number of proposed commitments to tackle ASB and sets its focus on four main key areas;
- Making communities safer
 - Building local pride
 - Prevention and early intervention
 - Improving data reporting and accountability for action
- 9.8 An example of this activity can be seen in the work that has been undertaken by the Barnsley Neighbourhood Policing Team, South Yorkshire Mayoral Combined Authority, Barnsley Metropolitan Council and Stagecoach to address incidents and perceptions of ASB in the Thurnscoe area of Barnsley.
- 9.9 In 2022, concerns were expressed by a range of partners and stakeholders regarding a perceived increase in levels of ASB within the Thurnscoe area of Barnsley. Such concerns were not supported necessarily by recorded data, but links in with perceptions of ASB. Such was the level of concern expressed, transport operators, primarily Stagecoach had moved to alter or remove their services at times on specific routes to minimise the risk to the community and employees on the grounds of public safety. The impact of the withdrawal of such services available to the community is considerable across a range of themes. Consequently, agencies with responsibility for community safety in the area worked together to formulate a plan of action to address the issues.
- 9.10 Formulated responses fell under the banners of:
- Engagement
 - Education
 - Enforcement
- Responses included trojan bus operations; plain clothes patrols; media and community appeals; target hardening; Youth Service Referrals of identified offenders, Possession Orders of houses occupied by prolific ASB offenders and test purchasing operations
- 9.11 Through meetings chaired by the Mayoral Authority reassurance was provided to Stagecoach regarding the range of interventions put in place to address their concerns. Consequently, withdrawn services were reinstated from April 2023. The force will continue to work with the partnership to assess the demand in this area.

10 Fraud and Cybercrime

Demand and trends

- 10.1 The force has recently undertaken an internal review of Economic Crime, which has resulted in structural changes in respect of fraud criminality.

- 10.2 The Fraud Co-ordination Team has now been aligned with the newly entitled Economic Crime Investigation Team under the supervision of a detective inspector, detective chief inspector, and economic crime thematic lead.
- 10.3 The Fraud Co-ordination Team continue to place bespoke investigation plans on all fraud related investigations that are assigned for further enquiries to local investigation teams. This provides support and guidance to investigators to ensure a high standard of investigation and support to victims is provided.
- 10.4 The team also review all crimes at the conclusion of the investigation and will only authorise an investigation to be filed if satisfied that the investigation has been conducted thoroughly, following the initial investigation plan.
- 10.5 A renewed terms of reference has been ratified for the Economic Crime Investigation Team, including a forcewide capability to investigate specific fraud offences which district investigation teams may not have the capacity or capability to investigate.
- 10.6 Safeguarding and support provided to victims of fraud criminality who reside within South Yorkshire has also been assessed in the process of review. The force is satisfied that all victims are supported through a thorough risk assessment process, bespoke to their individual needs. Where vulnerable persons are identified, the Fraud Protect Officer will conduct an in-person visit and has the option of specialist equipment, for example to block unknown calls reaching the victim. This process can provide a high level of support for the victim and reducing the likelihood of future victimisation.
- 10.7 The Cyber Team has also been aligned with the Fraud Co-ordination Team and Economic Crime Investigation Team, under the overall Economic Crime Unit.
- 10.8 In February 2023, the most prevalent frauds within the force recorded each month were under the below categories:
- Cheque, Plastic Card & Online Bank Accounts Fraud
 - Hacking – social media and email / personal / server
 - Online Shopping and Auctions Fraud
- As of February 2023, there are 415 currently active investigations regarding fraud criminality within South Yorkshire Police.
- 10.9 Victim Referral data is provided by the Action Fraud service to South Yorkshire Police. This concerns victims of fraud that reside in South Yorkshire, including where there is no South Yorkshire investigation. In these cases typically the investigation has multiple victims geographically, so the investigation is conducted in an areas based on the residence of the suspect nominal.
- 10.10 In 2022 the Fraud Coordination Team in South Yorkshire received and managed 5,817 referrals, which was a reduction on the 6,690 received in 2021. Based on the 2022 volumes this is approximately 16 referrals per day.

- 10.11 A performance framework is being implemented to assure the fraud investigation processes and delivery, and to hold districts and departments accountable for the progression of enquiries.
- 10.12 In the last 12 months, there have been 559 cyber dependent crimes reported with a total reported loss to the public of £0.1m.
- 10.13 Recent changes have taken place in the management of cybercrime. Nationally there is move to a nationally-led, regionally-managed and locally-delivered operating model, which is expected to be implemented in May 2023. The introduction of this model will not have any significant impact on the South Yorkshire Police as the force already have the good working relationship with the region and already work to a similar model.
- 10.14 The command team have recently agreed to migrate the Protect/Prevent officer and the cybercrime detective under the Economic Crime portfolio, which aligns the force with the way this is managed regionally.
- 10.15 The economic crime portfolio has a wide responsibility with the expansion to include cyber and the fraud coordination, therefore consideration is being given to introduce an independent detective inspector who can dedicate time to work with the region on delivery against cybercrime and related offences.

Prevention and awareness

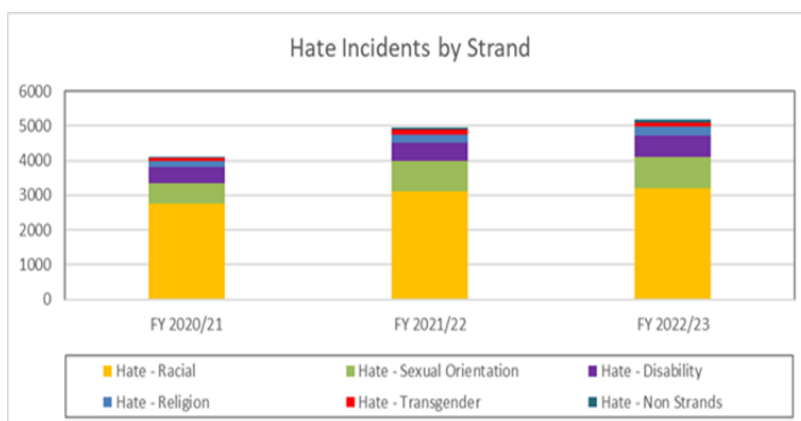
- 10.16 Fraud criminality is anticipated to rise in volume and the nature of offending is likely to become more sophisticated due to offenders exploiting opportunities that advances in technology provide. The continuing challenge for the force and partners is to promptly identify and understand new and emerging themes concerning fraud criminality whilst promptly seeking to protect those from becoming victims in the first instance whilst pursuing those responsible.
- 10.17 Protect work over the course of the last 12 months, that has been delivered around fraud/cyber has included:
- Pop up stalls at events and within public areas such as Meadowhall
 - Radio interview with Hallam FM in respect of romance fraud
 - Inputs to 'at risk' groups to raise awareness and reduce victimisation
 - Social media messaging of emerging themes to raise public awareness
 - Internal communications to raise workforce awareness of key themes
 - Direct personal visits to victims to provide safeguarding and advice
 - Leaflet drops to businesses and residential premises of emerging themes
 - Development of a Romance Fraud E-booklet
- 10.18 Proactive work is ongoing to raise awareness of the North East Business Resilience Centre (NEBRC) and to make direct referrals. Plans are in place for events for businesses, with presentations to be given around the dangers of cybercrime and how to protect both individuals, and the business. The cyber team work closely with NEBRC and each business that is a victim of cyber related crime is signposted to the NEBRC accordingly.

- 10.19 The force is also working to promote of the Police Cyber Alarm (PCA)³ which is funded by the Home Office to support business and organisations monitor and report any suspicious cyber activity, enabling them to better understand their business vulnerabilities.
- 10.20 Work has also been undertaken in schools and with local authorities to raise awareness and safeguard vulnerable individuals from being at risk of cybercrime. Events include webinar sessions and in-person events. Further events are planned with schools across the force area and Local Authorities.
- 10.21 The cyber team in both Pursue and Protect work closely with the region in support of operational activity. Cyber Switch Up⁴ is run by the region and is being proactively supported by the force. It is a digital & cyber skills competition aimed at young people aged 11-16 years in Key Stages 3 & 4, who are attending schools in the Yorkshire & Humber region. This is free to participate in and will close at an in person finals event in August 2023.
- 10.22 The force will continue to invest in the Fraud Protect Officer function, with the intention of being a leading force in respect of innovation and creativity in this area. Supporting victims of fraud is a primary area of work in this area, through the assessment of individual needs and the provision of bespoke support.
- 10.23 Work will continue to identify any new and emerging threats, to mitigate against people becoming victim to fraud, and pursuing and disrupting perpetrators. Training and continual professional development will be ongoing in the evolving methodology of criminology and technical advances.

11 Hate Crime

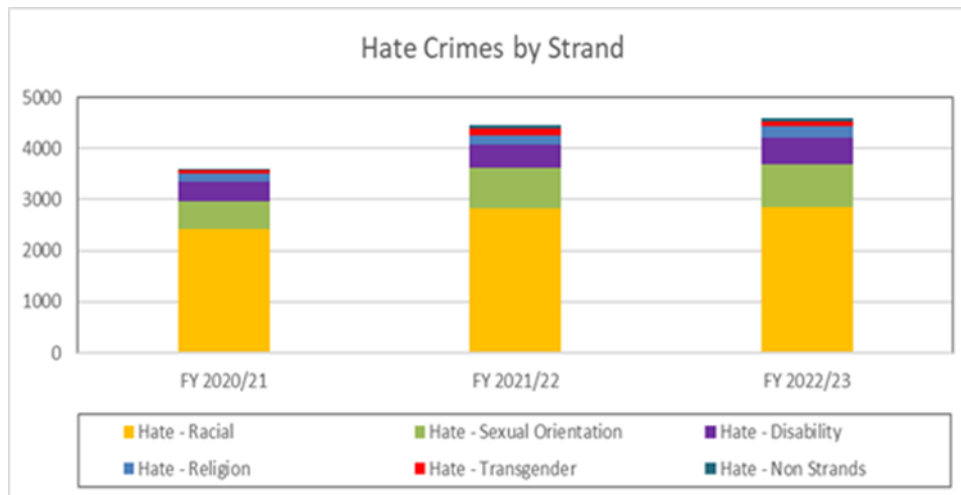
Trends and disproportionality

- 11.1 Hate tends to follow a seasonal pattern with an increase towards the warmer months. Volumes of both hate incidents and crimes show an annual increase, with one of the force objectives to reduce the under-reporting of hate.



³ <https://www.cyberalarm.police.uk/>

⁴ <https://cyberswitchup.net/>



- 11.2 The force's Hate Crime Strategy 2021-2023 is currently being reviewed by the force lead and will accommodate the changes in national direction.
- 11.3 Prevention work is taking place within the force across all four districts some examples of which are as follows:
- 11.4 **Rotherham** - Hate crime awareness has been delivered to secondary schools in the borough using formats of both entire year group assemblies, and class-size presentations with interactive exercises. In the past six months the force has delivered inputs to approximately 2,500 students and teaching staff. The delivery has also taken place within Special Educational Needs (SEN) schools where some of the pupils have been identified as victims of hate incidents.
- 11.5 Work is continuing with Rotherham United Football Club and the community sports trust, in training staff on hate crime delivery and working to promote inclusivity within the club and the community. The club has recently started their own Disability supporters group and an LGBTQ+ supporters group.
- 11.6 Work continues with Rotherham Ethnic Minorities Alliance (REMA) who are a strong ally within the hate crime portfolio.
- 11.7 **Sheffield** - The force lead for hate crime has attended the Sheffield and District African Caribbean Community Association (SADACCA) in company with the Deputy Chief Constable and Superintendent Benn Kemp to discuss the Race Action Plan and how the force can move forward to build trust and confidence and strengthen the relationship with the black community in Sheffield. The meeting has created several further engagement avenues that will be implemented including an awareness session that was requested for a group of Tanzanian residents in Sheffield to increase their awareness of traffic law.
- 11.8 The force lead has also met with a representative of the Sheffield African Caribbean Mental Health Association (SACHMA) to forge ties, as they not only represent the black community, but those who have mental health issues and naturally fall under the disability strand. The force lead has recruited a representative into the Sheffield Independent Advisory Group (IAG) and the Sheffield Hate Crime Priority Group to further increase diversity in both groups.

- 11.9 A training session has recently taken place with Disability Sheffield to educate group members on the danger of 'mate crime' and how to recognise 'true friends' from 'fake friends' who may want to manipulate them.
- 11.10 **Barnsley** - The force lead recently attended Athersley Primary School due to several reports of community tensions, an assembly was delivered, and lessons have been delivered to pupils from various age groups. A set of resources has also been created for PCSOs to use for assemblies and positive feedback has been received.
- 11.11 Work has been ongoing with the multi-agency drop-in at Hope House alongside the Refugee Council, the Educational Learning Support Hub (ELSH) and the Polish Library, amongst others.
- 11.12 The force lead has been working with Barnsley Pride and attends monthly steering group meetings, South Yorkshire Police will be setting up a stall at this year's Pride event on the 15 July 2023.
- 11.13 Care packs have been created and sent to every victim of hate crime in the district with a letter detailing their report and information highlighting the support available to them. Weekly Sergeant call-backs take place with victims of hate crime, looking at how the force can improve further, and the force lead also completes well-being check in calls for victims on a weekly basis.
- 11.14 **Doncaster** – The district's hate crime coordinator attends a bi-monthly clinic at Doncaster Conversation Club which is a charity which supports and advises refugees and asylum seekers allowing them to discuss any issues around hate crime or general safety with someone from within the force. This relationship has been developed over time, and although there is still some reluctance to report incidents, the Hate Crime Coordinator can work with the volunteers from the Doncaster Conversation Club and partners such as housing and health to address concerns. Any criminal activity or anti-social behaviour is brought to the attention of the relevant neighbourhood inspector and discussed at THRIVE meetings. A volunteer from this group also attends the Doncaster IAG.
- 11.15 The People Focused Group is a community-based NHS service which offers specialist and peer support in relation to various protected characteristics. The hate crime coordinator has provided training to staff around hate crime and again attends a bi-monthly clinic. Ongoing drop-in sessions with neighbourhood officers are being planned to meet trans community members to address their safety concerns.
- 11.16 A meeting has been held with the Muslim Women's Group which led to members of the group having a full day visit to Doncaster Police Station with guest speakers on topics such as VAWG, FGM, DA, Hate Crime and being a Muslim police officer. A member of this group also attends the Doncaster IAG.
- 11.17 Since January 2023, eleven presentation events have been carried out with uniformed services students at Doncaster College, focused on how to identify

hate crime and how to support and report. These have been extremely well received and is due to be expanded to community support students. This was arranged following a spate of racist incidents including the abuse of a teacher. There have been no further reports since this work was conducted.

12 EXCEPTION REPORTING

NONE

13 FUTURE DIRECTION / DEVELOPMENT

- 13.1 South Yorkshire Police will continue to tackle crime and antisocial behaviour and identify emerging issues as they arise. Work continues to ensure the public safety needs are understood and delivered against, and that internally the workforce is protected appropriately, supporting individuals to minimise the impact on organisational delivery.
- 13.2 Over the next 12 months, our focus includes:
- working within communities and across partnerships to solve local problems and acting on the feedback from the public
 - working to reduce the volumes of neighbourhood crime within local communities
 - working to deliver continued improvements to investigative processes in support of bringing offenders to justice
 - continuing specific activity such as the work of the Armed Crime Team, and work within local teams to disrupt the activity of OCGs and tackle levels of serious violent crime
 - working within multi-agency partnerships in support of offender management activity

Chief Officer Lead: Deputy Chief Constable Tim Forber

Report Author: Keeley Moore (Performance and Governance)

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PUBLIC ACCOUNTABILITY BOARD

REPORT OF THE CHIEF CONSTABLE

END OF YEAR REPORT: THE POLICE AND CRIME PLAN 2022/23

1 PURPOSE OF REPORT

- 1.1. To update the Police and Crime Commissioner (PCC) with the progress South Yorkshire Police made, in 2022/23, to meet the outcomes of the PCC's Police and Crime Plan (2022-2025).

2 RECOMMENDATION

- 2.1. The PCC reviews the report and considers whether further assurance is required in relation to progress the force made to deliver the interim Police and Crime Plan outcomes during the reporting year 2022/23.

3 STRATEGIC PRIORITIES

- 1.1 The PCC's Police and Crime Plan for 2022-23 required the force to account for progress against the three main priority areas:
- Protecting Vulnerable People
 - Tackling Crime and Antisocial Behaviour
 - Treating People Fairly
- 1.2 Our Plan on a Page set out how we would deliver the PCC's Police and Crime Plan with activity directed in relation to the force's three key priorities:
- Deliver neighbourhood policing and protect the vulnerable
 - Proactively understand and prevent crime and harm; and
 - Tackle crime and ASB (antisocial behaviour)
- 1.3 We have previously assured the PCC of the robust and effective performance and governance arrangements that are in place to deliver the Police and Crime Plan.
- 1.4 This report will cover the following areas:
- CC Poultny 2022/23 Performance Summary Assessment.

- His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) assessments of South Yorkshire Police.
- Police & Crime Plan Outcomes Performance Delivery.

4 CC POULTNEY 2022/23 PERFORMANCE SUMMARY ASSESSMENT

- 4.1 The period of time covered by this Public Accountability Report has seen South Yorkshire Police receive the strongest set of grades the force has ever achieved from the HMICFRS PEEL inspection with three 'outstanding', five 'good' and one 'adequate'. This is a remarkable achievement given where the force was five years ago. You will see the findings rightly recognised throughout this document, but it is appropriate that the collective efforts of all the officers and staff within the organisation are recognised, who have all played a part in delivering the strongest inspection results the force has ever achieved.
- 4.2 The areas deemed as 'outstanding' are particularly significant for the force as these are the areas in which we were so heavily challenged in the past. These are: Preventing crime and anti-social behaviour, protecting vulnerable people and strategic planning and value for money.
- 4.3 In reflecting on the last 12 months, the senior command team are minded of the bravery seen across our service and amongst our communities. In 2022, I was pleased to host the National Police Public Bravery Awards, organised by the National Police Chiefs' Council (NPCC) to recognise members of the public who have placed themselves in dangerous situations, carrying out courageous and selfless acts to help protect others. This sits alongside our own internal awards ceremony, which recognises the hard work and determination of our officers and staff in all roles across the organisation.
- 4.4 The control room has been nominated in the 'Large Contact Centre of the Year' category within the UK National Contact Centre Awards 2023. Given just 12 months ago the FCR was an area recognised specifically to be a challenge for the organisation, there has been significant work to accelerate the recruitment and training of new staff and improve the wellbeing for the staff within the function. The force has seen a reduction in the time take to answer calls and a reduction in abandoned calls, supporting an improved service for the public.
- 4.5 Team SYP won two of the national awards for wellbeing, for the OK9 Wellbeing Dogs (Leadership Award), Mind Over Mountain wellbeing walks (Personal Resilience Award) and was runner up in the category of Protecting the Workforce for the SYP&Me magazine.
- 4.6 The Police Uplift programme will bring a replenishment of previous attrition and is expected to realise key benefits in capable staffing from mid-2023 onwards. The various cohorts of officers will develop their practical policing capabilities through settled periods within their assigned departments, following an

exposure to areas of response policing, neighbourhood policing, investigations and vulnerability.

- 4.7 In response to the financial challenges for the public service, the force has developed a programme of efficiency management, championed by Deputy Chief Constable Forber. Just as with existing change programmes, all decisions will contain a focus on the wellbeing of employees, to ensure the currently positive wellbeing delivery is maintained.
- 4.8 The savings programme also continues at pace with £2million of savings already identified and £410k already removed from our budgets for 2023/24 with no direct impact on people. The force have repeatedly committed to ensure all of these non-people options for savings are exhausted in the first instance. We still have some way to go but are making excellent progress.
- 4.9 The Government has recently announced £2.4m of additional funding in South Yorkshire to tackle ASB over the next two years. We haven't received the detail of this yet but do know this will include a focus on punishments, making communities safer with a replacement of the Vagrancy Act, building local pride, an investment in prevention and intervention with young people and improved reporting systems and improved data.
- 4.10 Overall victim satisfaction remains high with 72 per cent of victims 'at least fairly satisfied' with the service provided in the 12-month period ending in March 2023. Residential burglary victims report the highest levels of victim satisfaction of all the surveyed categories with 80 per cent of all burglary victims satisfied in the same 12-month period.
- 4.11 Satisfaction for domestic abuse victims has remained stable with 81 per cent of victims at least fairly satisfied in the 12 months to March 2023, compared with 82 per cent the same period the preceding year.
- 4.12 The forces ongoing work around victim satisfaction can be found in the latest Tackling Crime and ASB PAB report.
- 4.13 We are also continuing our work to embed the Police Race Action Plan to get a true understanding of what we can do as a force which will have a positive impact. This work supports the focus on legitimacy throughout our service, from the service we provide to victims through the investigative process, to single instance stop and search encounters. This is also a critical focus in the work we are doing to support the Officer Uplift programme, with recruitment campaigns actively working to attract more applications from ethnic minority communities.

The changes we need to make will not happen overnight, but the work is in place to build the anti-racist force our Black, Asian and minority ethnic colleagues and communities deserve.

- 4.14 Despite the challenges faced, the force has continued to strive to provide the best possible service to the diverse communities of South Yorkshire and to work towards the PCC's priorities as set out in his Police and Crime Plan.

