

# Public Document Pack



28 June 2023

**To: Members of the Public Accountability Board**

This matter is being dealt with by: [REDACTED] Direct Line: 0114 2964138  
email: [REDACTED]@southyorkshire-pcc.gov.uk

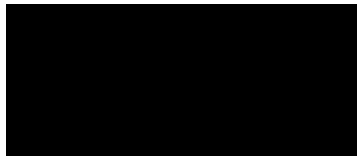
Dear Colleague

## **Public Accountability Board**

You are invited to the next Public Accountability Board which will be held on **Thursday 6th July 2023** at **2.00 pm** and will be held at Office of the Police and Crime Commissioner, 5 Crbrook Hall Road, Sheffield S9 2EH and via MS Teams.

The agenda and supporting papers are attached.

Yours sincerely



Erika Redfearn  
Head of Governance

Enc.

## **PUBLIC ACCOUNTABILITY BOARD**

**THURSDAY 6TH JULY 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 (<a href="https://southyorkshire-pcc.gov.uk/">https://southyorkshire-pcc.gov.uk/</a>) 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</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  | Minutes of the meeting of the Public Accountability Board held on 4 May 2023                                   | Dr A Billings | 5 - 10        |
| 9  | Matters Arising/Actions<br>There are no outstanding Matters Arising/Actions                                    | Dr A Billings | Verbal Report |
|    | <b>FORCE PERFORMANCE</b>   |               |               |
| 10 | Sheffield District Summary Update  | S Hemsley     | 11 - 28       |
| 11 | Force Performance Against the Police and Crime Plan 2023 - 2025 - Protecting Vulnerable People                 | T Forber      | 29 - 46       |
| 12 | Missing From Home Update   | B Kemp        | 47 - 52       |
| 13 | Budget Monitoring Report - 2022/23 March Outturn   | D Carrington  | 53 - 62       |
|    | <b>CHIEF EXECUTIVE REPORTING</b>   |               |               |
| 14 | PCC Decisions  | M Buttery     | 63 - 64       |
| 15 | Work Programme   | M Buttery     | 65 - 66       |
|    | <b>ASSURANCE REPORTS</b>   |               |               |
| 16 | IEP Exception Report - Scrutiny Mechanisms for Stop & Search and Use of Force                                  | M Lewis       | 67 - 72       |
| 17 | Any Other Business - to be notified at the beginning of the meeting  |               |               |
| 18 | Date and Time of Next Meeting - 7 September 2023 at 2pm  |               |               |

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## PUBLIC ACCOUNTABILITY BOARD: NOTE OF THE MEETING

4 May 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 Thorpe (Assistant Chief Constable, SYP)  
 J Bland (Assistant Chief Officer, SYP)  
 S Wanless (Chief Superintendent, Barnsley, SYP)  
 I Bailey (Violence Reduction Unit)  
 S Wragg (Chair of the Joint Independent Audit Committee)  
 M Lewis (Interim Chair of the Independent Ethics Panel)

### Observing

R Sebestyen (Journalist)

### Apologies received

D Carrington, E Redfearn, C Goodwin and R Alton

| NO: | AGENDA ITEM NAME  |
|-----|---|
| 2   | <p><b><u>FILMING NOTIFICATION</u></b></p> <p>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 (<a href="http://www.southyorkshire-pcc.gov.uk/">www.southyorkshire-pcc.gov.uk/</a>) where it can be viewed at a later date.</p>   |
| 3   | <p><b><u>ANNOUNCEMENTS</u></b></p> <p><b>Uplift</b></p> <ul style="list-style-type: none"> <li>The Commissioner congratulated SYP on meeting its target for the increase of police officers as part of the national 'Uplift' programme and invited the Chief Constable to comment</li> <li>The Chief Constable confirmed that SYP had recruited 1380 officers over the last four years</li> </ul> |