5 **HMICFRS ASSESSMENTS OF SOUTH YORKSHIRE POLICE**

- 5.1 HMICFRS formally inspected the force in 2021/22 under the new intelligence-led continuous assessment approach, rather than the annual PEEL assessment used in previous years. Forces are now assessed against the characteristics of good performance set out in the PEEL Assessment Framework 2021/22. The force was graded as follows.

Outstanding	Good	Adequate	Requires improvement	Inadequate
Preventing crime	Recording data about crime	Responding to the public		
Protecting vulnerable people	Investigating crime			
Good use of resources	Treatment of the public			
	Managing offenders			
	Developing a positive workplace			

- 5.2 South Yorkshire Police was graded in nine of the ten judgement areas: 'outstanding' in three areas, 'good' in five areas and 'adequate' in one area. The force is yet to receive its graded judgement for disrupting serious and organised crime (SOC) and vetting and counter corruption until further inspections have taken place. The PEEL Inspection report is now available to the public and can be viewed in full via the official HMICFRS website. South Yorkshire Police has made a significant improvement, reflected in the highest grades it has achieved so far.
- 5.3 HMICFRS now inspect serious and organised crime (SOC) on a regional basis. The new inspection seeks to understand how well forces and regional organised crime units (ROCUs) work in partnership. The inspectorate will now inspect ROCUs and their forces jointly and report on regional performance, including their grades in a regional SOC report. South Yorkshire Police will be inspected for SOC later this year, and a grade subsequently published at a later date.

- 5.4 Armed policing is not graded by HMICFRS as there is no requirement to comment publicly on the capabilities and effectiveness of various assets. However, the force has responded to some recommendations that the inspectorate had made regarding armed policing. The force now better understands which areas of the force are most likely to require the response of armed officers, so our armed assets now default to those areas in order to provide shorter response times.
- 5.5 There is no graded judgement for victim service assessment. The inspectorate reports the following:
- The force needs to improve the time it takes to answer emergency and non-emergency calls. Repeat and vulnerable victims are identified well.
 - The force, in most cases, responds to calls for service in a timely way
 - The force is good at recording reported crime
 - Investigations are allocated to staff with suitable levels of experience
 - The force carries out effective and timely investigations
 - The force doesn't always assign the right outcome type. Victims' wishes and offenders' backgrounds are usually considered but an auditable record of victims' wishes isn't always held

POLICE AND CRIME PLAN OUTCOMES PERFORMANCE DELIVERY

6 PRIORITY 1: PROTECTING VULNERABLE PEOPLE

Working in partnership to protect vulnerable people

- 6.1 In their recent report, HMICFRS recognised that across all of the areas inspected, the forces approach to working with partner organisations and charities is extremely positive. In every area across South Yorkshire, the force work jointly to achieve the same common goal of reducing crime and anti-social behaviour and protecting vulnerable people. This is achieved through good sharing of information, joint plans, and close working to put these plans in place.
- 6.2 Neighbourhood policing teams across the force regularly work with partners, both internally and externally to identify vulnerable people, these are often identified following low-level reports of ASB or related matters. The teams work with partners to engage with the vulnerable person and ensure that appropriate interventions are in place to prevent exploitation or harm.
- 6.3 Child safeguarding teams across the force attend multi-agency child exploitation (MACE) meetings where young people vulnerable to exploitation are discussed. Together with partners, intervention plans are discussed and implemented. The force is working with other partners as part of the 'Supporting Families Programme'. This work is designed to share data across partner agencies to assist in identifying those who would benefit from support.

- 6.4 Across all four districts, linked to the safeguarding children's and adult's boards, the force has multi-agency scrutiny panels (often named working groups) who hold the responsibility for auditing and quality checking decisions and the response from each agency via the multi-agency safeguarding hubs (MASH).
- 6.5 The force has dedicated scrutiny panels for both Rape and Serious Sexual Offences (RASSO) and Domestic Abuse (DA), which involve partner agencies, third sector professionals and the Crown Prosecution Service (CPS). These forums are utilised to review decision-making and agency response independently of the district that carried out the original investigations. The QA and audit work is thematic in nature with different areas scheduled for review throughout the year. Learning derived from these panels is then fed directly back to force leads.
- 6.6 The violence against women and girls (VAWG) independent advisory group (IAG) and the DA scrutiny panel are notable forums for this work and the professional standards department (PSD) will be engaging with SafeLives and local partners to run training and awareness sessions around how the force deals with police perpetrated DA. This will improve victim confidence in the light of the Centre for Women's Justice Super Complaint on police perpetrated DA.
- 6.7 The force continues to work closely with partner agencies and regular meetings have been established with the independent sexual violence advisor service (ISVA), the criminal justice unit (CJU), CPS and university safeguarding leads. Inputs from partners such as sexual assault referral centres (SARC), ISVA and survivors have been included in training events at all levels.
- 6.8 The DA problem-solving pilot is now established in Sheffield, this looks at the highest risk DA perpetrators supported by independent domestic abuse services (IDAS) and complex case independent domestic abuse advisors (IDVAs). Although it is too early to comment on its effectiveness, there has already been some positive work done and violence reduction unit (VRU) funding has been promised to take the pilot into the next financial year.

Violence against women and girls (VAWG)

- 6.9 During 2022/23, the force's VAWG initiative has gathered significant pace, following the initial appointment of a highly experienced retired Chief Superintendent in the post of VAWG coordinator, and the convening of the Assistant Chief Constable led internal gold group in 2021/22.
- 6.10 Local implementation of the national outcomes has seen the creation of the force's analytical profile, performance framework delivery, and continued work to deliver against the force's action plan. To support the requirements, the force has established governance groups, aligned to each of the three pillars of the VAWG strategic intent document; Build Trust and Confidence; Relentless Perpetrator Pursuit; and Create Safer Spaces.

- 6.11 Good practice and learning are shared across the force, regionally and nationally. South Yorkshire Police's approach to utilising Regulation 49 Police Conduct Regulations 2020, the accelerated misconduct hearing procedures was shared nationally at the Professional Standards and Ethics conference in November 2022.
- 6.12 There are 32 policies in place which are directly relevant to the delivery of VAWG (not specific to VAWG in itself) and these have all been reviewed to ensure the appropriate approach and commitment to VAWG is present within them.
- 6.13 Alongside the development of the external 'No More' campaign, the Chief Constable led an internal communication campaign focussing on culture. This is designed to deliver the message that misogyny, everyday sexism and sexual harassment will not be tolerated in the workplace.
- 6.14 Listening Circles were set up force wide in 2022/23 to understand the scale of sexism and misogyny which exists internally. This is supported by the 'upstander, not bystander' campaign in challenging, calling out and reporting inappropriate behaviour.
- 6.15 The force has reviewed the use of policing powers in the protection of women and girls and have identified improvements. A data tool was developed which identifies high harm domestic abuse offenders and a reporting dashboard is nearing completion to support the full spectrum of VAWG offending. From this, a process can be developed to support the proactive management of those offenders. The reporting tool which is linked to the crime management system will enable a real time understanding of the cohort of VAWG suspects within the geographical areas countywide.
- 6.16 On 15 June 2022, the force launched the 'No More' campaign across South Yorkshire to create a rallying cry to people across the county to work as allies in tackling micro aggressions faced by women on a daily basis. The campaign highlights the issues of sexual harassment, sexism, and misogyny in the night time economy (NTE).
- 6.17 In October 2022, the force lead for VAWG, Natalie Shaw provided an interview to BBC Look North on 'No More' and the forces ongoing work in the NTE, in relation to freshers and the broader student network.
- 6.18 Specific VAWG Operation Duxford's have taken place at each district, all of which were positive and supported by Crime Services and the Operational Support Unit (OSU). This involved dedicated enforcement and engagement activity and patrols carried out in areas and specific locations that women and girls have previously told us they do not feel safe, either through surveys or by speaking to local officers.

- 6.19 A VAWG survey was released at the commencement of the 16 days of activism and has now closed; once results are available, the force intends to report to the OPCC on this.
- 6.20 At the end of the 16 days of activism, the Men's Forum and Women's Network joined to explore ways in which men could provide positive impact on tackling VAWG issues. The head of Corporate Communications presented the 'Upstander not Bystander' campaign and discussed ways in which this could be progressed further internally.
- 6.21 Discussions were held about what being an 'upstander' looks like, using a real-life case study of a WhatsApp chat. This has led to a group of men volunteering to work on the internal element of the campaign, which is to be launched in the coming months.
- 6.22 The head of Corporate Communications also presented this campaign to the Senior Leadership Group and has been invited to support each district in tackling VAWG issues locally. This will utilise the 'listening circles' approach and detail real life examples of VAWG behaviours within the force, in a bid to address the view that this is a 'Met issue'.
- 6.23 As phase one of the campaign looked at behaviours we wanted to say 'No More' to, phase two will focus on the positive behaviours of allies, showing exactly what allyship looks like and exploring ways in which we can all play a role. This will be complimented by the Violence Reduction Unit (VRU) campaign, which looks at positive male role models.
- 6.24 The trauma training has now been procured and the force lead for VAWG is working with People and Organisational Development (POD) and the service provider with an aim to start the full days input early in 2023.
- 6.25 A number of key changes introduced over the past 6-12 months are now contributing to a positive and continued improvement in performance on Rape and Serious Sexual Offences (RASSO). A RASSO specific problem profile has been created and tactical tasking and co-ordination group (TTCG) RASSO inputs have been revised. In addition to this, the force has created a comprehensive RASSO 4P improvement plan. Weekly scrutiny takes place of all Crown Prosecution Service (CPS) rejected cases and identification of all cases for mandatory or discretionary Early Investigative Advice Cases.
- 6.26 The force has created dedicated RASSO champions across all districts who can be spoken to in confidence for advice and guidance. In addition to this the force has recently trained 65 specialist trained front line officers (STO's) in order to ensure that they, as our first responders are equipped to deal with that extremely important initial call for help, whether that be within our community or our organisation. Monthly drop-in sessions are being held and a training refresher has taken place in January 2023.

- 6.27 One of the key developments for the force which has supported all pillar areas in 2022/23 is the development of the specific VAWG Independent Advisory Group (IAG). The VAWG coordinator worked with pillar leads, Corporate Communications, and community groups to ensure the IAG attendance could be inclusive for South Yorkshire communities. The group have provided positive support and appropriate challenge in consultation on future force delivery.
- 6.28 The VAWG coordinator has also been working with partners and victims of VAWG offences with an ambition of capturing the 'youth voice' and has been invited to attend the regional Crime Stoppers Youth IAG to discuss the concerns of younger people.

Domestic Abuse (DA)

- 6.29 During the period April 2022 to March 2023 the force recorded 25,301 domestic abuse crime investigations, an increase of 6 per cent (or 1354 crimes) on the same period the previous year.
- 6.30 Of these incidents, 45 per cent resulted in an arrest, a reduction of seven per cent against the 52 per cent arrest rate for the same period the previous year.
- 6.31 The GoodSAM platform has been piloted for both wider call handling and DA and has worked so well that the pilot has been extended. Some work around Rapid Video Response (RVR) using the GoodSAM facility to take statements and record domestic abuse, stalking and harassment (DASH) risk assessments has been completed and proved valuable.
- 6.32 During the trial, the recorded video call function of the GoodSAM platform was used to allow officers to virtually 'attend' standard risk DA incidents. Officers were able to complete DASH risk assessments, take statements and complete investigations (including creating investigation plans). The RVR officers also submitted referrals to other agencies (e.g., Social Services) if necessary.
- 6.33 The feedback from users was overwhelmingly positive and the operational benefits were immediate. The force continues to use GoodSAM; however, further work is required to establish the best way to resource the permanent implementation for DA.
- 6.34 As evidenced by the recent HMICFRS report, domestic abuse is recognised as soon as a victim contacts the force, officers take positive action to safeguard victims at the scene of an incident, and domestic abuse related crimes reviewed were found to have effective investigations.
- 6.35 High risk matters continue to be managed through Multi Agency Risk Assessment Conferences (MARAC), identifying those on the cusp of referral who may not be identified as high risk in terms of offending. MARAC are supported by local district teams, and small teams of officers are dedicated to supporting

the investigations and processing of prisoners, largely focussed on high and medium risk suspects.

- 6.36 The Domestic Violence Disclosure Scheme (DVDS), also known as Clare's Law, continues to be widely used across the force allowing victims to be notified, in appropriate circumstances, of any domestic violence concerns regarding their partner. The force has seen an increase in the number of 'Right to Ask' (RTA) applications and 'Right to Know' (RTK) cases since 2018. As expected, volumes of both applications have continued to increase in 2022/23 by 34 per cent (RTA) and 3 per cent (RTK) compared to 2021/22.
- 6.37 In the 12 months ending September 2022, South Yorkshire Police had the highest rate of Domestic Violence Protection Order (DVPO) applications across all forces in England and Wales. In demand terms, this means a lot of representations at court are required. The DARA team provide a consistent approach to DVPO applications, understand the expectations of judges when presenting at court, and free up the time of officers and force solicitors.
- 6.38 Increasing force wide awareness of the scheme within the DA Matters training is also positively influencing these volumes. The DA matters training and subsequent training around the 'voice of the child' rolled out by PVP P&G (Protecting Vulnerable People Performance and Governance) has underlined the importance of capturing the voice of the victim and the voice of the child.
- 6.39 Rotherham district are currently piloting an early intervention programme with children's social care to reduce parental conflict.
- 6.40 The Repeat Victim Index (RVI) has been rolled out across the force and the DA section prompts work at district level. It is hoped that the work on the problem-solving pilot coupled with the roll out of DA conditional cautions later this year will add to the tactical toolkit for the management of repeat DA couples.
- 6.41 Quality Assurance Thematic Testing (QATT) provides regular auditing, and Force Performance Days and Quarterly Performance Reviews have a continued focus on understanding the work and resourcing picture behind the ongoing arrest and charging rates.
- 6.42 Data for the 12 months to February 2022 shows satisfaction rates for victims of DA at 80 per cent showing no significant change on the previous 12 months data, indicative of a maintained performance.

Tackling the exploitation of adults and children

- 6.43 Child Exploitation continues to be a priority for South Yorkshire Police and remains a key element of the Force Control Strategy due to the significant impact offending has on vulnerable victims. Child Exploitation continues to attract national and local political media interest and the force remains committed to ensuring a substantial emphasis on awareness continues.

- 6.44 During the period 1st April 2022 and 31st March 2023, the force recorded 21,087 child protection investigations, compared with 16,922 between 1st April 2021 and 31st March 2022, an increase of 25 per cent.
- 6.45 Child Abduction Warning Notices (CAWNs) continue to be an effective tool the force can use to disrupt the activity around missing children who may have links to child sexual exploitation (CSE), Child Criminal Exploitation (CCE), County Lines and other abuse. They are seen to be a useful tool which effectively severs the link between the perpetrator and the child. The force issued 90 abduction notices during the period 1st April 2022 to 31st March 2023 compared to 87 the previous year, indicating maintained performance.
- 6.46 The new missing persons system, COMPACT, is a considerable improvement for the force and allows officers to tag missing children, offenders, locations and vehicles specifically for CSE. This is likely to increase the demand on the CSE and PVP investigation teams as more victims of CSE are correctly identified.
- 6.47 The force has excellent partnership arrangements through the Multi Agency Child Exploitation (MACE) framework. This is a weekly district-based meeting aimed at preventing children and young people from being exploited, by agencies working together to gather share and understand information and intelligence in order to identify potential risks. Each agency can then use their resources to protect that child or young person. Specific action plans are created, and perpetrators are identified.
- 6.48 South Yorkshire Police has embedded partnership working processes with regards to child abuse and exploitation. All district Local Referral Units (LRU's) are positioned within Multi-Agency Safeguarding Hubs and relevant information sharing agreements are in place. Police actively attend and contribute to Initial Child Protection Conferences (ICPC), and all Section 47 Strategy Meetings have police representation. All districts have Multi-Agency Child Exploitation (MACE) meetings that take place on a weekly basis, where children at risk of CSE and CCE are reviewed, risk-assessed and appropriate plans are created. The National County Lines Coordination Centre has praised the consistency of the tracker and assessment tool embedded in all local authority areas. There are numerous pathways for vulnerable children dependent upon what each local authority has commissioned.
- 6.49 There are excellent working relationships formed at local levels with the forces' key statutory partner agencies, and each agency is able to identify, discuss and resolve issues of mutual concern, and deal with individual cases through the various forums. Collectively, partners continue to conduct quality multi-agency reviews of serious cases following the statutory guidance. This enables the force to learn lessons from these cases and continue to develop best practice.
- 6.50 Modern Slavery training is delivered in a number of different courses across the force including student police officers and CID courses at various ranks and all Modern Slavery investigations have bespoke Modern Slavery advice provided

by investigators from the force Modern Slavery Team, prior to an investigation being allocated to a district investigator to continue enquiries.

- 6.51 The force continues to update the dedicated intranet page with all relevant reference material and documentation to support investigators and the Modern Slavery Team proactively scope incidents and investigations and speak frequently to investigators to offer guidance to ensure investigations are conducted to a high standard.
- 6.52 Modern Slavery and Human Trafficking (MSHT) champions are located at all districts across the force and the cohort of champions is regularly reviewed to ensure they can provide specialist advice and support investigations locally. A cohort of Modern Slavery Victim Liaison Officers have also been trained and are utilised to deliver a high level of victim engagement and support.

Cybercrime

- 6.53 Whether cyber-dependant or cyber-enabled, cybercrime cuts across most offence types. Whether it be fraud, the supply of controlled drugs, indecent images of and sexual communication with children, there is often a cyber or digital element to an offence.
- 6.54 During the period between 1st April 2022 and 31st March 2023 the force recorded 10,779 cyber-crimes. This consists of 10,246 cyber enabled crimes and 533 cyber dependant crimes which is an increase of 20 per cent overall on 2021/22.
- 6.55 South Yorkshire Police manage complex cybercrime in their Digital Intelligence and Investigations Unit (DIIU). The DIIU is regionally managed to deliver locally. As a general distinction, the DIIU investigate cyber-dependant crime, whilst cyber-enabled crime is investigated by the appropriate operational team, depending on the offence the digital element facilitates.
- 6.56 Recent changes have taken place in the management of cybercrime. Nationally there is a push for having a nationally led, regionally managed, and locally delivered operating model and it has been agreed that this will commence in May 2023. The introduction of this model will not have any significant impact on the South Yorkshire Police as the force already have the good working relationship with the region and already work to a similar model.
- 6.57 The command team have recently agreed to migrate the Protect/Prevent officer and the Cybercrime Detective under the Economic Crime portfolio which aligns the force with the way this is managed regionally.
- 6.58 The economic crime portfolio is a wide responsibility and with this now being expanded to include cyber and the fraud coordination team therefore consideration needs to be given to introduce a separate and independent Detective Inspector who can dedicate time to work with the region on delivery against cybercrime and related offences.

- 6.59 The force continues to update the CyberDigiTools app, which is on all force mobile devices, to support non-specialist officers to continue to do their jobs effectively in the digital landscape.

7 PRIORITY 2 - TACKLING CRIME AND ASB

Neighbourhood crimes and policing

- 7.1 HMICFRS found the force to be 'Outstanding' at preventing crime and anti-social behaviour and recognised numerous examples of innovative practice from the force.
- 7.2 The force has introduced a Neighbourhood Policing Portal within Sharepoint which hosts various tools for neighbourhood teams to allow them to work effectively and to identify and share best practice. This includes the latest news and updates for this area, links to the neighbourhood policing strategy, an engagement toolkit, problem solving guides and links to the Repeat Victims Index (RVI), amongst other useful tools.
- 7.3 In addition to this, a neighbourhood performance framework has been created which allows the force to understand what it achieves from activity carried out and to ensure work is aligned with the priorities set out within the police and crime plan.
- 7.4 Overall neighbourhood crime has increased within the force and these increases are seen in each of the crime types. In 2022/23, the rate per 1000 population is 18.06 for neighbourhood crime, compared to 15.75 in 2021/22. This increase equates to 3182 crimes.
- 7.5 Compared to a baseline of 12 months to June 2019 which is used within the Digital Crime and Performance Pack (DCPP) to enable force comparison to a period prior to Covid19 lockdowns, the force has seen a reduction of six per cent in neighbourhood crime when comparing to the 12 months to January 2023.
- 7.6 Residential Burglary volumes in the 12 months to March 2023 have increased by six per cent when compared to the previous 12 months. (8513 crimes compared to 8020). This is a rate per 1000 households of 14.49. However, following a peak in November 2022 volume has reduced month on month with a volume of 663 in March 2023 (compared to 859 in November). Using the baseline of 2019 again the force has seen a reduction in burglary of 15 per cent.
- 7.7 The percentage of 'action taken' outcomes applied in the force in the same 12-month period is four per cent for Residential Burglary which is lower than the average for our Most Similar Group (MSG) forces.