|   |   |
|---|---|
|   | <ul style="list-style-type: none"> <li>• Positive outreach work, staff networks and mentoring had been used to support people who wanted to apply from diverse backgrounds</li> <li>• A student officer programme has been developed</li> <li>• 1000 new recruits are somewhere on the student pathway; this will reduce over the next five years</li> <li>• There are already 400 additional officers on the streets, and it is anticipated that the 'Summer Surge' programme, which extends the working patterns of officers, will not need to be imposed this year</li> <li>• South Yorkshire will start to see the benefits from the autumn</li> </ul> <p><b>Meeting with South Yorkshire MPs</b></p> <ul style="list-style-type: none"> <li>• The Commissioner informed the Board that he had met with South Yorkshire MPs. They had raised several issues including the officer uplift, rural crime and dangerous dogs</li> <li>• Concerns around the Dangerous Dogs Act will be taken up separately with Government</li> </ul> |
| 4 | <p><b><u>PUBLIC QUESTIONS</u></b></p> <p>There were no public questions.</p>  |
| 5 | <p><b><u>URGENT ITEMS</u></b></p> <p>None.</p>  |
| 6 | <p><b><u>ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS</u></b></p> <p>There were no items to be considered in the absence of the public and press.</p>  |
| 7 | <p><b><u>DECLARATIONS OF INTEREST</u></b></p> <p>There were no declarations of interest.</p>  |
| 8 | <p><b><u>SUMMARY NOTE AND DECISIONS/ACTIONS OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 8 MARCH 2023</u></b></p> <p>The notes of the meeting were agreed as an accurate record.</p>   |
| 9 | <p><b><u>ACTIONS AND MATTERS ARISING</u></b></p> <ul style="list-style-type: none"> <li>• <b>453 - Rotherham to resend their report with amended graph on page 30</b><br/><b>Update:</b> Complete. Discharged</li> <li>• <b>454 - The Right Care, Right Person approach to working with partners be covered in next Treating People Fairly report</b><br/><b>Update:</b> Added to the work programme for 7 September. Discharged</li> </ul>   |

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| <b>10</b>                | <b>Barnsley District Summary Update</b>   |
| <b>Purpose</b>           | To provide assurance to the Public Accountability Board (PAB) and the communities of Barnsley that South Yorkshire Police is committed to working with our partners to deliver the vision and strategic objectives of the Police and Crime Plan.  |
| <b>Key points</b>        | <p>A discussion took place with Chief Superintendent Simon Wanless, the District Commander for Barnsley, about the report in the Agenda Pack.</p> <p>The Commissioner asked questions about the following areas in the report:</p> <ul style="list-style-type: none"> <li>• Response times</li> <li>• Adult safeguarding</li> <li>• Child criminal exploitation and child sexual exploitation</li> <li>• Burglary outcomes</li> <li>• Auto crime</li> <li>• Integrated offender management</li> <li>• Domestic abuse</li> <li>• Operation Slowdown</li> <li>• Victim care</li> <li>• Your Voice Counts surveys</li> </ul> |
| <b>Decision / Action</b> | None  |

|                         |  |
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| <b>11</b>               | <b>Force Performance Against Police and Crime Plan – Tackling Crime and Anti-Social Behaviour</b>  |
| <b>Purpose</b>          | To provide an update on the 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 Commissioner's overarching aim of South Yorkshire being a safe place in which to live, learn, work and travel.   |
| <b>Key points</b>       | <p>A discussion took place in the following areas of the report in the Agenda Pack:</p> <ul style="list-style-type: none"> <li>• Additional Home Office funding to tackle anti-social behaviour</li> <li>• Incident demand</li> <li>• Crime volume and trends</li> <li>• Shoplifting</li> <li>• The Right care, right person approach to work with partners</li> <li>• QueueBuster software in the Force Control Room</li> <li>• Fraud and Cybercrime</li> </ul> |
| <b>Decision/ Action</b> | None   |

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| <b>12</b> | <b>End of Year Report: The Police and Crime Plan 2022/23</b> |
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| <b>Purpose</b>          | 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).  |
| <b>Key points</b>       | The Deputy Chief Constable (DCC) drew attention to the following areas within the report in the Agenda Pack: <ul style="list-style-type: none"> <li>• The HMICFRS PEEL Inspection 2021/22</li> <li>• Prevention</li> <li>• The Leadership Academy</li> </ul> |
| <b>Decision/ Action</b> | None   |

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| <b>13</b>               | <b>SYP Performance and Governance Arrangements to Deliver the Police and Crime Plan 2023-25</b>  |
| <b>Purpose</b>          | To update Police and Crime Commissioner (PCC) as to the Chief Constable's plan to support the Police and Crime Plan 2023-2025.   |
| <b>Key points</b>       | The Commissioner drew attention to the following areas in the report: <ul style="list-style-type: none"> <li>• Violence Against Women and Girls (VAWG)</li> <li>• Rural and wildlife crime and the Rural Crime Community Meetings he was leading across South Yorkshire</li> </ul> |
| <b>Decision/ Action</b> | None   |

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| <b>14</b>               | <b>Trust and Confidence</b>  |
| <b>Purpose</b>          | To provide 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. |
| <b>Key points</b>       | A discussion took place around the following areas within the report: <ul style="list-style-type: none"> <li>• The Your Voice Counts survey</li> </ul>   |
| <b>Decision/ Action</b> | None   |

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| <b>15</b>      | <b>Office of the Police and Crime Commissioner Delivery Plan 2023-24</b>  |
| <b>Purpose</b> | To provide to the Police and Crime Commissioner (PCC) the Delivery Plan from the Office of the Police and Crime Commissioner (OPCC) which explains how the OPCC will contribute to delivery of the PCC's Police and Crime Plan for 2023-2025 (and support him in discharging his legal responsibilities). |



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| <b>Key points</b>       | <p>The Chief Executive and Solicitor highlighted the following areas:</p> <ul style="list-style-type: none"> <li>• Horizon scanning in a number of areas tracking Government policy</li> <li>• More detailed plans and work programmes are being drawn up and cascaded to individual staff as personal objectives for the year</li> <li>• Formal reporting to the Police and Crime Panel</li> </ul> |
| <b>Decision/ Action</b> | None  |

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| <b>16</b>               | <b>PCC Decisions</b>  |
| <b>Purpose</b>          | To provide the Board with a record of key decisions taken by the Commissioner outside of this Board since the last PAB meeting  |
| <b>Key points</b>       | <p>The following decisions were highlighted from the report:</p> <ul style="list-style-type: none"> <li>• The Commissioner's Proceeds of Crime Act (POCA) Community Grant Scheme decisions</li> </ul> |
| <b>Decision/ Action</b> | None  |

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| <b>17</b>               | <b>Joint Independent Audit Committee (JIAC) Assurance Report</b>  |
| <b>Purpose</b>          | To inform the Commissioner of any exceptions for noting from the JIAC meeting held on 22 March 2023.  |
| <b>Key points</b>       | <p>The following areas in the report were highlighted:</p> <ul style="list-style-type: none"> <li>• IT Governance</li> <li>• External Audit recommendations</li> <li>• Tender for the Internal Audit service</li> </ul> |
| <b>Decision/ Action</b> | None  |

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| <b>18</b>               | <b>Work Programme</b>   |
| <b>Purpose</b>          | To provide the Board with an overview of the content of future meeting agendas  |
| <b>Key points</b>       | The Chief Executive and Solicitor highlighted that work is taking place on the work programme. The need for a Force performance and District performance report against the Police and Crime Plan will not change |
| <b>Decision/ Action</b> | None  |

|            |      |
|------------|------|
| 18         | AOB  |
| Key points | None |

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

|                     |                                       |
|---------------------|---------------------------------------|
| <b>TITLE</b>        | Sheffield District Performance Report |
| <b>MEETING DATE</b> | July 2023                             |
| <b>REPORT OF</b>    | Chief Constable                       |

### **1. PURPOSE OF REPORT**

- 1.1 The purpose of the report is to demonstrate the activity being undertaken by police officers and staff in Sheffield District to keep the public safe.

### **2 RECOMMENDATION(S)**

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

### **3 KEY AREAS OF FOCUS**

- 3.1 This report will focus specifically on areas of policing or themes that the Police Crime Commissioner has requested an update upon or for assurance. It does not represent the entirety of the policing activity being undertaken by the dedicated officers and staff working within Sheffield Policing District. On this occasion, assurance has been requested around trust and confidence, our approach to victims, crime and anti-social behaviour, demand and resourcing, neighbourhood policing, our approach to protecting vulnerable people and most serious violence and organised crime groups.

### **4. TRUST AND CONFIDENCE**

- 4.1 The district Command Team have invested in Leadership days for our first and second line leaders and used these opportunities to drive key messages around ethics and standards of behaviour. This has included inputs from the Professional Standards department, along with sessions on leadership, ethics, and culture.
- 4.2 We have replicated good practice from Doncaster and invited our leaders to make a leadership pledge. Individual pledges are centred around the forces' values of fairness, integrity and trust and highlight behaviours that our leaders wish to stop, start or continue to do. Individual submissions are then collated to produce a "team ship" document for each team, outlining their team culture and how they will continue to deliver the best possible service in Sheffield.
- 4.3 We have also delivered bespoke professional development sessions with our neighbourhood teams which are known as innovation days. These sessions provide the opportunity for our teams to share best practice, to explore and

debate case studies, and to discuss and understand new legislation. Team days have been overlaid with supervisor away days where team building, leadership, management and problem-solving workshops have helped staff to develop. This is a rolling programme of work which will continue throughout the coming year.