- 7.8 Vehicle crime has also seen increases within the last 12 months, this is true for both theft of a motor vehicle (+ 26 per cent) and theft from motor vehicle (+ five per cent) as well as interfering with a motor vehicle (+59 per cent). Outcomes for vehicle crimes remain stable with action taken at three per cent for theft of motor vehicle (no change on previous 12-month period) and one per cent for theft from motor vehicle, again no change on the previous 12-month period.
- 7.9 Personal Robbery offences have increased by 12 percent (177 offences) during the same time periods and action taken outcomes have dropped from 11 per cent to 10 per cent.
- 7.10 The force lead holds a monthly acquisitive crime governance meeting to assure local drive and delivery against neighbourhood crime. This also seeks assurances of processes for intelligence development and drug testing in custody (to provide relevant support to those offenders at high risk of entering acquisitive crime); and to maximise forensic opportunities across all neighbourhood crime types.
- 7.11 Each district has a bespoke neighbourhood crime meeting structure, which is supported with a bi-weekly residential burglary analytical document, a monthly vehicle crime analytical document and a monthly robbery analytical document. The analysis provides each of the four district areas with an overview of the local vehicle criminality as well as analysis on each offence hotspot location and deposition site location.
- 7.12 All four districts have presented to the senior leadership team through their Quarterly Performance Reviews about their approach to tackling neighbourhood crime, particularly residential burglary, with bespoke operations or refreshed structures to dedicate focus to this crime type.
- 7.13 The Introduction of the new fourth Doncaster Neighbourhood Team (Doncaster North), in January 2023 will improve outreach into the communities and partnership working by aligning it to the council's localities model, enabling more focussed action on the differing dynamics and challenges of the area with more effective single points of contact.
- 7.14 Neighbourhood teams continue to work closely with partner agencies, including the Lifewise Centre to promote education through schools to impact on the social negatives of criminality.
- 7.15 The Rotherham Central Neighbourhood Team, along with partners at Rotherham Metropolitan Borough Council (RMBC), won the national Tilley Awards partnership category after receiving the highest overall score for their demonstrated use of the SARA problem solving methodology in their **project Operation Grow**. Operation Grow was established following a rise in reported power outages that were causing major disruption and community tensions within areas of Rotherham. Intelligence from local power agencies and RMBC suggested that this was linked to cannabis cultivations in the area and despite the team conducting regular warrants and the power agencies issuing warning

letters, the problem appeared to be escalating. To address this, the neighbourhood team joined forces with RMBC and drew on their knowledge of problem-solving methodology to tackle the root cause of the problem.

- 7.16 Through the use of scanning, analysis, response and assessment (SARA) they were able to work together to share intelligence and understand the specific locations that were causing the power outages and by-passing electricity for illegal cannabis set-ups. Based on this information, the team knew a partnership approach was needed to tackle this and Operation Grow was set up to target and disrupt those involved in growing and supplying drugs within the local community. Since the launch of the operation, the team have seized over £10 million of cannabis from warrants based on joint intelligence and have seen an improvement in community engagement. the project was awarded as the Partners category winner in the 2022 Tilley Awards.

Drugs Supply and Demand

- 7.17 The force continues to work in collaboration with academia and is establishing significant professional relationships with several seats of learning. Progress on the already reported N8 programme in conjunction with Sheffield University has commenced and funding has been identified and utilised to recruit two analysts bespoke to the programme. The main aim of the project is to identify and develop non-punitive measures for tackling illicit drugs and to establish a tool kit for law enforcement intent on developing our capability under the Prevent pillar of the national strategy intent on diverting those vulnerable to drugs misuse.
- 7.18 The forces drugs market problem profile has been revised along with the terms of reference. Following this, the forces strategy will be revised, taking into consideration the government's ten-year plan titled 'From Harm to Hope'. In order to understand South Yorkshire's drugs markets, this work has a wide range of areas of focus, from drugs deaths or near misses, to drugs testing on arrest.
- 7.19 Drugs Testing on Arrest (DToA) continues to be a focus for the force and the success of the project funded by the Home Office was recently highlighted at Force Performance Day. The force continues to engage with partners to understand the post custody journey for those testing positive for controlled drugs and intervention compliance. DToA will feature on the the forces continual professional development (CPD) days in 47 sessions over the next three months.
- 7.20 Local Authority funding has also been secured to employ a DToA coordinator for three years. The drugs testing on arrest project will now trial a pilot around football. An officer working the remainder of football 'risk' matches this season will ensure that those eligible are tested upon arrest for non-trigger offences.

- 7.21 To feature will be the relaunch of the Law Enforcement Public Health App which will encourage officers to download the app with the use of a QR code. This gives frontline officers information on services available in different areas to share with drugs users should they have an interaction.
- 7.22 Monthly Drugs Threat Reduction meetings have now been established in force with discussions held around emerging trends and threats including regional and national updates. The force lead continues to work with force analysts to provide a quarterly document to assist the needs of the combatting drugs partnerships.
- 7.23 Combatting drugs partnerships are now established and representatives from the force attend these meetings focussing on supply, demand and treatment and funding has been secured for training the next Drugs Expert Witness cohort to take place later this year.

Organised Crime Gangs and Serious Violence

- 7.24 Engagement with the University of Sheffield, York University and South Yorkshire Police has resulted in a successful bid for almost £1m by the universities to commence research into the vulnerabilities exploited by criminals within the private rented sector. This includes money laundering, large scale cannabis cultivation and exploitation of vulnerable people. The research will enable the force to influence the professors utilising real local based cases, develop its understanding and provide tangible solutions to criminality within this sector.
- 7.25 Further engagement has taken place with Sheffield Hallam University. Negotiations are ongoing for the Serious Organised Crime (SOC) Coordinator to brief police recruits as part of the degree entry scheme, around the principles of the 4P plan to tackle SOC. It is anticipated that students will conduct research into how the force tackle SOC in partnership, identify and research national notable best practices and deliver a dissertation on how leading forces and practitioners prevent those vulnerable to the ravages of SOC from entering into a life of serious criminality.
- 7.26 The force has conducted a number of workshops designed to understand its current application to tackling large scale cannabis farms and to improve both the efficiency and safety of officers attending these scenes. The SOC Coordinator and force thematic lead for drugs have presented to the Deputy Chief Constable around a number of innovative means for dealing with the issue of large-scale cannabis plants and securing both efficiencies and savings within the process. With the support of the innovation and efficiencies team the force are currently conducting evaluation of the time spent by police officers at these scenes and exploring alternative means of dealing with the waste material generated by cannabis farms, identifying opportunities for third party support in dismantling the scenes and refreshing force policies reflecting these notable practices and ensuring staff are acting lawfully.

- 7.27 Learning from and developing on the nationally recognised operation in Rotherham, Op Grow will provide a consistent approach to tackling this criminality, improve interoperability with service providers (predominantly electricity companies) and ensure that officers are best placed to tackle cannabis cultivation safely and lawfully.
- 7.28 Progress on securing the innovative software identified by the Home Office as supporting leading forces in tackling SOC (PAM) is progressing well and the suppliers have afforded the force access to ten licences early in order to establish a working team enabling effective roll out once procurement has been finalised. It is anticipated that this will be in use within the next two months.
- 7.29 As previously reported, South Yorkshire Police was one of the initial forces chosen to pilot the Clear Hold and Build strategy developed by the Home Office, this was as a result of ongoing working relationships with the Home Office research and development team as well as supporting the roll out of the national Lead Responsible Officers guidance. The pilot continues in Barnsley and has received notable feedback from the Home Office, highlights include:

Clear: Greater understanding of the make-up of the OCG, enhanced understanding of the threat posed, from Class B drugs to Class A and firearms enabled. Significant drugs, cash and criminal assets have been seized and 19 nominals are facing conspiracy charges.

Hold: A number of community-based activities including drop-in sessions, community clear up, graffiti/rubbish removal, development of a community garden, crime reduction stalls, multi-agency patrols and bespoke youth intervention established with professionals. Creation of a specific operational delivery group chaired by partners intent on delivering solutions around such things as housing, education, employment and social activities all based on the voice of the community intended to make them more resilient to crime.

Build: The operational delivery group has secured funding for youth engagement through outreach workers as well as £10k to extend CCTV coverage linking into Barnsley's town centre provision. "Reds in the community" has been established which is an initiative between Barnsley FC and youths. Enhancements the housing legislation ensuring those residents with links to SOC offenders receive enhanced attention and that agreements are in place to evict against breaches of the orders.

- 7.30 Community feedback on the project has been excellent, supported by a review of the initial intelligence assessment showing reductions in key areas of demand. The local councillor has expressed his support for the project and his gratitude to the entire partnership in open chambers, remarking on the "improved feel around Hoyland".

Violence Reduction Unit and Strategy

- 7.31 At the end of January, HMICFRS conducted a Thematic Inspection in relation to Homicide Prevention. South Yorkshire Police took the opportunity to showcase the work of the VRU, Grip teams, MCU, the armed crime team (ACT) related operations taking place in force. The force has also produced a Homicide Prevention and 'near-miss' problem profile which will form the basis of future work and has been sent to the College of Policing who are producing a national problem profile. Further national developments are anticipated and the National Police Chiefs Council (NPCC), Home Office, College of Policing and HMICFRS are working together to produce National guidance on Homicide Prevention.
- 7.32 The Major Crime unit are working on plans to introduce a quick time debrief process for homicides and near miss incidents in line with a model developed by Essex Police. This is not intended to replace statutory reviews such as the domestic homicide review but will be a process that will quickly identify learning and opportunities to prevent homicides and near misses in the future.
- 7.33 The Grip team funding application has just been finalised for the £1.091M from the Home Office to continue with the problem solving and hot spot patrolling work. South Yorkshire Police are one of 20 forces eligible for this funding and the force has been working with the Home Office and Cambridge Centre for Evidence Based Policing on an evaluation based on a countywide randomised control trial. Feedback from the analysts is that this tactic is working to prevent violent crime in public places and the force will be working to further refine the tactic in the next financial year.
- 7.34 The Grip team have been linking in with neighbourhoods to carry out problem-solving work in Night-Time Economy (NTE) Areas. The NTEs account for around three quarters of the county's MSV hot spots and successes have included the closure of Carver Street in Sheffield on Friday and Saturday nights and work with clubs and pubs that have been the focus of serious violence incidents.
- 7.35 The force is working on launching an internal medial campaign highlighting homicide and serious violent crime prevention and explaining to officers and staff how they can contribute to this work.
- 7.36 The Violence Reduction Unit are finalising their plans for the next financial year. This will include continued development of the Hospital Navigators, Plan B custody navigators, Trauma Informed training and the DA Problem solving Pilot. The VRU is also working with statutory partners and local authority Community Safety Partnerships (CSP) to develop and deliver the requirements of the Serious Violence Duty that was introduced in late January this year. It is anticipated that this will be an evolution and refinement of existing VRU and CSP structures.

- 7.37 The quarterly Homicide Prevention Board is chaired by ACC Poolman and reviews activity across the force and ensures activity is properly resourced and coordinated to deliver the work outlined in the force Homicide Prevention Strategy.

Other Local Partnerships

- 7.38 The prison crime team and prison anti-corruption team continue to achieve great success from their partnership work. The prison crime team have multiple “conspiracy to convey prohibited articles into prison” investigations ongoing. There have been five drone incidents at HMP Lindholm and one at HMP Doncaster in the last quarter. A drone has been recovered in the most recent one and provides the investigation team with digital opportunities to identify those involved.
- 7.39 There is also some substantial ongoing work with NHS, Prisons and Police to prevent passing over of illicit substances when inmates attend external medical establishments.
- 7.40 Mobile phone possession continues to be an area for concern, and the team are continuing to work with HM Prison and Probation Service (HMPPS), National Crime Agency (NCA) and the regional MARSOC (multi agency response to serious and organised crime) teams to tackle this issue.

Retail Crime

- 7.41 The force continues to liaise with the National Business Crime Centre and lead Supt Holdaway, attending quarterly meetings with forces from across the country.
- 7.42 The digital asset management system (DAMS) is now in use across 18 police regions including South Yorkshire Police. All four policing districts have implemented DAMS. Response and Neighborhood Policing teams are all trained in using the system in order to collate digital CCTV evidence and all districts have nominated officers who are tasked to focus on retail crime. The teams have linked in with retailers and business partnerships to encourage subscription onto the systems, provide advice and training to retail staff and advise on evidence gathering, information sharing and the reporting processes. The local relationships offer engagement, encourage reporting and improve opportunities for detecting and preventing crime.
- 7.43 The National Vehicle Crime Intelligence Service (NaVCIS) are a national body that aims to tackle the ongoing issue of haulage and HGV crime, the force has made links with the National Business Crime Centre (NBCC) and NaVCIS who have developed a comprehensive crime prevention guide to help tackle high value thefts targeted at the freight industry. The quarterly bulletin is shared with relevant partners for information and onward circulation. The force is seeking

opportunities to establish and develop a suitable countywide forum via the Chamber of Commerce.

- 7.44 Representatives from NaVCIS will be invited to attend the meetings, to meet members of the hauler business community and discuss their work. The presentation gives an overview of the HGV Crime figures, the OCGs associated with cargo theft, the way they are set up, the disposal routes for stolen cargo, the challenges that exist and the forces work around cargo crime. NaVICS have a regular intelligence sharing process with South Yorkshire Police and specialist policing teams such as the road crime team.
- 7.45 The NBCC are happy to assist with the implementation of Business Crime Reduction Partnerships and Business Improvement District Crime Initiatives across the U.K. to help give businesses the tools and support they need to combat business crime. Safer Business Actions (SaBA) days are a joint approach by police, business, private security and business partners. South Yorkshire Police have participated with activities across the force area. This included engagement stands offering crime prevention advice and reassurance to retailers, test purchases for fireworks and joint patrols. The next week of action is planned to coordinate with the national SaBA in October 2023.
- 7.46 Key work around Violence against shop workers has led to sharing of information offering conflict management and de-escalation advice for staff. Reports are encouraged with reference and awareness of recent legislation.

Rural and Wildlife Crime

- 7.47 In support of the Police and Crime Plan the force places specific emphasis on rural and wildlife crime under the overarching priority of 'tackling crime and anti-social behaviour'. The force has a dedicated lead for this area of work to ensure strategic oversight and operational effectiveness.
- 7.48 Whilst there is no specific definition for rural crime, the force has adopted a definition created by Lancashire police that HMICFRS identified as an area of good practice that includes the following crimes committed in a rural setting:
- Theft of plant and agricultural machinery
 - Livestock and cattle theft
 - Damage to gates/outbuildings
 - Sheep worrying
 - Cannabis cultivation
 - Diesel theft
 - Fly tipping
 - Human trafficking/Modern Slavery
 - Theft of firearms
 - Equine crime
 - Cyber enabled

- 7.49 South Yorkshire Police's established responses to crime types that affect all communities such as violent crime, theft, car crime etc are applicable to all communities. It is however understood that rural communities can feel more vulnerable due to their relative isolation and that some crime types such as those listed above are more prevalent and more impactful on rural communities. Because of this, rural crime includes wildlife and heritage crime.
- 7.50 The force has recently amalgamated the work of its off-road bike team with rural crime including a changed shift pattern to better align the teams' working hours with demand and will see the team working more proactive operations during the hours of darkness under specifically targeting rural issues under a targeted operation.
- 7.51 A recent example of an operation in Rotherham in November saw the off-road bike team, working with the pro-active roads policing team, the local neighbourhood policing team, and residents to tackle poaching and crop damage and resulted in the detention and arrest of a male on a quad bike accompanied by a running dog. As the investigation is still ongoing the outcome cannot be published at this time, however, it is an excellent example of the positive impact partnership working can achieve.
- 7.52 Rural crime is believed to be underreported nationally, and South Yorkshire Police believes this is also true in its force area. This was addressed at two recent public meetings in Rotherham convened to specifically discuss rural crimes and attended by the force lead. Feedback from the public suggests there is indeed a gap with reporting crimes and incidents to the police. The force however does encourage all incidents to be reported to ensure it has the fullest understanding of crime trends and can better match resources to demand.
- 7.53 The force has over 40 nationally trained wildlife crime officers embedded in frontline response and neighbourhood policing teams. These officers are supported by a dedicated rural/ wildlife crime sergeant and co-ordinator. This system ensures neighbourhood teams are engaged with and understand the rural aspects of their areas and that specialist knowledge is available to support them.
- 7.54 As part of improving the force's awareness of current rural issues, the force has built on its inaugural dedicated rural / wildlife crime CPD event with further planned CPD events for our staff throughout the year, with the next being in April.
- 7.55 The force has continued to develop relationships with the regional specialist wildlife crime prosecutor at the CPS. This positive impact of this relationship was seen during an investigation into the opening of sluice gates at Harthill Reservoir that led to the death of numerous fish.
- 7.56 The wildlife crime co-ordinator post is established but currently vacant and subject to a recruitment process. Once appointed they will actively engage with

the WCO's and ward officers as well as overseeing wildlife specific offences (such as poaching, badger baiting, bird of prey persecution etc).

- 7.57 They will be responsible to investigate any high-profile complex wildlife crime, offer guidance and support to NPT based wildlife crime officers, review wildlife crimes recorded on Connect, liaise with national organisations to monitor, and identify trends and areas of best practice, arrange intelligence led proactive operations targeting problem locations/ offenders, monitor any related problem-solving plans and develop community engagement opportunities with rural communities.
- 7.58 Wildlife Crimes are mainly non-notifiable and therefore routinely not recorded as a crime. As a result, there is limited information of the number of offences investigated by the force and not readily available audit trail as to actions carried out into reports of criminal offences. This makes analysis of information extremely challenging and as a force are unable to produce efficient and reliable information relating to wildlife crime occurring within South Yorkshire.

Speeding and Road Safety

- 7.59 Each year the NPCC publishes a national enforcement calendar which sets out and publicises activity each month to focus on key aspects of road safety from mobile phone usage to speeding and drink/drug driving. The force fully supports this calendar and arranges operations on each themed area to educate the public and take enforcement action where necessary.
- 7.60 Key to the delivery of road safety is the understanding that this is a wider issue than relying on enforcement by dedicated roads policing officers. Along with the four local authorities, and other emergency services, South Yorkshire Police is an active member of the Safer Roads Partnership (SRP). A recent restructure of the SRP has seen the creation of a new strategic vision following the "Vision Zero" approach. This new strategy is due to be publicly launched this year but in summary sees a collective approach of all partnership agencies pursuing the goal of zero road deaths and serious injuries in South Yorkshire.
- 7.61 In line with the force's general problem-solving approach, its vision is to identify the root causes of serious collisions and remove or mitigate the risk rather than solely rely on enforcement activity. In support of this approach the force actively analyses and reviews all recorded collisions within South Yorkshire to identify hot spot areas and causation themes.
- 7.62 Recent consultation with the public by the OPCC revealed a growing concern regarding the use of mobile phones whilst driving. Whilst there is nothing statistically to indicate an increase in the use of mobile phones whilst driving, it does appear that for most of the public this is increasingly seen as socially unacceptable. Mobile phone use is one of the "fatal 4" offences because of the clear link between using a mobile phone whilst driving and an increased chance of being involved in a serious or fatal collision. As part of the force's

enforcement work in this area it regularly uses an HGV on the motorway network which, from its elevated position, easily identifies drivers using phones whilst driving. Additionally, the force is reviewing emerging technology trailed in other countries that uses cameras linked to software to identify drivers using mobile phones and take photographs of them for prosecution in a similar way to speeding.

- 7.63 The forces collaborative road safety work was reported on BBC news in March 2023 where officers used a “sting” HGV loaned by Highways England was to identify and record traffic offences on the motorway such as mobile phone use to promote road safety.
- 7.64 RPG continue to support the National Highways Agency in keeping the strategic networks safe. South Yorkshire has the all-lane running set ups on the motorway network which puts an additional demand for officers. This is due to the fact the roads have no hard shoulders and breakdowns on the motorways are often in live lanes. A recent review has instigated National Highways England will start work in Spring 2023 to build additional laybys on the smart motorway sections of the M1, throughout South Yorkshire to maximise the safety of road users.

National Threats

- 7.65 In April 2022 all the capabilities and functions of South Yorkshire Police’s Special Branch were realigned and now come under Counter Terrorism Policing Northeast (CTPNE). The officers and staff are part of a regional and national network protecting UK national security.
- 7.66 South Yorkshire Police are committed to providing the highest possible standard of service and in accordance with CONTEST the United Kingdom counter terrorist strategy. The aim of which is to reduce the risk to the UK and its interests overseas from terrorism, so that people can go about their lives freely and with confidence.
- 7.67 The forces counter–terrorism policy reflects CONTEST and will continue to be organised around four key objectives of Pursue, Prevent, Protect and Prepare. The force uses the framework to protect the communities in tackling all forms of terrorism working together with local, regional, and national partners and other law enforcement agencies.
- 7.68 South Yorkshire Police support the national strategy by ensuring all staff undertaking such work have the correct level of vetting to maintain operational security, integrity thereby ensuring public confidence. The staff are trained and where appropriate accredited to national standards. The force policy is supported by current legislation, Authorised Professional Practice (APP) guidance and is subject to continuous review.

- 7.69 Within the last year, the force has trialled Project Servator in Sheffield city centre. This aims to disrupt a range of criminal activity, including terrorism, whilst reassuring the public in the city centre. The tactic was embedded fully on 18 December 2022 following a successful trial and was assessed by the National Training Team to have attained the required standards in terms of deploying the tactics with the necessary engagement work with stakeholders.
- 7.70 The aims are to expand the deployment footprint from this strong foundation into further areas across the force. The deployments are highly visible and unpredictable and can happen anywhere across Sheffield city centre and at any time.
- 7.71 The deployments are planned by the force Project Servator Coordinator, who works with colleagues from the OSU and Sheffield city centre NPT to involve them and ensure they are briefed. Project Servator has been successful in gathering intelligence that has assisted Counter Terrorism Units in investigating and preventing acts of terror. It has also resulted in arrests for a multitude of offences and is responsible for removing firearms, knives, and drugs from the streets.
- 7.72 Since the project launched the force has received overwhelmingly positive feedback. The joint agencies at Sheffield including CCTV operators, Local Authority and Ambassadors are working alongside the force very well. The force will continue collaborative working with other regional forces such as British Transport Police (BTP), Servator, West Yorkshire Police and look to build effective working relationships with other regional counterparts. Maintaining and improving the standard of the existing deployments will also be key to maintain the accreditation.
- 7.73 Protecting those that are vulnerable to being drawn into terrorism is high on the forces agenda and proven that by spotting the early signs and supporting individuals who may be drawn into terrorist activity can have a real impact in protecting the public. The force has educated as many people as possible around the 14th strand for safeguarding by encouraging all to complete the vulnerability to radicalisation training.

8 PRIORITY 3 -TREATING PEOPLE FAIRLY

Treating members of the public fairly

- 8.1 The force has been awarded 'Good' by HMICFRS at treating people fairly and with respect and areas of innovative practice have been recognised.
- 8.2 Internally the force holds itself to the scrutiny of its employees, and the Independent Ethics Panel (IEP) for fair process and ethical decision-making. The Professional Standards Department (PSD) produces quarterly publications and meets with local PSD champions to support wider learning, with a long-term aim to reduce the volume of complaints received by the force.

- 8.3 The force holds several Independent Advisory Groups (IAG) including on matters relating to protests and football matches as well as local district IAGs. Most recently the force created a Violence against Women and Girls (VAWG) IAG to give women a voice and say what matters to them. This resulted in their views influencing a media campaign with strong messages and imagery, using the words of these women. This is the 'bystander to an upstander' campaign.
- 8.4 External scrutiny by members of the public is invited in support of the force delivery of use of force and stop and search activity. The force lead for use of force is continuing to embed the external scrutiny panel, which has now met on five occasions. The panel members are growing their confidence in observing use of force procedures and can provide appropriate challenge to the force where necessary, in the role of a critical friend.
- 8.5 To date, there have been several learning points drawn out, all of which are fed back to the specific officers and the wider organisation. While there is currently a cohort of twelve panel members, usually between five and seven members attend the meetings. To increase the public access to this panel the force has recently advertised for further panel members and have attracted 30 members of the public who will attend a familiarisation event in the coming weeks. The lead is hopeful this will provide a greater number of regular attendees to the panel meetings.
- 8.6 The new force lead for stop and search, Chief Inspector Gareth Thomas has now held an internal and external panel and has noted that whilst the meeting itself was productive, the demographic of the panel lacked ethnic diversity. On the back of this he worked with the Corporate Communications department to develop a new recruitment drive, particularly into some of the lesser heard communities. This has been coupled with the recruitment opportunity being raised through all the district Neighbourhood Action Groups, which are more representatively diverse. Contact has also been made with local senior schools (sixth forms), and with both universities within Sheffield. As a result, the lead is hopeful that following several interested applicants, the force can ensure that the diversity within the panel can be positively developed in the coming months.
- 8.7 It is notable from the HMICFRS inspection that an area of innovative practice was identified in the force's use of technology to support external scrutiny of stop and search encounters. The remote viewing of body worn video footage is not something all other forces have, and it was noted by the inspectorate that the footage generated discussion among the scrutiny group to support the feedback to be given to officers.
- 8.8 The force has now recruited into an analytical role to support the development of a full spectrum understanding of the data held on systems in relation to ethnicity. This will support a strategic drive to understand the force position in respect of disproportionate data findings, and more importantly to assess the causative factors of such any significant differences in datasets across the demographic picture. Whilst this work is in its infancy, one critical element of

learning for the organisation is in making improvements in the capture of specific aspects of personal data.

- 8.9 The force continues to utilise SYP Alerts which now has over 36,000 subscribers and is available in 104 languages. In addition to this, neighbourhood teams remain active in their communities and engage with resident via surveys, newsletters, pop up police stations and drop-in sessions in cafés.

Championing equality

Definitions:

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.

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

- 8.10 HMICFRS found that South Yorkshire Police is good at building and developing its workforce, with specific mention of increasing the diversity of the workforce. In general terms, the force has a good representation of women (which has been an area of focus over the years) and has been working on the wider representation challenge of attracting and retaining an ethnically diverse workforce.
- 8.11 South Yorkshire Police's workforce ethnicity demographics have remained a stable proportion of the overall workforce throughout the recent growth in headcount. Whilst the force has seen the individual numbers of each under-represented group grow, it has been in proportions similar to the force's original picture.
- 8.12 This is particularly relevant when looking at the Ethnic Minority and Other than white percentages, which have remained stable in percentage point terms over the past three years for both officers and staff. As a result, whilst the 2021 census data is reporting a growth in population for these groups, it has not yet transitioned into a larger proportion of the workforce.
- 8.13 To actively change workforce proportions is proving difficult and there will need to be ongoing and sustained work to attract and retain diverse talent to South Yorkshire Police through the existing mechanism of community engagement, and by employing more opportunities for positive action.
- 8.14 The 2022/23 recruitment percentages for officers and staff show an encouraging start to this work and there is demonstrable progress in these

efforts, as shown the in the recruitment tables, but the investment in diversifying the force remains a long-term goal.

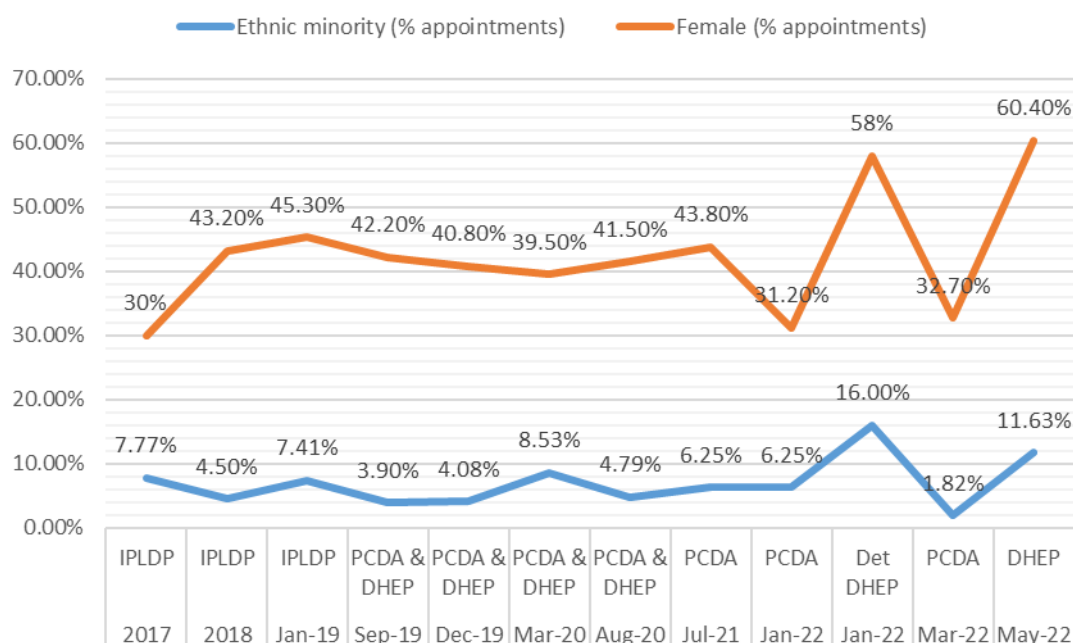
- 8.15 Female representation remains good at 49.9 per cent, albeit there is an under-representation (which is reducing) in police officer roles, and an over-representation within police staff roles.
- 8.16 'Other than white' representation remains largely static with only a slight improvement between the start and end of 2022/23 (3.6 percent to 3.7 per cent) compared to the latest reported census data (2021) of a resident population of 13.4 per cent, highlighting that substantial improvement is still required.

Section	Quarter 1 2022-23				
	% female	% ethnic minority	% other than White	% identify as LGBT+	% with disability
Police Officers	36.5%	5.0%	3.6%	3.7%	3.5%
Police Staff	65.6%	4.8%	3.5%	2.3%	4.0%
Specials	26.4%	7.5%	6.6%	5.7%	7.5%
Volunteers	48.5%	5.9%	5.9%	0.0%	2.0%
Total	49.6%	5.0%	3.6%	3.1%	3.8%
Section	Quarter 4 2022-23				
	% female	% ethnic minority	% other than White	% identify as LGBT+	% with disability
Police Officers	37.3%	5.2%	3.5%	4.4%	3.5%
Police Staff	65.6%	5.2%	3.7%	3.2%	4.4%
Specials	21.5%	8.9%	8.9%	5.1%	8.9%
Volunteers	50.5%	6.2%	5.2%	1.0%	3.1%
Total	49.9%	5.3%	3.7%	3.8%	4.0%

- 8.17 A range of positive action activity has started to drive improvements in ethnicity representation across all programmes of officer recruitment and for police staff. Targeted communications and attraction activity followed by assessment support workshops and 'keep warm' activities have all been delivered to maintain engagement until the joining date for their cohorts. A buddy scheme has also been implemented targeted at supporting people from ethnic minority backgrounds.
- 8.18 Support for candidates in selection processes has also been improved through preparation workshops and coaching and mentoring opportunities. Changes to selection processes have been implemented to help support neurodiverse candidates including having all questions in written format during the interview and being provided with advance view of the interview questions, which helps to level the playing field.
- 8.19 More recently, the force has volunteered to review the College of Policing's online assessment centre where black officers and officers whose first

language is not English have been asked to take part in draft exercises. This will help ensure fairness in national selection processes. The force has also continued work with the Independent Ethics Panel which helps to scrutinise and suggest improvements for positive action plans.

- 8.20 The following chart shows a steadily improving picture in relation to appointments of those from an ethnic minority heritage and females:



- 8.21 It is clear from the initial work undertaken with the Police Race Action Plan that there are long standing challenges that will take time to impact. Work in this area is cross cutting but should support the force's drive to improve representation across the organisation. In the last twelve months the force has held several community engagement events that are helping to shape activity in relation to delivering the plan. The force website provides some clear messaging about diversity, equality, and inclusion, and what it means for South Yorkshire Police, creating a positive working environment that values diversity.
- 8.22 The Leadership Academy includes a range of learning outcomes supporting equality, diversity and inclusion including an inclusive leadership section within our next level leader's programme. The Leadership Academy aims to support the development of behaviours that reinforce and actively promote the forces FIT values (fairness, integrity, and trust).
- 8.23 The development of an inclusive working environment is supported through the work of the Equality Hub. The forces support networks continue to grow and see greater consistency under the support of the Equality Hub umbrella. In 2022, much of the work conducted by the Equality Hub has been around visibility and improving the awareness of internal networks, which has been achieved through presentations to new starters, senior leaders and first line leader programmes.

- 8.24 During 2022, presentations were made to new staff in the force control room, student police officers, and at sergeant development courses. This approach identified several benefits, of which one key success was to ensure staff and officers feel supported in the workplace: with networks offering a multitude of options. These presentations continue to develop and be delivered to all new staff/ officers joining the organisation.
- 8.25 Staff Networks are also now becoming a regular feature in decision making, called upon via the Equality Hub to offer 'lived experience' with regards to policy making and decision-making. This has been particularly useful recently with regards to changes to the forces Flexible Working Policy, part of which was encouraged by our Dementia Support Group who wanted to improve the flexibility offered to staff/officers with caring responsibilities for a relative with dementia.
- 8.26 The PCC's Independent Custody Visitors conference welcomed the Equality Hub and the LGBT+ network to provide information on the networks' delivery and to discuss LGBT+ detainees and the processes in place in custody.
- 8.27 The Equality Hub hosted its first ever 'Inclusion Conference' in December 2022 with the theme of 'Celebrating our Staff Networks'. Uptake for this event was positive, with attendance almost double the original expectation. The event was a real opportunity for the force networks to celebrate the work they have been involved in and for officers and staff to learn more about the networks' offer. Following its success, this will now become a regular annual event following a new theme each year.

Fair allocation of police resources

- 8.28 Whilst the force is continuing to recruit well to align with the plans set out by the Home Office and has plans to maintain officer numbers in the future, in order to achieve this, an estimated 300 officers will need to join the organisation each year.
- 8.29 October 2022 has seen the very first PEQF cohort - the first force Degree Holder Entry Programme (DHEP) cohort - achieve full operational competency. These are the first fully qualified recruits to be delivered to support district resources in 18 months. In October, including students, the force had around 800 police constables undertaking response-based activity.
- 8.30 Most of the newly qualified officers are deploying into existing police office vacancies into response functions where they will provide a visible policing presence. However, some have also deployed into more specialist investigation roles.
- 8.31 Additionally, 13 students completed the Detective Now programme in January to enter more specialist district roles. Nearly 300 first and second year student

officers will rotate through district attachments each month, adding to visibility and activity. The size of the response function in Doncaster district has also been increased by 20 posts. Based on current projections district response functions will be fully resourced by Quarter Three in 2023/2024.

- 8.32 The student pipeline, now established, will continue to flow. There will be a stage whereby some 600 officers (a fifth of the force officer profile) will be student officers. This presents a challenge for the continuing high levels of students who will require tuition and support.
- 8.33 The total officer headcount has risen to 3,113 as of 31 March 2023 compared to 2,477 when the Uplift Programme commenced. The force has exceeded the National Uplift Target (3,039 officers) and recruited sufficient officers to also cover precept commitments. Within this the force has also provided officers to support regional Counter Terrorism Policing (CTPNE) as well as meet the additional National Uplift Target to provide officers to the Yorkshire and Humber Regional and Organised Crime Unit (YH-ROCU). Meeting these targets has secured the provision of national funding for the force.
- 8.34 The force has been working on a Core and Flex model to support workforce resourcing to enable the operating model to provide both a capability to adapt to the dynamic needs of the organisation, as well as bringing a structure and guide for resource planning. People and Organisational Development (POD) have been working to define the principles and operating model numbers which can now be reviewed with Business Change and Innovation colleagues to bring into the Core and Flex methodology.
- 8.35 The force lead for community engagement has reviewed processes and recognised that there are some inconsistencies across the force in the extent of public facing meetings that are available with engagement from the police, partners and the public. Whilst some meetings are met with limited attendance it is important to continue providing this opportunity for the public to engage with their local policing teams, and as such the meeting structures are being reviewed.

9 VALUE FOR MONEY

- 9.1 It is important for the force to provide value for money and the best possible service that the public want to see, balancing preventative and reactive functions. HMICFRS graded the force as 'Outstanding' for good use of resources, which includes an assessment of financial planning.
- 9.2 HMICFRS produce an extensive annual 'value for money' profile, which the force uses to compare nationally with other forces in areas of finance and resources. These findings are considered by the Senior Command Team (SCT) and any areas of interest for potential future efficiencies can then be reviewed. The change programme delivered by Business Change and Innovation is aligned to support efficiencies where required, assess the changing nature of demand within the force, and identify and track any benefits associated with

change. As such, value for money in the decision-making through the internal governance processes can be scrutinised and evidenced.

- 9.3 The officer uplift programme and internal investment in officer increases has changed the future landscape for the force and this has required investment into facilities, training, recruitment, and other support areas in force. Despite the uncertainty of the long-term financial position, the force is well equipped to deliver in 2023/24, and the decision-making process in ensuring Value for Money is evidenced within the Force Management Statement as submitted to HMICFRS within their inspection process.

10 SUMMARY

- 10.1 The PCC and the public should be fully reassured that the force has clear arrangements in place to deliver performance against the PCC's Police and Crime Plan priorities and is fully committed to working in partnership to do so.

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PUBLIC ACCOUNTABILITY BOARD

SOUTH YORKSHIRE POLICE

DATE: 04 MAY 2023

SOUTH YORKSHIRE POLICE PERFORMANCE AND GOVERNANCE ARRANGEMENTS TO DELIVER THE POLICE AND CRIME COMMISSIONER'S POLICE AND CRIME PLAN 2023-25

REPORT OF THE CHIEF CONSTABLE

1 PURPOSE OF REPORT

- 1.1 To update Police and Crime Commissioner (PCC) as to the Chief Constable's plan to support the Police and Crime Plan 2023-2025.

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

- 2.1 The PCC considers and discusses the contents of this report and approves the Chief Constable's proposals to how the force will deliver the Police and Crime Plan.

3 BACKGROUND

- 3.1 The PCC's Police and Crime Plan identifies three priority areas:
- Protecting Vulnerable People (PVP)
 - Tackling Crime and ASB (antisocial behaviour)
 - Treating People Fairly
- 3.2 Appendix One illustrates the areas of focus that the PCC will be holding South Yorkshire Police to account for in relation to these priorities in the coming year. In addition, four 'Fundamental Principles' are applied across the requirements, which are:
- Put victims first
 - Improve public trust and confidence in policing
 - Demonstrate value for money
 - Support sustainability
- 3.3 Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) inspections provide independent assessments on the force. In 2021/ 22 the force was assessed by HMICFRS as to how they performed in ten key areas; the findings of which have recently been published in early 2023. From the nine areas of policing which are graded, the force received 'Outstanding' for three, 'Good' for five areas and one area deemed 'Adequate': a much-improved picture from the previous inspection. Appendix two provides a summary of this report.

Outstanding	Good	Adequate	Requires improvement	Inadequate
Preventing crime	Recording data about crime	Responding to the public		
Protecting vulnerable people	Investigating crime			
Good use of resources	Treatment of the public			
	Managing offenders			
	Developing a positive workplace			

4 **GOVERNANCE AND PLAN DELIVERY**

- 4.1 The force's Plan on a Page sets out how it will deliver the PCC's Police and Crime Plan with activity directed to:
- deliver an outstanding neighbourhood policing service;
 - deliver a whole-system approach to the protection of vulnerable people; and
 - reduce serious crimes and bring offenders to justice
- 4.2 The Plan on a Page 'foundations of success' that will deliver these priorities are
- collaborate in effective partnerships;
 - deliver excellent victim-led service;
 - communicate and engage effectively;
 - use technology and data effectively;
 - use our understanding of demand to allocate resources appropriately;
 - attract and develop a diverse, engaged, skilled, and productive workforce;
 - foster an inclusive workplace where everyone feels valued;
 - develop leaders who support, motivate and inspire.
- 4.3 The Plan on a Page 'foundations of success' that will deliver improvements in efficiency and productivity are:
- design and maintain processes which properly support our service
 - use our resources well;
 - provide value for money through effective financial management;
 - governance and compliance
- 4.4 The force has an effective and comprehensive Performance Management Framework in place to support the Plan on a Page and deliver against the operational requirements of the Police and Crime Plan. This framework will continue to be developed each year to reflect the current position of delivery within the force.
- 4.5 The Performance Management Framework will be reviewed in 2023/24, following the finalisation of the 2023 Force Management Statement, and in addition to the Police and Crime Plan requirements, will remain cognisant of the Home Office's Beating Crime Plan; National Crime and Policing Measures; HMICFRS Reducing Crime Narrative; learning from national and force specific HMICFRS inspection recommendations; the force's Strategic Intelligence Assessment and Control

Strategy; Joint Strategic Intelligence Assessment priorities and internal audits. It is designed to support the groundwork for future operational challenges for the organisation in the coming years.

- 4.6 Key to the force in delivering all aspects of the Plan on a Page and the Police and Crime Plan is the focus on developing and established partnerships, seeking future collaborative opportunities where they will deliver effective performance and reviewing existing collaborations to ensure they remain effective for the organisation. The Collaboration Effectiveness Framework will continue to be used in 2023/24 to provide the required evidence of the success, or otherwise, of such arrangements.
- 4.7 The force has an effective and robust regime to monitor compliance, performance and hold business leads to account to drive delivery of the Police and Crime Plan.
- 4.8 Force performance day (monthly meeting), chaired by the Deputy Chief Constable is attended by district/departmental heads and representatives from the OPCC and HMICFRS. Here, the force assesses progress against its priorities and the Police and Crime Plan. This meeting will continue to inform the PCC's Public Accountability Board (PAB) providing reassurance in an open forum as to the progress achieved or highlight specific challenges.
- 4.9 Each member of the Senior Command Team (SCT) holds their respective portfolio district/departmental heads to account through a series of local quarterly performance review meetings. The monthly Force Performance Day focusses on strategic delivery of the Performance Management Framework, and localised accountability sits within the district and departmental Quarterly Performance Reviews. In support of this, a comprehensive suite of performance management dashboards has been developed to inform the delivery, and this work continues with the force investment into MS Power BI, which will enhance the accessibility of analytical datasets further.
- 4.10 The Deputy Chief Constable chairs regular meetings with SCT, to ensure progress against HMICFRS recommendations, supported by the Strategic Delivery Unit.
- 4.11 The force has a network of force Thematic Leads in key areas aligned to the force Control Strategy and for both crime and non-crime performance areas. Thematic leads ensure that the force work-streams and policies are commensurate with the National Police Chief's Council (NPCC) wider strategic requirements in each thematic area. The thematic lead allocation list has recently been refreshed and training to leads will be developed into 2023/24; led by Performance and Governance department.
- 4.12 Members of SCT chair governance arrangements overseeing their portfolio areas, which are currently subject to review within Business Change and Innovation (BC&I). Thematic Leads are also responsible for producing strategies and supporting the Control Strategy 2021-2024 requirements, and ensuring the force is sighted on national changes within that area of delivery. The force Strategic Intelligence Assessment (SIA) is also under development, and will support the force's understanding of threat, risk and harm in the production of the force Control Strategy. The existing Control Strategy is shown in Appendix Three.
- 4.13 The force will continue to inform and update existing PCC assurance / advisory groups and independent panels as part of the holding to account arrangements.

5 PROTECTING VULNERABLE PEOPLE

- 5.1 The recent PEEL inspection by HMICFRS highlighted positive work in this area and the resultant grading was 'Outstanding'. The report highlighted good practice in a number of areas but specifically that of governance and a positive understanding of the scale and nature of vulnerability.
- 5.2 The force continues to work in partnership to protect vulnerable people. The nationally recognised Philomena Protocol is now embedded within Compact (missing persons recording system). This scheme asks carers to identify children and young people who are at risk of going missing and to record vital information about them that can be used to help find them quickly and safely in the event of a missing episode. The completed forms are stored on Compact for easy access to staff and this information drives local safeguarding processes around Child Exploitation.
- 5.3 The force strategy puts steps in place to raise awareness and improve the first line response to missing people and ensure an effective and appropriate risk assessment and investigative response to missing people, with effective supervision. The force aims to ensure consistency across the districts in the response to missing person incidents, that the links between missing children and CCE/CSE are fully explored, and that the problem-solving processes are embedded in daily activity.
- 5.4 Whilst Compact does offer some data reporting capability within it around volumes, risk level and the associated demographics of those reported missing, it is in isolation to other policing systems such as Connect. The Performance Management Unit is now beginning work to develop a reporting tool within Power BI to support the force with insightful analysis of the data within Compact.
- 5.5 Work is ongoing in South Yorkshire to support a multiagency approach to first-time missing children, to identify what additional care can be offered to address the reasons behind missing episodes, leading to early identification and reduction in long-term demand.
- 5.6 All four district areas are signed up to the South Yorkshire Missing from Home and Care Protocol, which has been reviewed in 2021. The agreement to this has been extended until June 2023 when it is due for review. The work now is to establish greater engagement with the voluntary sector and to continue to ensure the pathways available are appropriate for the needs of the missing persons.
- 5.7 The use of Police Protection Powers (PPP) is seen to have increased across districts in the past 18 months, however this is likely down to increased transparency and knowledge of recording practices, rather than an increase in children requiring protection under PPP. PPP is a power available to Police Officers when they have reasonable cause to believe a child would otherwise suffer significant harm. The use of Police Protection Powers remains appropriate and are reviewed when invoked. Analysis shows that the use of these powers is less frequent, but this is seen as a positive step; as the correct support is being put in place when concerns are first identified.
- 5.8 All districts have resources dedicated to supporting the investigation and locating of missing people, provide expertise around enquiries, and then support longer-term problem-solving work. Work is currently ongoing to understand how good practice in each area can be effectively shared and implemented. Benefits such as having a resource specialised in the use of telecoms data for example, can support the effectiveness of the investigative process. In all areas, wider problem-solving activity is

being encouraged to support demand reduction and ensure vulnerable missing people are afforded the correct service provision at the earliest opportunity.

- 5.9 The force mental health thematic lead and mental health coordinators are embedded within the Integrated Care Board's partnership arrangements at all levels. This creates an environment where objectives can be set jointly, data shared to inform decision making and processes formulated end to end. Having been involved in a significant piece of work with the mental health provider collaborative, including engagement with those with lived experience, they have recently agreed a standard operating procedure (SOP) for the processes surrounding the use of detention powers under Section 136 Mental Health Act.
- 5.10 This SOP seeks to ensure that mental health professional advice is available to police officers when considering a detention and that those detained are transported by an ambulance, rather than in a Police vehicle. In addition, the partnership has undertaken a significant amount of work to deliver an improving picture across the county in terms of alternative provision for crisis, including arrangements for police officers to gain direct access in appropriate cases.
- 5.11 In 2022, the force launched a Mental Health Alert Card in partnership with the patient ambassador from Sheffield Health and Social Care Trust. This is a credit card sized card, applied for by individuals with mental health related issues, that informs police and emergency services how / why they may present in a certain way and how best to deal with them if in crisis. Work will continue into 2023/24 within this area as it continues to support individuals who come into contact with police and other services.
- 5.12 In Doncaster and Rotherham districts, the force now has a Mental Health Response Vehicle (MHRV) as part of daily business. This is an unmarked ambulance staffed completely by Yorkshire Ambulance Service, who respond to both live incidents and to those in crisis, such as Section 136 detainees. A further MHRV is expected to be commissioned for South Yorkshire in the coming financial year, where full county coverage will be established.
- 5.13 An Integrated Care Board collaborative 'Health Based Place of Safety' working group has also been established during the last year, with South Yorkshire Police as a key stakeholder. The force mental health lead presented at an event in February, where the partnership sought to identify what the county needs in terms of place of safety capacity and, equally as important, quality of accommodation. This is a long-term piece of work, which has the potential to significantly improve the joint response to mental health and really enhance the treatment of those in crisis.
- 5.14 Early indications of this work are encouraging, with a significant reduction in recorded mental health incidents by the force (1050 fewer in 2022 than 2021) and a current reduction from 2022 of 23 per cent to date in 2023. There were also 30 fewer Section 136 detentions in December 2022 and January 2023 compared to the previous year, and police officer time spent with those detained under the power has halved.
- 5.15 The force also is moving forward with the 'Right Care Right Person' initiative, which seeks to ensure that those who require health related interventions are dealt with by the appropriate agency rather than the Police at the first point of contact. The initial phase commences on 20th March 2023, where the force will not attend certain requests for 'welfare checks' and instead seek to signpost to the most appropriate agency. The force continue to work with our partners to ensure this is delivered appropriately and effectively and this will continue into 2023/24.

- 5.16 The national focus on **Violence Against Women and Girls** continues to be welcomed by the force, ensuring the focus of work cuts across the various thematic aspects of criminality, and links into the force's cultural programme, working closely with the force's People and Organisational Development (POD) department and The Professional Standards Department (PSD).
- 5.17 To support the delivery of the national framework, the force continues to run three task and finish groups, aligned to three VAWG strategic intents; Build Trust and Confidence; Relentless Perpetrator Pursuit; and Create Safer Spaces.
- 5.18 Build Trust and Confidence: Chief Constable Lauren Poultney is the national lead for Counter Corruption and the force invests heavily in supporting local and national delivery. Good practice and learning are regularly shared across the force. Listening circles were set up across the force to understand the scale of any issues which might exist internally; this supported the 'upstander, not bystander' campaign in calling out and reporting inappropriate behaviour.
- 5.19 Professional Standards Department (PSD) will be engaging with SafeLives and local partners to run training and awareness sessions around how the force deals with police-perpetrated Domestic Abuse (DA). This will improve victim confidence in the light of the Centre for Women's Justice Super Complaint on police-perpetrated DA.
- 5.20 Although PSD has robust plans in place to support rooting out corruption from within the workforce, the force welcomes the HMICFRS Vetting Inspection in April 2023 to identify any further areas of improvement.
- 5.21 Relentless Perpetrator Pursuit: Training is being developed and delivered to officers and staff in relation to how trauma impacts VAWG victims, and those who investigate it.
- 5.22 The policing of VAWG offending has been built into the force's night-time economy plans. Operation Sentinel is a multi-agency response to policing VAWG in identified high-risk locations. This is now being embedded across all districts. The operation aims to raise awareness with partner agencies of the safety of members of the public enjoying the night-time economy.
- 5.23 The response to stalking and harassment will develop and adapt as the force conducts changes in the strategic approach to VAWG. The force intends to further improve crime data accuracy in the recording of stalking and harassment offences, monitored through qualitative assessments on a quarterly basis. The force is also delivering training to ensure that offences of Stalking and Harassment are clearly recognised and understood, to ensure appropriate service delivery, victim care and offender focus.
- 5.24 Funding was secured from the OPCC to develop a targeted offender programme for perpetrators of domestic abuse, particularly stalking, teenager on teenager, or teenager on parent offences. The scope and breadth of this is currently in development and is expected to be delivered in 2023.
- 5.25 Work within the Digital Forensics Unit is ongoing to reduce the timelines for digital forensic work, this will impact many Stalking/ Harassment cases given the high proportional of investigations with a digital footprint. The improvement in this area is key as the timeliness can later have an impact on the victim, sentencing and the length of time a suspect is held subject to police bail.

- 5.26 An audit focus will also be placed upon victimless/ evidence led prosecutions and to allow for a greater understanding of why victims might choose not to pursue a formal complaint; and develop the support offered as an alternative.
- 5.27 Despite the continued relentless work to bring the topics of Honour Based Abuse (HBA), Forced Marriage (FM) and Female Genital Mutilation (FGM) to the forefront of societal knowledge they are still vastly under-reported offences, and South Yorkshire Police is not alone nationally in this challenge.
- 5.28 The force continues to work closely with leading HBA charity, Karma Nirvana which has a dedicated strategy with the ultimate aim of ending Honour Based Violence within the UK. This partnership is embraced within force and assists in assisting to raise awareness amongst officers.
- 5.29 South Yorkshire Police continues to be one of the leading forces in the number of FGM and FM protection orders granted, obtaining the first FM protection order in 2018. This has continued since with 11 Forced Marriage Protection Orders and 10 FGM Protection Orders granted between January 2022 and March 2023. Further work is to continue to ensure teams dealing with these offences are suitably skilled and supported. Training which was provided to force Control Room staff by the force thematic lead for HBA within the last year was commended within the recent HMICFRS inspection.
- 5.30 Create Safer Spaces: Problem profiles have and will lead to the identification of where risk lies in private, public or online spaces; meaning the force can then focus activities effectively. The force has also supported the use of the 'Streetsafe' tool to inform this understanding.
- 5.31 The TravelSafe Partnership role promotes the effective investigation of crime and ASB committed on and around the public transport network, providing investigative oversight and assistance. The TravelSafe Partnership and the TravelSafe officer work together to keep those using & working on public transport and the public transport network safe.
- 5.32 The Travelsafe role has encouraged partners to sign up to the Violence Reduction Unit's VAWG statement of intent and will also be working with South Yorkshire Mayoral Combined Authority's VAWG Coordinator to discuss pieces of work to make public transport and transport hubs become safer spaces for women and girls, by raising the awareness and challenging behaviours.
- 5.33 The coordinator will also sit on a VAWG focus group with the force's strategic lead, National VAWG Taskforce and Doncaster Service Manager for a Young Peoples Service, to develop a Virtual Reality Training Production to raise awareness of VAWG. This will specifically be focusing around keeping women and girls safe on the public transport network. This training package will be delivered to the staff in the Interchanges and on the public transport network to recognise the signs of VAWG and to encourage people to challenge behaviour. The Travelsafe role is also involved in the Safer Spaces designing out initiative to review and improve CCTV at transport Interchanges.
- 5.34 A number of key changes introduced over the past 12 months are now contributing to a positive and continued improvement in performance on Rape and Serious Sexual Offences (RASSO).
- 5.35 A RASSO specific problem profile has been created and tactical tasking and co-ordination group (TTCG) RASSO inputs have been revised. In addition to this, the force has created a comprehensive RASSO 4P improvement plan. Weekly scrutiny takes place of all Crown Prosecution Service (CPS) rejected cases and identification of all

cases for mandatory or discretionary Early Investigative Advice Cases. This is set to continue in 2023/24.

- 5.36 The force has created dedicated RASSO champions across all districts who can be spoken to in confidence for advice and guidance. In addition to this the force has recently trained 65 specialist trained front line officers (STOs) to ensure that they, as first responders are equipped to deal with that crucial initial call for help, whether that be within the community or within the organisation.
- 5.37 A RASSO specific Quality Assurance Thematic Testing (QATT) sampling process has been implemented within force to quality assure all filed and live RASSO investigations in order to drive further improvements and ensure a high level of victim service.
- 5.38 A RASSO partnership scrutiny panel is established to quality assure RASSO files – both live investigations and those that have been filed as No Further Action. The panel meets on a quarterly basis and is attended by the force's RASSO district champions, Independent Sexual Violence Advisors representatives, Criminal Justice Unit (CJU), Crown Prosecution Service and the OPCC.
- 5.39 The RASSO district champions are each given four files to review each quarter following a RASSO specific QATT. Findings are then discussed at the meeting, considering areas for improvement and good practice. This ensures that the force can learn and develop to provide the best possible service to victims of rape and serious sexual offences.
- 5.40 Partners have also been trained by South Yorkshire Police in obtaining anonymous intelligence from victims who self-refer. The force RASSO lead has also reached out to survivor groups to incorporate their experiences and voices into learning delivery.
- 5.41 A RASSO specific victim booklet has been created which is specifically designed for victims of rape and serious sexual offences. It contains sections on the different phases of an investigation, a section of support services and an FAQ section. The purpose of the booklet is to provide victims with the relevant information and access to support that they would not necessarily receive through the more generic booklet. Partner agencies, together with victim/survivor groups, have contributed to the formulation of the booklet.
- 5.42 The force recognises the complex nature of sex work and prostitution and have appointed a dedicated thematic lead for this area. It is understood that many of those involved in sex work do so due to issues around finance, either through dependency issues, reductions in benefits or to assist others / dependents. As such, the force adopts an engagement style approach for those involved directly in sex work, more specifically on street sex work.
- 5.43 Much of the engagement is through third party agencies, for example the Amber project in Doncaster and Sheffield Working Women's Opportunities Project. These agencies engage with women (these are gender specific agencies) concerning issues such as housing and benefits, along with establishing reasons for behaviours and providing women with valuable skills to leave the arena of sex work to develop themselves, through training and/or education.
- 5.44 The project groups are a great asset to the links between sex workers and the police and provide an invaluable service to those who want to engage. Continued involvement, along with the force focus is paramount to the multi-agency working in providing appropriate safeguarding, help, reassurance and guidance.

- 5.45 Regular engagement through high visibility police patrols within areas with visible sex workers enables officers to have up to date information, signpost to the associated project, and submission of vulnerable adult forms where appropriate. This helps to ensure the force provides the best multi-agency service possible.
- 5.46 Whilst the Violence Against Women and Girls work impacts on the **Domestic Abuse (DA)** delivery, the force is keen to acknowledge that the work to support DA victims does not focus on gender, and men are also victims, and women also perpetrators within this area of criminality
- 5.47 The force recently introduced the use of a GoodSAM platform to support response to Domestic Abuse offences. The platform has five main uses at present:
- Requesting a live video feed from a caller's phone
 - Requesting a live location feed from a caller's phone
 - Allowing a caller to send attachments direct to a call handler (photos etc.)
 - The ability to conduct a 'Webchat' with a caller in a different language
 - Recorded video calls, allowing officers to virtually meet with the victim for those incidents where the risk to the victim and wider public is assessed to be low.
- 5.48 During the trial, where the offender was not present and only with victim agreement, officers were able to complete DA risk assessments, take statements, and open investigations (including creating investigation plans). The Rapid Video Response (RVR) officers also submitted referrals to other agencies such as social services, where necessary. Between 14 November 2022 and 10 December 2022, RVR officers conducted over 65 video calls with victims of Domestic Abuse. Of these engagements, 95 per cent were successful in that the officers were able to create investigations effectively with sufficient information.
- 5.49 This process provided a quicker service for the victim and avoided the officer travelling to the victim's location. Not all of the incidents dealt with by RVR were crime incidents, and in fact 29 per cent did not require further action by the police, thus freeing up the time for response officers to focus on attendance at crime and higher risk incidents. The feedback from users has been overwhelmingly positive and the operational benefits immediate. The force continues to use GoodSAM; however, further work is required to establish the best way to resource the permanent implementation of RVR officers for DA.
- 5.50 A DA problem-solving pilot is now established in Sheffield, this looks at the highest risk DA perpetrators supported by independent domestic abuse services (IDAS) complex case IDVAS. Although it is too early to comment on its effectiveness, there has already been some positive work done in support of individuals, and Violence Reduction Unit funding will take the pilot into 2023/24.
- 5.51 The Repeat Victim Index (RVI) reporting product has been rolled out across the force and the DA section prompts work at district level. It is hoped that the work on the problem-solving pilot coupled with the roll out of DA conditional cautions later in 2023 will add to the tactical toolkit for the management of repeat DA relationships.
- 5.52 The force continues to perform well in terms of DA victim satisfaction achieving 79 per cent satisfaction in the 12 months to February 2023. The force also delivered a strong service in the treatment of DA victims, with 93 per cent of the sampled victims satisfied with this aspect of service. Feeding back action taken and providing follow up to victims continues to be an area of focus in 2023/24. The force also continues to work with IDVAS and third sector agencies to seek out feedback and act on areas for improvement. The

VAWG independent advisory group (IAG) and the DA scrutiny panel are notable forums for this work.

- 5.53 The DA Matters training and subsequent Child Matters training has underlined the importance of capturing the voice of the victim and the voice of the child. The new domestic abuse risk assessment (DARA) that replaces the domestic abuse stalking and harassment (DASH) assessment will be rolled out in force in 2023/24. This will be supported with online training for frontline officers and staff. Work continues to refine the referral process to children's social care for children exposed to DA, and for Operation Encompass.
- 5.54 Rotherham district are currently piloting an early intervention programme with children's social care to reduce parental conflict, which will continue into 2023.
- 5.55 The force is developing training that aims to improve the quality of file submissions to the CPS. This links to national work coordinated by the NPCC and CPS to improve conviction rates for DA. The force DA lead will be attending seminars with the CPS to identify barriers to the prosecution of DA cases locally and identify and implement solutions.
- 5.56 The force has also recently rolled out DA investigators guide which is designed to assist frontline staff on patrol and in DA investigation teams to effectively investigate DA crimes. It includes all the recent changes to legislation and will be periodically updated by the Investigations Improvement Unit.
- 5.57 South Yorkshire Police continues to improve its response to **tackling the exploitation of adults and children**. Child Sexual Exploitation harms some of the most vulnerable in communities, and the force remains committed to delivering recognised national best practice to this type of criminality which continues to be a subject of significant local and national interest.
- 5.58 To enhance victim care, the force continues to develop a trauma-informed approach to victims, placing trauma at the centre of how the force delivers a compassionate and engaged service through six key principles:
- Safety: Keeping and supporting victims to feel safe
 - Trust & Transparency: Being clear and transparent with victims to build their trust
 - Peer Support: Providing victims with access to peers who are best placed to support them through shared similar experiences
 - Collaboration: Continue working with relevant partners to support victims
 - Empowerment: Ensuring victims are allowed to recover and move on in their life
 - Humility & Responsiveness: Ensuring the force actively listens and act on feedback
- 5.59 South Yorkshire Police has a dedicated CSE Policy, a Child Abuse and Exploitation Strategy 2021-2023 and a CSE Delivery Plan. These continue to provide appropriate direction and policy as to how districts and officers/staff should respond to reports.
- 5.60 The force engages with regional and national partners to keep informed and sighted on best practice, innovation and share collective learning. The collaborative approach increases the force's ability to be dynamic and to evolve to accommodate changing victim needs and offending behaviour. This includes:
- National Group Based CSE Offending Group
 - National Child Sexual Abuse Prevent/Pursue Boards
 - Regional CSEA Threat Reduction Group

- Regional Joint Vulnerability and Children & Young Persons Meeting
- 5.61 Positive outcomes continue to be promoted through successful prosecutions and convictions, to give victims and survivors more confidence to report their own abuse. Training opportunities are in place for officers and staff to ensure knowledge and awareness continues to develop. Whilst continual improvement is sought to improve the overall response to CSE, challenges still exist especially with regards to victim engagement during the process of their exploitation.
- 5.62 In 2022, 330 **CSE** related crimes reached a formal outcome, with 7 per cent resulting in an action taken outcome; charge/summons, or adult caution. However, 8 per cent were filed as 'Evidential Difficulties Victim Based- Suspect Not Identified: Crime Confirmed but The Victim Either Declines or Unable To Support Further Police Investigation To Identify The Offender' and 19 per cent were filed as 'Evidential difficulties – Victim does not or has withdrawn support for police action'. There remains a challenge in the progression of investigations to action taken outcomes being achieved.
- 5.63 The primary mechanism for multi-agency oversight on cases involving **Child Exploitation** continues to be the MACE process. This is a national framework and is embedded across all four districts of South Yorkshire. All districts hold a weekly MACE meeting which is well attended by multi-agency professionals, including education, health, social care, police, probation, youth crime prevention, youth offending services and psychological services. Children most at risk of exploitation are referred into the MACE process (which includes children subjected to both CSE and/or CCE). Action relating to safeguarding, diversion, prevention, and additional support are outcomes from MACE, which is a victim focused process. The force has recently appointed a centralised, dedicated child exploitation officer, whose role will include responsibility for the review of MACE decision making, ensuring consistency of approach across all four districts.
- 5.64 South Yorkshire Police has had support from National County Lines Coordination Centre regarding and were subject to a peer review in Sep 2021, to which good practice was identified and recognition provided as to how well the process had been embedded with partners across the four districts.
- 5.65 The force has participated in the recent national working group along with other forces to design and implement a new national training package for Op Makesafe to generate greater consistency across the policing service. A decision at this panel was that no further test purchase (TP) operations shall be carried out unless it is for a specific operation. The ultimate penalty for not passing a TP is further training so it was recognised that the use of TP in fact puts up unnecessary barriers between the police and the staff when education is the ultimate goal.
- 5.66 Child Abduction Warning Notices (CAWN) are intended as a disruption tool to prevent inappropriate contact by adults with children who may be at risk of harm because of their relationship. When used appropriately they have been proven to be an effective measure to prevent further contact. The use of CAWNs has been highlighted in the Home Office enhanced exploitation disruption toolkit as a tactical option for all applicable exploitation concerns. During 2022, a total of 79 CAWNs were issued in South Yorkshire
- 5.67 The force has launched a new child exploitation awareness campaign in March 2023, which focuses on CSE, CCE and County Lines. Led by the Corporate Communications department, this has an internal and external element of this which will have the primary aim of continuing to raise awareness of child exploitation, whilst providing the public and

professionals with the right information for them to become more confident in identifying and reporting concerns or incidents to the police/partnership. Spotting the signs, using professional curiosity, and effectively responding to all reports of child exploitation will be the focus of the internal campaign, as well as promoting the submission of intelligence for police and partners. The campaign has been developed in consultation with Rotherham CSE survivors.

- 5.68 Vulnerable Child referral forms have also been reviewed during the last year within the PVP Governance unit, and the form has been amended in-line with partners to ensure adequate and useful information is being shared to allow all parties to make reasonable and rationale assessments. The new form will incorporate sections around stop search and children who come into custody. The design of the amended form will ensure that partners are getting all the information required. The amended form is nearing a roll out stage, there are delays in progressing the systems behind this, but it is intended that this will be launched shortly within year 2023/24.
- 5.69 The force has an online reporting portal on the CSE webpage. This has a knowledge bank attached to it containing information about CSE and allows members of the public to report incidents and pass information directly to the police. Crimestoppers and the NSPCC are also organisations which allow for the reporting of CSE information. Both organisations work closely with police and other law enforcement agencies and share information on a regular basis. This was an area of strength identified by HMIC during a group based CSE thematic inspection.
- 5.70 Training to support CSE investigative delivery continues. Recent inputs include district supervisor away days, Local Referral Unit CPD, Child Matters Training and Op Hydrant CPD. A dedicated CSE package has been developed in collaboration with the Metropolitan Police, which will allow frontline officers the opportunity to test their response in an interactive scenario-based environment. This is expected to launch in summer 2023.
- 5.71 Child Matters training commenced in September 2021 and continues to be delivered to the force and external partners from all statutory agencies, this being Social Care, Health, and Education. At the end of March 2023, a total of 88 face to face training sessions have been held with nearly 5,350 attendees. The force has been recognised for the exemplary work that has been undertaken in relation to child neglect with a significant improvement in the quality of information that is shared with partner agencies as a result. The work has also been independently reviewed by the NSPCC with positive findings. The submission of vulnerable child referrals continues to be of excellent quality, ensuring that the concerns identified by officers are clearly articulated to ensure the right support is put in place for children who encounter officers and staff.
- 5.72 Moving into 2023/24, it is intended that a full day training will continue for new staff and those that may have missed the initial phase. There will also be continued CPD sessions for staff looking at the progression of the work, and also reviewing and sharing lessons learnt from recently published safeguarding Practice Reviews where failings have been identified nationally.
- 5.73 The force continues its work with partners to adopt a consistent approach to managing vulnerable adults. The force lead for Vulnerable Adults has a key focus for ensuring officers are sufficiently trained including through multi-agency approaches.
- 5.74 In reviewing the effectiveness of safeguarding activities, the force lead is undertaking a review of the adult referral processes. This has led to the vulnerable adult referral form

being redesigned in conjunction with the four social care authorities. A trial of this has taken place in Barnsley which received positive feedback; highlighting that quicker decision making about what action is required and by which agency as the benefits. Consideration is now being given to this being rolled out force wide.

- 5.75 Sheffield officers have been running a project to design a new adult MASH (multi-agency-safeguarding-hub) which is due to start from March 2023. The aim is to allow early multi-agency sharing of information relating to adults to allow better recognition of vulnerabilities and clear signposting of early intervention work.
- 5.76 **Modern Slavery** training and inputs are delivered in several different courses such as CID courses at various ranks, and student police officer learning sessions, which will continue into 2023/24. All Modern Slavery investigations have bespoke tactical Modern Slavery advice provided by investigators from the Modern Slavery Team, prior to an investigation being allocated to a district investigator to continue enquiries.
- 5.77 The Modern Slavery Team also proactively scope incidents and investigations and speak frequently with investigators to offer advice and guidance to ensure investigations are conducted to a high standard and this will continue. A dedicated intranet page exists with all relevant reference material and documentation to support investigators which is continually reviewed and updated.
- 5.78 The crime training department attended a 'train the trainer' event to deliver a four-day Modern Slavery Course internally within SYP. Into 2023/24, this will be progressed for further roll out.
- 5.79 MSHT champions are located at all districts across the force and are asked to support local investigators with investigation concerning Modern Slavery with a view that they are conducted to the highest possible standard. The cohort of MSHT Champions is regularly reviewed and during the next financial year it is anticipated that further champions will be recruited into the cohort to provide specialist advice and support locally.
- 5.80 Quarterly meetings are held with the cohort to ensure that they are updated on any key developments nationally, regionally and or locally to ensure that they remain suitably competent and skilled to perform the role. A cohort of Modern Slavery Victim Liaison officers have also been trained and are utilised to deliver a high level of victim engagement and support.
- 5.81 Into 2023/24, the force will continue in respect of working with the accommodation providers to seek opportunities for preventative information and support to residents with a view to reducing the likelihood that exploitation will take place.
- 5.82 Many of the offences included within the protecting vulnerable people arena are classified as **cybercrime**, in that they are committed using computers or assisted by online technology. It is a challenge for the organisation to effectively prevent the criminality and much is unreported by victims to the police.
- 5.83 Since August 2022, when the Cyber Protect officer was recruited into the force, events to highlight the dangers of cybercrime have taken place. Pop-up events have been held across the force area to engage with the wider public. To support this, social media campaigns utilising Instagram Q&A sessions and radio interviews have been held to assist in highlighting the dangers of cybercrime. This important work will continue into 2023/24.

- 5.84 Proactive work is ongoing in force to raise awareness of the Northeast Business Resilience Centre and support direct referrals to this collaborative regional group. Into 2023/24, further plans are in place to hold events for businesses to attend and participate in presentations to be given around the dangers of cybercrime. This will also incorporate the promotion of PCA (Police Cyber Alarm).
- 5.85 The cyber teams in both PURSUE and PROTECT work closely with the regional team to support operations. A live example is 'Cyber Switch Up' which is being run by regional colleagues and is being proactively supported by SYP. The cyber team work closely with NEBRC and each business which is a victim of cyber related crime, who are then signposted to the NEBRC as a result.
- 5.86 Work has been undertaken in schools and with local authorities to raise awareness and safeguard vulnerable individuals from being at risk of cybercrime. These events including a combination of online webinar sessions and 'in person' events. This work will continue; with further events planned with schools and local authorities.

TACKLING CRIME AND ASB

- 6.1 The force operating model continues to have a core Neighbourhood Policing footprint established to deal with **Neighbourhood Crimes**. Neighbourhood Policing Team (NPT) Officers and PCSOs are now accredited and have attended bespoke NPT training. A bi-monthly best practice meeting held with practitioners across the force to maintain levels of knowledge. An internal Neighbourhood Portal signposts staff to the Knowledge Bank for national best practice. A quarterly ASB Symposium which looks at POP around ASB also takes places and staff across the force area are invited to attend.
- 6.2 Co-location of multi-agency partner agencies is the gold standard of partnership working. The force co-location in the neighbourhood function is already in place to varying degrees. This is continually under review and where opportunities present for the force to work more closely with partners, the aim is to support where possible.
- 6.3 The current model for NPT staffing is in place and working well. It has been reviewed as part of the recent PEEL inspection and is praised by HMICFRS. In 2023/34, any new members of staff within the NPT portfolio will attend the accredited training. In addition to this, the force looks to further embed the work of Designing Out Crime Officers into Problem Orientated Policing (POP) plans.
- 6.4 The force continues to host the national problem-solving conference and will welcome officers from across the country to share best practice later in the year.
- 6.5 The use of GPS trackers to report on patrol areas is one way that the force is able to engage and update communities of some of the patrols by NPT teams. Previously some districts have used purpose-built GPS trackers to do this, but trials are underway with "free to use" and our existing mobile devices which will reduce spending. A review of this will be completed to assess the cost benefit of the approach.
- 6.6 Doncaster has a fourth NPT established in 2022/23 (Doncaster North NPT), having been highlighted in previous analysis of demand and coverage of the existing teams. This demonstrates how the force uses demand analysis to match resources to ensure appropriate staffing and coverage across the county.

- 6.7 Many NPT teams utilise bicycles for patrolling communities and more recently a number of districts have applied for e-Bike funding through the internal Innovation Station project. Doncaster were the first to have their bid approved and are now in the process of implementing usage. Other district bids are currently under review. Bikes and in particularly e-Bikes enable our staff to patrol wider areas and those inaccessible to cars, while also taking advantage of the reduced running costs and more direct engagement over standard Police motor vehicles.
- 6.8 The force lead for the thematic area of **Serious Acquisitive Crime** (Neighbourhood Crime categories) is Detective Superintendent Jamie Henderson. The force lead holds a monthly acquisitive crime governance meeting to assure local drive and delivery against Neighbourhood Crime delivery. This also seeks assurances of processes for intelligence development and drug testing in custody (to provide relevant support to those offenders at high risk of entering acquisitive crime); and to maximise forensic opportunities across all neighbourhood crime types. This group review cross-district forensics outputs to address the impact of those prolific offenders who commit offences across geographical boundaries and ensure there is appropriate ownership and drive to bring prolific offenders to justice quickly.
- 6.9 South Yorkshire Police has a Serious Acquisitive Crime Strategy 2021-2023 which supports the strategic goals of the force. The strategy has three objectives:
1. Continue to reduce the number of SAC offences through effective processes that are victim focussed, relevant and innovative.
 2. Support and implement consistent policing services across the force to combat serious acquisitive crime offences in South Yorkshire, using effective problem solving.
 3. Improve officer training to deliver consistent services to victims and ensure the force is prepared to respond to current and emerging challenges.
- 6.10 Prevention activity continues to be undertaken by the **Neighbourhood Policing** Teams (NPTs) as the backbone for long-term delivery of crime reduction. An evidence-based policing approach is applied to develop local problem-solving plans for hotspot areas. This problem-solving training supplements looks to enhance knowledge and capability around the management of POP plans, specifically looking at why problem recur, and measures that can be taken in prevention.
- 6.11 NPT officers have access to an intervention catalogue via the internal Neighbourhood Portal to support activity and learning. The catalogue provides an evidence base of what has worked well and supplements the problem oriented policing approach. The intervention library provides a link to the documentation for each of the entries, which are categorised by offence/problem type.
- 6.12 Local neighbourhood structures are embedded within each district, with clear processes for securing force asset support to tackle immediate and emerging issues, drive performance around cross border forensic hit, maximise the effectiveness of custody processes and ensure active management of the identified offender management cohort.
- 6.13 Work is continuing to develop the force Serious Acquisitive Crime portal on the internal intranet. The aspiration is that this will be a repository for guidance and reference materials for frontline officers who provide the first response to all manner of serious acquisitive crime. The force is also working with regional colleagues in the development of a Power application which is hoped with be downloaded onto all frontline officer mobile devices over the coming months to intuitively improve the initial response and evidence gathering.

- 6.14 Nationally, the trend of vehicle crime continues to increase. The price of second-hand vehicles is at an unprecedented high. Media campaigns have been progressed over recent months with the aim of educating and helping to prevent further thefts of specifically targeted vehicle types. The force and local NPTs continue to make use of social media to inform the public of vigilance in hotspot areas. The force lead has developed regional links are well established with respective force leads, with a recently established Vehicle Crime group of Yorkshire and Humber force equivalents to share information on trends and emerging technologies to ensure the force can quickly respond to any emerging crime patterns.
- 6.15 South Yorkshire Police has embedded and implemented the National **Neighbourhood Crime** Integrated Offender Management Strategy with its focus on neighbourhood volume crime offenders. Each district is co-located with partner agencies such as the National Probation Service, to enhance and harbour partnership working. The force's IOM operational framework structure mirrors that of the fixed, flex and free cohorts which aims to reduce reoffending and reduce crime.
- 6.16 The National Probation service have implemented Community Integration Teams which work alongside the Police. The aim of the CIT is to manage short term custody cases, with a duration up to 20 months. The implementation of CIT has worked well within the forces IOM teams. The teams utilise the IDIOM (intelligence Drive Integrated Offender Management) system to offer a consistent performance tracker for the IOM caseloads. The IDIOM system also allows IOM Police offender managers to track their cohort or individual performance such as the cost of crime or reoffending rates, calculated by region, area, cohort or time period.
- 6.17 The force has implemented and used the Buddi Tag electronic monitoring system. Buddi Tag is an electronic monitoring tag that operates using GNSS (Global Navigation Satellite System). It provides GPS location data on a continuous basis, tracking the wearer's location and movements 24 hours a day. The tag enables the tracking of the perpetrator by the programming of indoor and outdoor exclusion and inclusion zones. This then provides warning notifications, and alerts to provide control measures that are effective in identifying and preventing re-offending. It is important to note that the wearer must provide signed consent to participate in the wearing of the tag device.
- 6.18 The force lead for the thematic area of managing offenders, DCI Aneela Khalil-Khan reports that partnership working in this area is going well. Each district holds a monthly Multi-agency Case Conference (MACC) to discuss and decide upon the selection and de-selection of offenders. The conferences bring together professionals from police, probation, a national health and social care charity called Change Grow Live (CGL), Youth Offending Service (YOS), housing, and custody Liaison and Diversion (L&D).
- 6.19 It is evident that co-location significantly enhances partnership working, with obvious benefits in ensuring effective communication and collaboration in general. As such, co-location is considered best practice in managing offenders and falls in line with the national strategy. In South Yorkshire, co-location is already in place for all districts.
- 6.20 In 2022, a joint CPD event was held which invited multiple agencies including Police, Probation and Housing partners; the event was a success and will be repeated into 2023/24.
- 6.21 Work has been done and is ongoing to replace the service previously provided by L&D to the force when dealing with suspects by way of a Caution disposal. The force has worked with the drug and alcohol recovery services in each of the four Districts to devise and implement a specific drug diversion pathway which aims to divert offenders away

from the criminal justice system where appropriate and suitable to do so. This bespoke substance misuse intervention pathway is available across the force, for those eligible offenders receiving a caution for drug offences or for other offences where the offender's primary need relates to substance misuse.

- 6.22 As part of the diversion, offenders undergo an initial needs assessment, followed by a compulsory group or individual session around the impact of drug and alcohol use and thereafter are encouraged to engage in voluntary support, treatment, and signposting to other services (as required). Work will continue with the providers over the coming year to refine and enhance the process
- 6.23 SYP Alerts is currently operating with over 41,000 subscribers. It continues to be used to send tailored messages to communities by email and texts. SYP are always looking to increase our communication and engagement with underrepresented groups and SYP alerts assists with this. A Specialist Engagement Officer is tasked with building closer links within harder to reach communities, alongside the work of neighbourhood policing team colleagues.
- 6.24 The SYP public website provides a breakdown of our neighbourhood teams and the areas they cover. The public can then drill down and find details of the staff within their local NPT along with contact details, local priorities and events. It also provides links to the social media accounts of the teams (Facebook, Twitter) as well as links to SYP Alerts. The public are able to contact their teams on the social media platforms for non-incident/crime reporting purposes.
- 6.25 Pop up Police Stations and Police and Communities Together (PACT) meetings will continue to be utilised in order to provide reassurance to the public. By having a number of options available to NPT's (online and in-person); this enables teams to tailor the delivery to different demographics and locations as/ when required.

DRUGS SUPPLY AND DEMAND

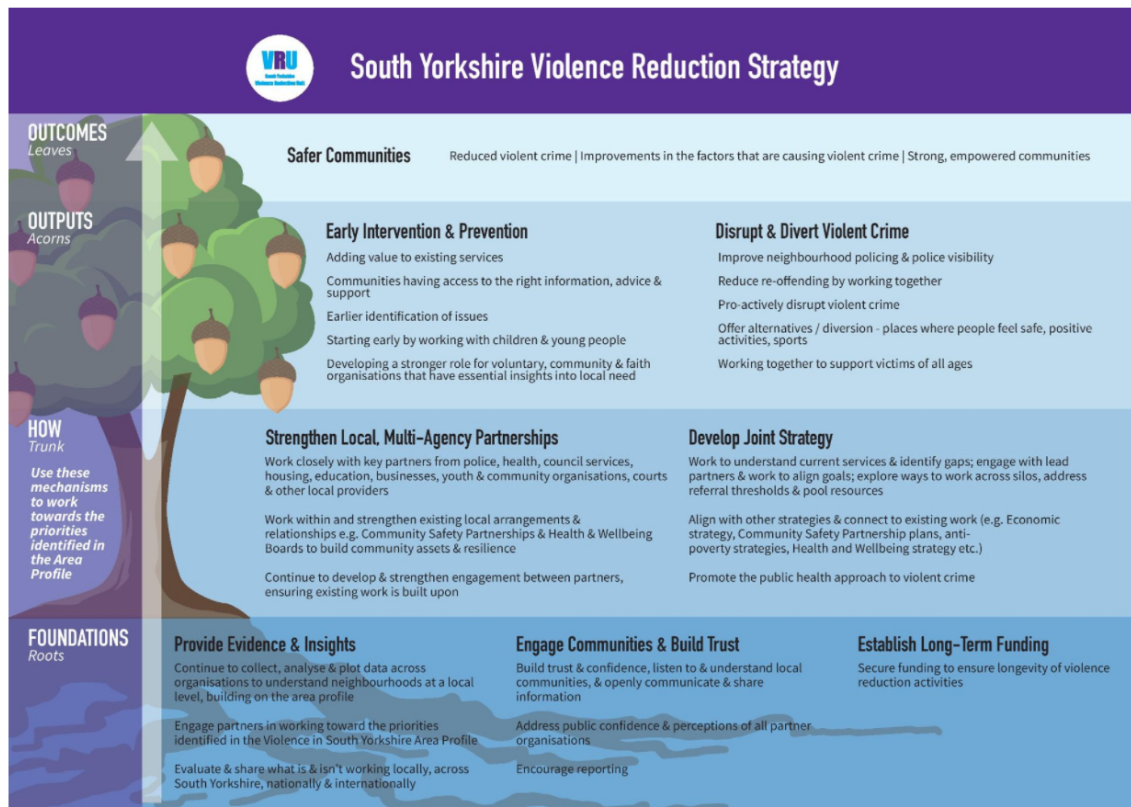
- 6.26 The drugs market profile has now been disseminated to local partners to assist in the Combatting Drugs Partnerships (CDP). The CDPs in each force area now meet on a quarterly basis. The profile raised several recommendations which are being acted upon.
- 6.27 The force is currently recruiting a drugs death coordinator who will work with the four local authorities and provide live time incidents of suspected drugs deaths allowing partners to act quicker. The force continues to work with partners to implement the Local Drugs Information System to ensure partnership working in the event of outbreaks of drugs poisonings. It is hoped working with public health in the future the force will also be able to examine near miss situations. A South Yorkshire Police Drugs Threat Reduction Group is now meeting monthly to discuss emerging trends, regional and national updates and liaising with partners where necessary.
- 6.28 The force is currently exploring potential opportunities to work on **Evidence Based policing** solutions to develop understanding about those in our community who use drugs but may not necessarily come to the attention of the police. We are committed to making referrals to drugs services where opportunities arise. This is achieved through drugs testing on arrest for non-trigger offences but also the roll out of the Law Enforcement Public Health Application. This will provide officers with details of drugs referral agencies in their area should they come across an individual or group who appear to be using illegal substances. This will be provided to officers in 47 sessions as

part of force CPD sessions. Out of court disposals have also been implemented which sees those arrested or cautioned for minor drugs offences referred to drugs services.

- 6.29 The force Fortify teams now monitor arrests for supply offences and ensures where possible the PACE clock is used effectively. The force has now highlighted the risk posed by individuals who are bailed for drugs offences who may then go onto commit further offences of violence and homicide. Issues such as forensic testing and digital forensics are now being addressed to try and ensure where appropriate remands in custody are sought.
- 6.30 A cannabis cultivation dismantling step by step guide is being finalised to ensure that resources are used effectively and safely in dismantling these operations. The force continues to utilise experience of Operation Grow from Rotherham district to achieve best practice.
- 6.31 Drug expert witnesses assist investigations by providing expert opinion on whether the terminology used in text messages and social media communications is indicative of drugs offences, whether an offence might be county lines based and in various other ways. The force still feels that are gaps in the provision of this service. Identifying suitable officers with the sufficient experience to become a drug expert witness has been one of the issues the force has faced in improving its capability and capacity in this area. Funding has been secured for further training later into 2023/24 and a range of CPD opportunities for existing staff.
- 6.32 Utilising the Home Office grant provided to Expanding Drugs Testing on Arrest Forces, the force has seen a significant rise in drug testing within custody for trigger and non-trigger offences with a particular emphasis being in DA and VAWG offending. Work is ongoing to ensure testing is utilised for football offences and those created from within the night-time economy arena.
- 6.33 Further funding is being sought from the Home Office from April 2023 to continue this excellent work and embed it within the organisation. External funding has also now been approved for a DToA coordinator who will be in post for the next 3 years. They will ensure that all arrested persons, where possible, are considered for DToA where appropriate. The role will also allow the force to work closer with partners to monitor compliance with drugs referrals to ensure those who should be engaging are within relevant time frames or face arrest.
- 6.34 The forces thematic lead for the **Drugs Market** is working with Sheffield University to understand drugs harms in South Yorkshire. Tackling the illegal drugs trade is a priority of the Government's (2021) *Beating Crime Plan*, in large part because homicide, serious violence and neighbourhood crime are driven by drugs. Policing drug markets is also a key element of the Government's (2021) ten-year drug strategy, which proposes an 'end-to-end' plan targeted at all levels of the supply chain, with a focus on 'rolling up' county lines and reducing the associated violence and exploitation. Yet, despite its salience in politics, policy and practice, research on drugs policing is surprisingly sparse and underdeveloped. Black's (2020) independent review of drugs recommended more research to help identify the impacts of different types of policing intervention. It is precisely this gap that this study seeks to address. The two overarching aims of this project are:
- To shape academic debate relating to drugs, policing, and harm reduction.
 - To impact practice on drugs policing.

ORGANISED CRIME GROUPS AND SERIOUS VIOLENCE & VRU

- 6.35 A planned uplift within the force's Armed Crime Team (ACT) has recently taken place. This consists of one Detective Sergeant and five Detective Constables. The additional capability and capacity mean that the team can now deal with force wide firearms discharge/ recovery incidents and in doing so work closely with district intelligence and Fortify teams.
- 6.36 The force has merged the Serious and Organised Crime Unit (SOCU) and the Development and Targeting (DAT) Teams. As part of this merger, the force has been and continues to recruit up to 20 staff in order to fill the current vacancies that exist.
- 6.37 **The Violence Reduction Unit (VRU)** has produced a Violence Reduction Strategy (shown below) to guide the forces response to violence over the coming years. The strategy is designed to tackle the causes of serious violence and knife crime. It is important to note that violence of all descriptions is recognised as a social problem and not one that should fall to the police or criminal justice system alone.
- 6.38 The VRU will continue to work towards reducing homicide and serious violence in several different ways. The VRU delivery plan for the coming year is as follows:
- Education Materials: Development to encourage healthy relationships and positive attitudes.
 - Navigator Programmes are based on 'reachable teachable moments – that at certain points people may be more willing to engage with help and move away from violent activities or situations.
 - Custody Navigators intervening with those presenting in the 3 South Yorkshire custody suites on violence related offences.
 - Hospital Navigators at Northern General A&E in Sheffield.
 - Hospital Navigators at Sheffield Children's Hospital A&E, identifying and offering interventions to children attending A&E with possible violence injuries.
 - Hospital Navigators at Rotherham Hospital, expanding the Navigator offer to Rotherham.
 - Violence Reduction Fund which is a grants round for projects that deliver evidenced based interventions to young people.
 - Trauma Informed South Yorkshire will continue work in building Trauma Informed Practice and understanding across South Yorkshire.
 - Domestic Abuse pilot considers incidents of violence in relationship settings represents a high level of violent incidents in South Yorkshire and is known to adversely affect children.
 - Community Safety Partnership Funding will provide a grant to each of the four SY CSPs to support Violence Reduction priorities in CSP Plans; this year to the value is £50,000 per partnership.



- 6.39 The management of serious and organised crime is a challenge that cuts across every crime type and area in the county and is managed under the banner of 'Operation Fortify'. The force believes it has a sound understanding of this business area and has robust governance structures in place to manage the associated threat.
- 6.40 **Operation Sceptre** is a week of action, held in November and May every year, where the force focusses its operations and district resources on knife crime related proactive policing, media and education campaigns and neighbourhood policing initiatives. The results of the most recent operation in November included over 40 arrests and saw 10 knives seized.
- 6.41 As part of the Operational Support Units (OSU's) aid in tackling organised criminality, the department has established "Operation Scorpion". This uses the collection of OSU resources to target a specific area highlighted through intelligence work with the aim of disrupting organised criminality. These operations are undertaken on rotation with the four districts and this work will continue into 2023/24.

OTHER LOCAL PARTNERSHIPS

- 6.42 The head of the Criminal Justice Department and other heads of department attend the Local Criminal Justice Board, chaired by the PCC, along with representatives from agencies across the wider criminal justice system for example, probation, prisons, youth offending teams and victim support, permitting partnership working and a forum to discuss priorities and solve local issues.
- 6.43 A new adult Out of Court Disposal (OCCD) framework is due to be rolled out nationally in 2023/24. This will require all cases to have conditions applied. The force is prepared for this with a pre-existing focus to increase the use and scope of the current adult conditional cautions programme however national delays in the implementation are having significant impacts on the ability of forces to make meaningful preparations for

the future changes. A conditional caution¹ pilot started in March 2021 and was successfully implemented force wide in January 2022. Prior to the pilot, less than five per cent of eligible adult cautions were given as conditional. The project has increased this uptake in some areas to up to 69 per cent since the roll out in the relevant Districts.

- 6.44 When the new national framework is established with conditions, the demand will increase for the CJU team in the force to process the admin support for the new process. The department are aware of this and is incorporated as part of the CJU review. CJU has a small team who have historically managed the conditional caution admin processes and will continue to do so under the current framework and the new framework when it is introduced nationally, they make necessary referrals and monitor compliance and prosecutions in the event of breach of conditions.
- 6.45 The force Joint **Community Safety** Department (JCSD) based at the Lifewise Centre is a collaboration between South Yorkshire Police and South Yorkshire Fire and Rescue (SYFR). They conduct initiatives in order to reduce vulnerability and demand, keeping the communities of South Yorkshire safe.
- 6.46 Engagement and learning packages which are currently available cover areas such as bullying, child exploitation, antisocial behaviour, hate crime, knife crime, cybercrime, fraud, road safety and a new input on water safety. In response to the needs to educate and engage with the young people the unit are now delivering new packages to schools. 'Your Life Your Choice' has been a new input introduced to support year nine children and has been delivered throughout 2022/23. His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) referenced the new input as innovative practice within the force's PEEL inspection report. It focusses on how children become engaged and involved in county lines and criminal exploitation.
- 6.47 Much of JCSD is intelligence led and motivated by local events or identified issues in the force. Due to a number of tragic deaths of drowning in local bodies of water, the JCSD aims to work with partners within 2023/2024 to ensure the departments expertise can be used to support work around the prevention of suicide and water-related incidents.

RETAIL CRIME

- 6.48 The Digital Asset Management System (DAMS) is now in use across 18 police regions including SYP. Other forces use similar system such as Sentries, Aetopia and Axon Evidence. All four SYP policing districts have now implemented the Digital Evidence Management System DEMS. Response and Neighbourhood Policing teams are all trained in using the system in order to collate digital CCTV evidence. Districts have nominated officers who are tasked to focus on retail crime. The teams have linked in with retailers and business partnerships to encourage subscription onto the systems, provide advice and training to retailer staff and advise on evidence gathering, information sharing and reporting processes. The local relationships offer engagement, encourage reporting; improve opportunities for detecting and preventing crime

- 6.49 Following on from 2022/23's PAB delivery plan, key work around violence against shop workers has led to the sharing of information offering conflict management and de-escalation advice for staff.
- 6.50 The force has made links with the National Business Crime Centre and NaVCIS who have developed a comprehensive crime prevention guide to help tackle high value thefts targeted at the freight industry. The quarterly bulletin is shared with relevant partners for information and onward circulation. SYP are seeking opportunities to establish and develop a suitable countywide forum via the Chambers of Commerce.
- 6.51 Into 2023/24, representatives from NaVCIS will be invited to attend the meetings, to meet members of the haulier business community and discuss their work. The presentation gives an overview of the HGV Crime figures, the OCGs for Cargo Theft, the way they are set up, the disposal routes for stolen cargo, the challenges that exist and our work around cargo crime. NaVCIS have a regular intelligence sharing process with SYP and specialist policing teams such as the Road Crime Team.
- 6.52 The National Business Crime Centre (NBCC) are happy to assist with the implementation of Business Crime Reduction Partnerships and Business Improvement District Crime Initiatives across the U.K. to help give businesses the tools and support they need to combat business crime. Safer Business Action Days (SaBA) are a joint approach by police, business, private security and business partners. SYP participated with activities across the force area. This included engagements stands offering crime prevention advice and reassurance to retailers, test purchases operations for fireworks and joint patrolling. The next week of action is planned to coordinate with the national SaBA in October 2023.

RURAL AND WILDLIFE CRIME

- 6.53 The forces Off Road Bike Team (ORBiT) is now aligned within the wider OSU department and a new shift pattern implemented which extends coverages to seven days per week, with officers working until 2300hrs and 0300hrs on some days.
- 6.54 Within the Rural Crime portfolio is the **Dog Liaison Unit (DLU)**. This DLU consists of three dog liaison officers and the important work they do has become even more prevalent considering the national picture around dog related incidents. The DLU are responsible for risk assessments, reviewing incidents and promoting knowledge across the workforce to improve standards of investigation. It is anticipated that demand in this area will continue to grow because of national incidents and also work done by the team to promote awareness.
- 6.55 The Wildlife and Rural Crime team consists of one Sergeant and two Police Constables. This team works with various agencies across a range of wildlife and environmental issues. Into 2023/24, a new wildlife coordinator post will commence to continue to improve service delivery and awareness across the force.
- 6.56 The force has been continuing work in the last 12 months to improve the service around dog related incidents, to reduce the risk of harm to communities. The number of dangerous dogs seized within the last year has doubled.

- 6.57 The Wildlife Crime team is also making use of technology to develop new tactics. One such example is the employment of drone technology in circumstances where it would be of benefit, particularly to officers deployed as part of ORBiT duties.

SPEEDING AND ROAD SAFETY

- 6.58 **Community Speedwatch** (CSW) continues to be a tool used by the force to tackle local speeding issues and engage with local communities around their concerns.
- 6.59 CSW launched a pilot scheme whereby community groups could conduct operations of CSW without the presence of a Police Officer. This came about as a result of feedback from members of the community and the exploration of its feasibility was commenced in 2022/23.
- 6.60 This project has experienced some difficulties which has been around the training of volunteers to a suitable standard. Work is now ongoing into 2023/24 to utilise online methods of delivery to upskill volunteers, by way of presentations and a knowledge check. This online input will then be followed up with a practical session before groups are permitted to work alone.
- 6.61 South Yorkshire Police's Roads Policing Group (RPG) will continue to work towards reducing the number of serious and fatal collisions on its roads through Operation Illuminate. The introduction of the RCT will allow the RPG teams to focus on this area of work.
- 6.62 The previously proposed 'Road Crime Team' initiative did not go ahead as part of the uplift plans. Instead, in July 2022 a small Roads Policing Proactive Team (RPPT) was formed from the existing RPG teams. Since their inception they have recovered over £2.6 million of stolen vehicles and arrested over 70 offenders.
- 6.63 The force reported in last years' PAB report that it was scoping the possibility of forming a small commercial vehicle team, to work in partnership with the Health and Safety Executive, Driver and Vehicle Standards Agency (DVSA) and HM Revenue and Customs (HMRC). This was intended to be done under the banner of 'Operation Brigantia'. Following a review, no separate unit was created however this became business as usual with ongoing days of activity planned by Roads Policing Group teams in partnership with the DVSA and HMRC. Training is also planned into 2023/24 of a new carriage of dangerous goods expert to support this piece of work.
- 6.64 The force has been exploring the possibility of allowing the online reporting of collisions. This project has not yet been progressed in its entirety and this is still an ambition for the future but requires a change in legislation that is not anticipated in the short term as currently there is a legal requirement to report a road traffic accident "in person". If this was to take place, the force would also need to make IT changes to facilitate the reporting which is not a current priority against the rest of the IT developments / improvement required by the force.
- 6.65 Following a successful trial of the IT infrastructure the force launched its dashcam portal in April 2022. Two staff are now working on the submissions which come through and have been aligned to work alongside the central ticket office/ safety camera partnership; they are currently processing around 180 submissions per month.

NATIONAL THREATS

- 6.66 The force's **Special Branch** (SB) has for many years been at the forefront of tackling the threat of extremism and terrorism locally. Whilst it has been a crucial component of the Counter Terrorism Policing (CTP) network it has never been fully integrated into national CTP funding streams and governance structures.
- 6.67 In 2019, the National Police Chiefs' Council and the Association of Police and Crime Commissioners agreed that this full integration would further help the fight against terrorism and supported proposals to transfer funding for Special Branches from local forces into Counter Terrorism Policing. Following a great deal of regional and national review work over the past few years, supported by Chief Officers locally, the transfer took place in April 2022 and all Special Branches in the Northeast Region have come together under the direction and governance of Counter Terrorism Policing Northeast.
- 6.68 The new arrangement is more than a re-alignment of budget streams; it is expected to significantly enhance CT collaboration in the Northeast helping to improve service delivery to forces and providing a more flexible and resilient approach. This first year has been a success, with new relationships forged across the network, working practices improved and streamlined.

TREATING PEOPLE FAIRLY

TREATING MEMBERS OF THE PUBLIC FAIRLY

- 7.1 Internally the force continues to hold itself to the scrutiny of its employees, and the **Independent Ethics Panel** (IEP) for fair process and ethical decision-making. The IEP was launched in South Yorkshire in 2015 to provide independent, and effective challenge and assurance about the integrity, standards and ethics of decision making in policing. South Yorkshire's IEP is one of only three in the country to have had continuous fully independent membership since its inception.
- 7.2 The Professional Standards Department (PSD) has recently conducted a health check around our recording system (Centurion) where all complaints, Conduct and PSD matters are held. This has identified some areas for development around the training of our staff. PSD are currently in the process of mapping all our governance structures within the department. The project manager will look to ensure as effective roll out of Centurion training across PSD to ensure that our people are trained in all areas of the system.
- 7.3 In October 2022 a disproportionality analyst was appointed to complete a review and produce a report around any disproportionality issues within the forces vetting processes. That research has been initiated and the analyst is currently writing the report with findings. This will inform the discussions in support of the Police and Crime Plan around workforce diversity.
- 7.4 The forces vetting manager is in consultation with our Independent Ethics Panel to assist in a new Vetting Assurance Panel. This new panel will be asked to independently review vetting refusals to provide independent oversight.
- 7.5 Scrutiny Panels continue to meet and since the start of 2023, recognising that the panel had limited diversity in terms of its members, the force has actively recruited from diverse communities to ensure that the panel is more representative of the

communities of the force. A decision has also been made that future meetings will be held 'in person' (as opposed to virtually). It is hoped this will facilitate easier communication and provide increased discussion and constructive feedback from both external members and internal staff within SYP.

- 7.6 Following scrutiny panels, feedback is provided to all officers following viewing their actions within the designated samples. It is evident that from both the viewing of footage and the observation of PRONTO submissions, that the legitimacy of searches carried out within force continues to improve. It is hoped that for the next year, panels will continue to grow in numbers and the recruitment of underrepresented groups will continue to take place where possible to increase the diversity of the panel groups.
- 7.7 **Body Worn Video (BWV)** usage continues to increase and the thematic lead reports that by working in conjunction with district leads to reinforce force policy about its use when conducting the search, this has meant that Officer compliance is now becoming the norm.
- 7.8 When samples circulated via the OPCC for the scrutiny panels identify insufficient use of BWV by an Officer, they are contacted and asked to provide rationale as to why it wasn't utilised fully. Records are kept and should officers continue to neglect BWV usage, they will be invited to speak to the force lead for training and to reinforce the message regarding policy and the benefits & security BWV can offer. BWV use also featured heavily within the recent CPD for all uniformed officers as part of Street Skills to continue the learning for all staff.
- 7.9 Training has been provided via CPD which has included line managers. The force lead also intends to continue raising awareness by delivering inputs to district meetings, as well as to new officers at the force's training school; to continue to improve our approach to Stop/Search.

CHAMPIONING EQUALITY

- 7.10 South Yorkshire Police's workforce ethnicity demographics have remained a stable proportion of the overall workforce throughout the recent growth in headcount. Whilst the force has seen the individual numbers of each under-represented group grow, it has been in proportions similar to the force's original picture. This is particularly relevant when looking at the Ethnic Minority and Other than white percentages, which have remained stable in percentage point terms over the past three years for both officers and staff. As a result, whilst the 2021 census data is reporting a growth in population for these groups, it has not yet transitioned into a larger proportion of the workforce.
- 7.11 To actively change workforce proportions is proving difficult and there will need to be ongoing and sustained work to attract and retain diverse talent to South Yorkshire Police through the existing mechanism of community engagement, and by employing more opportunities for positive action
- 7.12 The 2022/23 recruitment percentages for officers and staff show an encouraging start to this work and there is demonstrable progress in these efforts, as shown in the recruitment tables, but the investment in **diversifying the force** remains a long-term goal.
- 7.13 Female representation remains good at 49.9 per cent, albeit there is an under-representation (which is reducing) in police officer roles, and an over-representation within police staff roles.

- 7.14 Other than white representation remains largely static with only a slight improvement between the start and end of 2022-23 (3.6% to 3.7%) compared to the latest reported census data (2021) of a resident population of 13.4 per cent, highlighting that substantial improvement is still required.
- 7.15 A range of positive action activity has started to drive improvements in ethnicity representation across all programmes of officer recruitment and for police staff. Targeted communications and attraction activity followed by assessment support workshops and 'keep warm' activities have all been delivered to maintain engagement until the joining date for their cohorts. A **buddy scheme** has also been implemented targeted at supporting people from ethnic minority backgrounds.
- 7.16 Support for candidates in selection processes has also been improved through preparation workshops and coaching and mentoring opportunities. Changes to selection processes have been implemented to help support neurodiverse candidates including having all questions in written format during the interview and being provided with advance view of the interview questions, which helps to level the playing field.
- 7.17 More recently, the force has volunteered to review the College of Policing's online assessment centre where black officers and officers whose first language is not English have been asked to take part in draft exercises. This will help ensure fairness in national selection processes. Work has also continued with the Independent Ethics Panel which helps us to scrutinise and suggest improvements for our positive action plans).
- 7.18 It is clear from the initial work undertaken with the Police Race Action Plan that there are long standing challenges that will take time to impact. Work in this area is cross cutting but should support the force's drive to improve representation across the organisation. In the last twelve months several community engagement events have been held that are helping us shape our activity in relation to delivering the plan. The force's website provides some clear messaging about diversity, equality and inclusion, and what it means for South Yorkshire Police.
- 7.19 Creating a positive working environment that **values diversity and promotes inclusion** is a key part of championing equality. Our Leadership Academy includes a range of learning outcomes supporting Equality, Diversity and inclusion including an inclusive leadership section within our next level leader's programme. The Leadership Academy aims to support the development of behaviours that reinforce and actively promote our FIT values.
- 7.20 The development of an inclusive working environment is supported through the work of the Equality Hub. Our support networks continue to grow and see greater consistency under the support of the Equality Hub umbrella. In 2022, much of the work conducted by the Equality Hub has been around visibility and improving the awareness of internal networks, which has been achieved through presentations to new starters, senior leaders and first line leader programmes. In October 2022 network presentations were made to new staff in the Force Control Room, student police officers, and at Sergeant development courses. This approach identified a number of benefits, of which one key success was to ensure staff and officers feel supported in the workplace: with networks offering a multitude of options.
- 7.21 Staff Networks are also now becoming a regular feature in decision making, called upon via the Equality Hub to offer 'lived experience' with regards to policy making and decision-making. This has been particularly useful recently with regards to changes to the forces Flexible Working Policy, part of which was encouraged by our Dementia

Support Group who wanted to improve the flexibility offered to staff/officers with caring responsibilities for a relative with Dementia.

- 7.22 The PCC's Independent Custody Visitors conference welcomed the Equality Hub and the LGBT+ network to provide information on the networks' delivery and to discuss LGBT+ detainees and the processes in place in custody; dealing with sensitivities around trans detainees were explored.
- 7.23 The Equality Hub hosted its first ever 'Inclusion Conference' in December 2022 with the theme of 'Celebrating our Staff Networks'. Uptake for this event was positive, with attendance almost double the original expectation. The event was a real opportunity for the force networks to celebrate the work they have been involved in and for officers and staff to learn more about the networks' offer. This work has now led to an annual conference, the launch of internal newsletters and a comprehensive leaflet available to staff.

VALUE FOR MONEY

- 8.1 It is important for the force to provide value for money and the best possible service that the public want to see, balancing preventative and reactive functions. HMICFRS recently inspected this area during the 2021/22 inspection and awarded an 'Outstanding' grading. The report noted that the force seeks opportunities to improve through problem-solving and innovation, is efficient in the use of police staff roles to free up officer time and that the force makes the best use of the money it has available.

PCC COMMISSIONED SERVICES AND PARTNERSHIPS

- 9.1 South Yorkshire Police depends on the PCC to commission services involving partners and communities to provide a holistic approach to achieving the Police and Crime Plan priorities. The force also depends upon the PCC's Community Safety Fund to assist with drug intervention programmes, Community Safety Partnerships and Youth Offending Services.

SUMMARY

- 10.1 The PCC and the public should be fully reassured that the force has clear arrangements in place to deliver performance against the PCC's Police and Crime Plan priorities and is fully committed to working in partnership to do so.

Chief Officer lead: Deputy Chief Constable Tim Forber

Report author: Inspector Ross Greenwood (Strategic Delivery Unit)

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Appendix A

APPENDIX ONE – POLICE AND CRIME PLAN PRIORITIES

Protecting Vulnerable People

Focus on:

- Working in partnership to protect vulnerable people
- Violence against Women and Girls (VAWG)
- Domestic Abuse
- Tackling the Exploitation of Adults and Children
- Cyber Crime

Tackling Crime and ASB

Focus on:

- Neighbourhood Crimes and Policing
- Drugs Supply and Demand
- Organised Crime Gangs and Serious Violence
- Violence Reduction Unit and Strategy
- Other Local Partnerships
- Retail Crime
- Rural and Wildlife Crime
- Speeding and Road Safety
- National Threats

Treating People Fairly

Focus on:

- Treating Members of the Public Fairly
- Championing Equality
- Fair Allocation of Police Resources

Fundamental Principles

The principles must underpin everything we do:

- Put victims first
- Improve public trust and confidence in policing
- Demonstrate value for money
- Support sustainability

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Appendix B

APPENDIX TWO – HMICFRS Integrated PEEL Assessment 2021-2022

HMI's Observations:

I congratulate South Yorkshire Police on its performance in keeping people safe and reducing crime. I have graded the force as outstanding in three areas of policing, reflecting its high level of performance in a challenging policing environment. But it needs to continue to improve its initial response to incidents to provide a consistently good service.

This is an ambitious force that we have seen progress over the years, and it is now achieving some outstanding grades through the hard work of its officers and staff. We found multiple examples of good and innovative practice happening, initiated by staff. These are the findings I consider most important from our assessments of the force over the last year.

The force prioritises protecting vulnerable people

We found the force's focus on vulnerable people to be strong in every area we inspected, from the initial calls being received through to the outcomes it gains for victims. It has achieved remarkable results in its approach to domestic abuse victims, keeping them safe, investigating their crimes and achieving good outcomes in court. Its work to safeguard children is also highly effective. The staff we met consistently sought to identify and protect vulnerable people.

The force works well to prevent crime and anti-social behaviour

The force's overall approach to neighbourhood policing and problem-solving is highly effective. Its success in reducing crime and anti-social behaviour through neighbourhood teams, working with partner organisations, is excellent. It makes early interventions to stop many incidents escalating into more serious crimes.

The force is good at recording crimes that are reported

The force has improved its recording of crime to some of the highest levels we have seen. I recognise the effort that the force has put into achieving this, which means that nearly all crimes are being recorded. And the force now has the assurance that any reductions in crime, and its understanding of demand, are now measured against a more accurate baseline.

The force completes effective investigations

Despite the high workloads investigators are experiencing, the quality of their investigations is good. The force has comprehensive governance in place to assure the quality of its investigations, and has invested in the learning and continuous professional development of its investigators. We found that these people were passionate about their roles and keen to do a good job.

The force works well with partners

Across all the areas we inspected, the force's approach to working with partner organisations and charities is extremely positive. In every area across South Yorkshire, they work jointly to achieve the same common goal of reducing crime and anti-social behaviour

and protecting vulnerable people. This is achieved through good sharing of information, joint plans and close working to put these plans in place.

The force needs to improve how quickly it responds to incidents

We have seen the pressure that its officers and staff are under across its frontline teams. I am looking forward to seeing this pressure ease and response times improve once the force's newly recruited officers reach independent patrol status.

Outstanding	Good	Adequate	Requires improvement	Inadequate
Preventing crime	Recording data about crime	Responding to the public		
Protecting vulnerable people	Investigating crime			
Good use of resources	Treatment of the public			
	Managing offenders			
	Developing a positive workplace			

APPENDIX THREE – SYP CONTROL STRATEGY 2021-24



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PUBLIC ACCOUNTABILITY BOARD

DATE: 4 MAY 2023

SOUTH YORKSHIRE POLICE TRUST AND CONFIDENCE

REPORT OF THE CHIEF CONSTABLE

1. PURPOSE OF REPORT

- 1.1 South Yorkshire Police is committed to being an inclusive organisation, underpinned by our core values of fairness, integrity and trust. We recognise the health of our internal culture is reflected in the service we deliver to the public.
- 1.2 The report of Dame Louise Casey into the Metropolitan Police Service has identified some significant challenges for the MPS, with issues in organisational culture underpinning the report and sending shockwaves across both policing and the public. The report has, understandably, raised questions as to other police forces and their standards.
- 1.3 This report provides a summary of some of the key work being undertaken across SYP to drive organisational culture and improve public trust and confidence. This report is not exhaustive, but it does reflect our work on some of the key themes within the Casey Report.
- 1.4 A comprehensive Trust and Confidence report will be produced for PAB on a six-monthly basis hereafter, the content and format are currently being developed.

2. LEADERSHIP AND CULTURE

- 2.1 The force is undertaking a broad range of activity aimed at ensuring our culture aligns with public expectation and force values, leadership development programs playing a significant part.
- 2.2 These programmes focus on embedding force values and creating an ethical, inclusive and high performing culture. They are mandatory for all leadership or supervision roles and will be further enhanced by the introduction of a Senior Leaders Programme in late 2023.
- 2.3 The force supports transparency around values through the promotion of the listening inbox, which provides a confidential mechanism for sharing lived experiences that help us to shape and improve our culture.

- 2.4 Feedback from participants during the leadership programmes and exit interview data ensure we reality check our progress and the cultural climate across the force.
- 2.5 The Independent Ethics Panel is supporting this work by providing insight into how well embedded our values framework is and in considering culture when carrying out their scrutiny and oversight activity.

3. VIOLENCE AGAINST WOMEN AND GIRLS

- 3.1 On the 15th June 2022 we launched the 'No More' campaign across South Yorkshire, highlighting the issues of sexual harassment, sexism and misogyny in the night time economy.
- 3.2 Phase 2 of the campaign will create a strong call out culture, Listening Circles have taken place across the force to identify themes in a safe space where individuals feel heard.
- 3.3 The force supported the 16 Days of Activism Against VAWG from the 25th November to the 10th December 2022 with Districts conducting enforcement and engagement activities.
- 3.4 The force launched an external safe spaces survey focusing on feelings of safety online and in private and public spaces.
- 3.5 VAWG IAG has been introduced, comprising of 55 survivors of VAWG or supporters of survivors of VAWG. The IAG provide honest advice to SYP around work surrounding VAWG.
- 3.6 The force is applying for White Ribbon Accreditation with the support of the male Senior Leadership Team.
- 3.7 Police Officers and staff who deal with the most vulnerable victims of VAWG will receive a full day of Trauma Training with more than 500 Family Liaison Officers, PVP staff and Internet Sexual Offences Team's receiving to date.

4. POLICE PERPETRATOR DOMESTIC ABUSE

- 4.1 Safe Lives are a UK charity working in the area of domestic abuse. They have delivered in house specific training to the Professional Standards Department on Police Perpetrated Abuse. Safe Lives have been invited back again to SYP to deliver training to our Domestic Abuse Champions and partners, being the first force in the country to do this.

- 4.2 Work ongoing at how we can remove the barriers for reporting PPA for internal and external victims.
- 4.3 The force is working collaboratively in developing reciprocal arrangements with other local forces to provide victims with the reassurance that their complaint can be dealt with outside of SPY if they so wish, listening to and acting upon recommendations in the Super complaint submitted by the Centre for Women's justice.
- 4.4 There will be a dedicated cohort of DA Champions who will receive additional training in how to support police/staff victims of abuse and the complexities of reporting.

5. REGULATION 13

- 5.1 The national inspection of vetting, misconduct and misogyny in the police service, published in November 2022 highlighted that many forces are reluctant to use this process, viewing it as vague compared to other police conduct and performance regulations.
- 5.2 SYP are confident in the use of Regulation 13, making the assumption that it is the primary mechanism to manage performance and conduct during police officer probation unless there is potential for gross misconduct (which would be pursued to ensure the officer is barred from all future service).
- 5.3 Since April 2021, 40 officers have been subject to Regulation 13 and of those 37 were dismissed or resigned pending dismissal.
- 5.4 When making a decision, SYP consider adherence to the Code of Ethics, standards of professional behaviour and force values.

6. POLICE RACE ACTION PLAN

- 6.1 The national race action plan is a key commitment by policing within the UK to be an anti-racist service which is trusted by black people.
- 6.2 The plan has five commitments to be delivered through four workstreams, each with an appointed lead.
- 6.3 SYP have volunteered to become an icebreaker force within the plan, these are forces who are piloting new approaches or have developed new processes or systems with a view to being replicated nationally. SYP is an icebreaker force around use of powers.

6.4 The force has undertaken a comprehensive gap analysis against the plan and this has provided areas of focus.

6.5 An IAG for the Race Action Plan is being established.

7. COUNTER CORRUPTION

7.1 The Counter Corruption Unit deals with both criminal behaviour and serious misconduct likely to affect the integrity of South Yorkshire Police and conduct which has the potential to undermine trust and confidence within the Police Service.

7.2 The unit undertakes proactive investigations in support of the Chief Constable's Integrity Programme, concentrating on identified risk areas, where individuals may be vulnerable to corrupt behaviour, including Sexual Predatory Behaviour/Relationships with vulnerable people for a sexual gain.

7.3 South Yorkshire Police recognises Abuse of Position for a Sexual Purpose as serious corruption and make referrals to the IOPC where appropriate. Officers and students receive an input from PSD which includes corruption themes.

7.4 Employees who are dismissed following a sexual misconduct investigation or have resigned prior to an outcome will be placed on the advisory/barred list. PSD will fully debrief investigations at their conclusion, to understand if any lessons can be learned and shared.

7.5 The CCU have developed a victim strategy that seeks to adopt the principles and guidance within the Code of Practice for victims. It is essential to build the confidence of victims, including those who may not see themselves as such.

7.6 An engagement event was held in Sheffield in March 2023 with partners and third sector organisations who work with vulnerable people, giving reassurances about SYP vetting processes and governance of investigations.

7.7 Spot the Signs of APSP presentation has been delivered internally and externally to statutory partners.

PUBLIC ACCOUNTABILITY BOARD

4 MAY 2023

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 53 decisions in 2022/23.

4.2 For the period 26 February 2023 (the date of the last report) to 24 April 2023 the PCC has made the following decisions to draw to the attention of the Public Accountability Board.

4.2.1 Contract Extension with Sheffield Hallam University for Continued Delivery of Police Educational Qualification Framework (PEFQ) Programmes

The PCC approved a 12-month contract extension to enable the continued delivery of PEQF programmes.

4.2.2 Re-location of IT

The PCC approved capital funding for the relocation of IT from Nunnery Square to Moss Way. This forms part of the approved Smarter Ways of Working Business Case.

4.2.3 Commissioner's Proceeds of Crime Act Community Grant Scheme 2022/23 – Panel Recommendations January 2023

The Commissioner's Proceeds of Crime Act (POCA) Community Grant Scheme for 2022/23 enables non-profit organisations to apply for funding of up to £10,000.

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

In January 2023, officers considered and assessed 25 applications for funding with a total value of £234,169 and recommended eight applications be approved.

The PCC considered the panel recommendations on 31 January 2023.

The following four applications have been progressed and award totalling £35,804.

Organisation	Project Name	District	Amount
Friends of the Trans Pennine Trail	South Yorkshire Partnership - Off Road Crack Down	South Yorkshire	£8197.75
Prisoners' Education Trust (PET)	Education for Prisoners from South Yorkshire	South Yorkshire	£9,696.00
Rotherham United Community Sports Trust	Celebrating Diversity	Rotherham	Up to £9,100.00
Element	Galvanise Youth	Sheffield	£8,810.50

4.2.4 Windows 10 Migration

The PCC authorised additional expenditure of £47,000 in 2022/23 and £8,000 in 2023/24 to complete the migration to Microsoft Windows 10 as part of the enabling work to transition to the National Enabling Programme.

4.2.5 Capital Slippage

The PCC approved the capital slippage of £4,076,402 from the 2022/23 capital programme. This slippage has been built into the 2023/24 Programme.

- 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

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Joint Independent Audit Committee Exception Report

Exception Report	Report Author
Joint Independent Audit Committee	Chair of the Joint Independent Audit Committee
	Date of the Report
	21 April 2023 (for PAB on 4 May 2023)

Urgent: No

Where "Yes", the **Chair** of the **Joint Independent Audit Committee** should **immediately notify** the **Commissioner** of the matter considered urgent and set out in this section the reason(s) for such urgency.

Restricted: No

The Chair of the **Joint Independent Audit Committee** should indicate which, if any, aspects of the report should be restricted, along with the associated rationale.

Level of assurance

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

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

Updates and Exceptions

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

The Joint Independent Audit Committee met on the 22 March 2023.

Joint Independent Audit Committee Exception Report

Exceptions for noting:

1 PCC UPDATE

The Commissioner informed the Committee that the proposed council tax precept and revenue budget 2023/24 had been supported by the Police and Crime Panel and his Public Accountability Board, and that there had been support from the public for the increase in precept.

The Commissioner acknowledged that the medium-term forecast is a concern and SYP must make savings.

SYP will meet its uplift target however there is a risk in relation to the retention of staff as more people joining the organisation are more aware of work life balance. New recruits also obtain a degree, develop IT skills, and are trained in problem solving all of which are transferrable skills.

The Commissioner made reference to the Baroness Casey Review into the standards of behaviour and internal culture of the Metropolitan Police Service. He highlighted that the Metropolitan Police Commissioner was not prepared to accept the term institutional racism.

2 FORCE UPDATE

T/Assistant Chief Constable Alton highlighted the positive HMICFRS PEEL 2021/22 inspection report. Organisationally, there are a number of areas SYP is looking to take forward following the inspection. Work is taking place through the People Board in relation to aligning resources.

3 SUSTAINABILITY UPDATE

D Taylor presented her report to the Committee to provide an update on the delivery of the force sustainability strategy, highlighting achievements and outlining aspirations for 2023.

The overarching ambition: striving “to embed sustainability in all that we do” remains. Progress is being made in all areas.

SYP have 62 Sustainability Impact Leads (SILs) and engagement is taking place at all levels of the organisation

All areas of SYP have their own sustainability action plan, sustainability has been embedded in a number of SYP processes including HMICFRS Force Management Statements (FMS) and business planning as well as being included within the Estates Strategy.

Members were assured that appropriate arrangements are in place to deliver the SYP Sustainability Strategy.

Joint Independent Audit Committee Exception Report

4 IT GOVERNANCE UPDATE

S Dunn, the Head of IT Shared Services for SYP and Humberside Police provided a verbal update on IT governance.

S Dunn had been asked to write an options appraisal for the IT shared service. The options appraisal had been delivered in December 2022. Four options had been presented, with costed business cases being progressed for stand alone functions and a hybrid model. It's anticipated that these business cases will be presented to the Chief Constables by the end of May 2023. PCCs views will also be sought.

JIAC continue to be concerned about the time that is being taken to resolve this issue and were not satisfied with the response that it may be completed this year.

C Hobson confirmed that there is some assurance in terms of the two business cases being developed. She enquired if sustainability and the financial position/investment are being worked through. S Dunn confirmed that these issues would be addressed in the business cases. They are doing everything they can to keep the cost within the financial envelope.

Members requested a written report including timescales at the June meeting.

Members considered the update but were still unable to provide assurance.

5 SYP ORGANISATIONAL INFRASTRUCTURE UPDATE, INCLUDING STRATEGIC CONCERNS AND ASSURANCE PLAN

A report was presented to the Committee to provide an update on the Force's Organisational Infrastructure (OI) governance arrangements.

There are continued concerns around recruitment and retention of staff in all areas, but particularly relation to managing data and information migration, but changes were being made to the recruitment processes.

J Howell presented the Regional Procurement Assurance Plan.

The Regional Procurement service is currently under review and Regional Procurement currently operate under four separate contract standing orders. There is currently a discussion taking place around whether they should remain at the current threshold for the involvement of the regional team.

Members concluded that the report gave positive assurance that the SYP's organisational infrastructure arrangements remains adequate and effective.

6 OPCC RISK MANAGEMENT UPDATE

A report was presented to the Committee to provide an overview of the PCC's Strategic Risks.

Members were assured on the adequacy and effectiveness of his risk management arrangements.

Joint Independent Audit Committee Exception Report

7 INTERNAL AUDIT UPDATE REPORT

The Head of Internal Audit his report on the Internal Audit work completed and in progress from 21 November 2022 to 26 February 2023.

Members were reassured that Internal Audit is going to deliver the number of days in the audit plan.

The committee was concerned that there are a number of longstanding agreed management actions and the risk being carried until these are resolved.

8 EXTERNAL AUDIT ANNUAL REPORT

A Gouldman presented Grant Thornton's Annual Report.

There are fewer improvement recommendations than in previous years which is seen as progress.

The new audit plan would be delivered in June 2023 and the audit will be completed by September 2023.

9 SYP / OPCC BUDGET MONITORING REPORT

A report of the OPCC's Chief Finance Officer was presented to the Committee to set out the forecast budget position for the period 1 April 2022 to 31 December 2022.

JIAC asked a number of clarification questions regarding the current spend profile of both revenue and capital budgets and were satisfied with the response.

D Carrington highlighted that there had been lots of ups and downs. Key areas include police pay, overtime, Detective Now, Summer Surge, PCSOs, utilities, fleet, additional POCA money and the Home Office uplift target and these were being successfully managed.

Members noted the report and were able to provide assurance to the PCC that they had scrutinised and asked questions around the report.

10 ARRANGEMENTS FOR PRODUCING THE AGS

SYP and the OPCC provided reports to update on the planning timetable for the production of the Annual Governance Statement (AGS) for 2022/23 including the process and timescales was presented to JIAC.

Members considered the AGS planning process for 2022/23 and were assured by the arrangements.

11 OPCC PCC ASSURANCE FRAMEWORK

A report of the Chief Executive and Solicitor was presented to the Committee about 'Objective 1: PCC's Legal Responsibilities – Information' from the PCC's Assurance

Framework for risk, governance and internal control such that members may be in a position to offer the PCC assurance that this area of responsibility is being appropriately managed.

Joint Independent Audit Committee Exception Report

M Buttery thanked E Redfearn for all her work on this. The OPCC is the only OPCC who has something like this, and this has had national interest.

Members agreed that no additional report was required. The findings from the assurance framework would come out in the AGS and other reports such as Strategic Risks.

Members were assured by the progress being made in relation to the continuing development the arrangements in place for risk, governance and internal control - the PCC Assurance Framework (PAF).

12 HMICFRS PEEL Inspection Report

A report of the Chief Constable was presented to the Committee. The purpose of the report was to inform the Committee that South Yorkshire Police has effective arrangements in place to monitor and progress recommendations made by Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS).

The following key points were highlighted.

A strong internal governance process in support of delivery against HMICFRS actions is in place.

SYP was awarded outstanding in preventing crime, protecting vulnerable people and good use of resources.

SYP was awarded good for investigating crime. Not many forces have got good.

Responding to the public was graded adequate. This is not a bad position and highlights where SYP need to improve.

Recording data about crime is good. Best practice has been identified around problem solving.

The committee acknowledged the journey SYP has been on and placed on record their thanks to everyone who has contributed to this improvement.

Recommendations

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

Report author details

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

Signed: S Wragg

Date: 21.4.23

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PUBLIC ACCOUNTABILITY BOARD 3 MONTH WORK PROGRAMME

DATE OF MEETING – 6 JULY 2023

Agenda Item / Reports	Author	Purpose/Comments
Force Performance – Sheffield District Summary Update	SYP	Provide the PCC with an update on Sheffield District's performance against Police and Crime Plan priorities.
Force Performance Against the Police and Crime Plan (2023 - 2025) – Protecting Vulnerable People	SYP	Provide update to PCC re Force progress towards the priority Protecting Vulnerable People in the Police and Crime Plan.
Missing Children Update	SYP	Action 447 - Further information on missing children to be received at a future Update - Superintendent B Kemp will attend a future meeting
Outturn Report for 2022/2023 Note: Deferred from 4 May meeting.	SYP	Provide final year end position of Force performance against Police & Crime Plan 2022-2025. To inform PCC's Annual Report
PCC Decisions	OPCC	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
JIAC Assurance Report	JIAC	Provide an overview of the Committees areas of exception reporting for PCC's information / action
IEP Assurance Report	IEP	Provide an overview of the Committees areas of exception reporting for PCC's information / action

DATE OF MEETING – 7 SEPTEMBER 2023

Agenda Item / Reports	Author	Purpose/Comments
Force Performance – Doncaster District Summary Update	SYP	Provide the PCC with an update on Doncaster District's performance against Police and Crime Plan priorities.
Force Performance Against the Police and Crime Plan (2023 - 2025) – Treating People Fairly	SYP	Provide update to PCC re Force progress towards the priority of Treating People Fairly in the Police and Crime Plan. Action 454 - The Right Care, Right Person approach to working with partners be covered in next Treating People Fairly report
Force Quarterly Budget Monitoring Overview (Q1)	SYP	SYP's financial position for (1 April to 30 June) Q1 2023/24

Firearms Licensing Update	SYP	Action 452 (2/2/23) - A further Firearms Licensing Update Report be brought to the Public Accountability Board in six months' time
PCC's Annual Report	OPCC	To receive and approve the Police and Crime Commissioner's (PCC's) Annual Report 2022/23 for publication
Strategic and Financial Planning Update	OPCC	To present an update on the strategic and financial planning timetable
PCC Decisions	OPCC	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
IEP Assurance Report	IEP	Provide an overview of the Committees areas of exception reporting for PCC's information / action
JIAC Assurance Report	JIAC	Provide an overview of the Committees areas of exception reporting for PCC's information / action
DATE OF MEETING – 6 NOVEMBER 2023		
Agenda Item / Reports	Author	Purpose/Comments
Force Performance – Rotherham District Summary Update	SYP	Provide the PCC with an update on Rotherham District's performance against Police and Crime Plan priorities.
Force Performance Against the Police and Crime Plan (2023 - 2025) – Tackling Crime and Anti-Social Behaviour	SYP	Provide update to PCC re Force progress towards the priority of Treating People Fairly in the Police and Crime Plan.
Force Quarterly Budget Monitoring Overview (Q2)	SYP	SYP's financial position for (1 July to 30 September) Q2 2023/24
Strategic and Financial Update	OPCC	To present an update on the strategic and financial planning timetable
PCC Decision	OPCC	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
IEP Assurance Report	IEP	Provide an overview of the Committees areas of exception reporting for PCC's information / action
JIAC Assurance Report	JIAC	Provide an overview of the Committees areas of exception reporting for PCC's information / action