- 4.4 Community engagement continues to be a key area of focus, especially for our neighbourhood policing teams. This is underpinned by formal engagement structures, for example the Local Area Committees, but also more informal opportunities with partners and the public. Good examples include the North East team who have developed the 'mobile beat bus' initiative, which sees officers deploy in a mobile police station to a specific location (advertised in advance) to enable engagement. This has been highly effective, particularly with residents who prefer face to face contact, and allows members of the public to share their concerns directly with local officers.
- 4.5 The Parsons Cross team have continued to deliver 'police in park', where officers set up a pop-up police station in a park engaging with families. -It was on one of these deployments that we were notified of ongoing damage issues at a nearby allotments. Officers were able to quickly resolve these issues, updating the community with the action taken and offering reassurance.
- 4.6 The South East Neighbourhood Policing Team, along with Superintendent Benn Kemp, have attended the youth club in the Darnall area, and despite losing at chess, the team did engage with young people from a range of communities who often do not wish to speak with police. The team are also involved in free football sessions through Premier League Kicks in Woodhouse and Handsworth, helping to divert young people away from anti-social behaviour.
- 4.7 Our neighbourhood teams continue to deliver pop up police stations, pre advertised patrols, brew with a bobby along with visible foot and bike patrols. These remain valuable and reliable forms of engagement. We also deliver walk about Wednesday where local councillors, partners and the public can meet up and walk around a specific location to highlight and address issues. This approach has proved to be highly effective with many members of the public approaching the group and raising issues.
- 4.8 One area of focus for us over coming months is understanding and embedding stronger connections with our black communities. We know that our current approaches are not always effective, and we are working with key individuals in those communities to better understand and address current gaps. Through the Police Race Action Plan, we have held a series of events specifically aimed at black communities to understand their perceptions of policing, helping us to understand their needs. These events have been held in the community and attended by a wide demographic. The community were clear around their frustration with police use of road traffic powers feeling they were unfairly targeted. The community spoke around current engagement not been effective in reaching the wider black community. Work is still ongoing through the Police Race Action Plan governance structures to expand and

improve our policing response. Just this week, officers held an awareness event at the Sheffield and District African Caribbean Community Association (SADACCA) where they met with members of the community from Congo, Burundi, Rwanda and Kenya. Officers really enjoyed meeting the group and delivered a translated session on traffic laws and hate crime.

- 4.9 Formal engagement in structured partnerships continues through the Neighbourhood Action Groups in each area. These smaller meetings focus partners in on key issues and allow joint problem solving. In the city centre, the retail crime group has been refreshed which will provide better opportunities to engage with retail businesses. The team in Page Hall have also recently set up a business forum too - this is community-led and South Yorkshire Police are active members of the group.
- 4.10 Sheffield district has an active Independent Advisory Group with good representation from a cross section of our communities. Meetings are held every six weeks and provide the opportunity for the latest ideas and policies to be presented and tested, along with scrutiny of existing approaches. We also welcome the external scrutiny panels for Stop and Search and Use of Force. In these forums we invite members of the public to review our interactions by watching body worn video footage and encourage them to give feedback on our approaches. This information is captured and used to shape training inputs for frontline staff to improve service delivery and standards.

## **5. PUT VICTIMS FIRST**

- 5.1 Investigation teams are working closely with partners to share learning in relation to Child Sexual Exploitation, sexual abuse and technology assisted harmful sexual behaviour. These joint training sessions are attended by our Child Exploitation Team and offender management teams. This will support our officers in taking a truly victim centred approach.
- 5.2 To develop our approach to child death investigation we have recently delivered an input on our district leadership days which includes a presentation from a recently bereaved mother. Her experience of our approach, process and protocols has caused us all to reflect on how we deal with such sensitive circumstances and showed the need for empathy and understanding whilst managing a police investigation. I would like to thank her for being brave enough to speak out about her experience and commend her support and willingness for change.
- 5.3 The Protecting Vulnerable Persons portfolio routinely attend partnership meetings which focus on improving our service to the most vulnerable in our communities. These meeting assess the level of service provided to vulnerable people and victims of crime to understand how improvements can be achieved, but also to acknowledge notable practice.
- 5.4 Quality Assurance Thematic Testing (QATT) reviews are conducted to review the quality of investigations where the focus on the victim is assessed. Where

there are identified areas for development these are identified and remedial work and engagement with the victim is tasked along with understanding the learning and development.

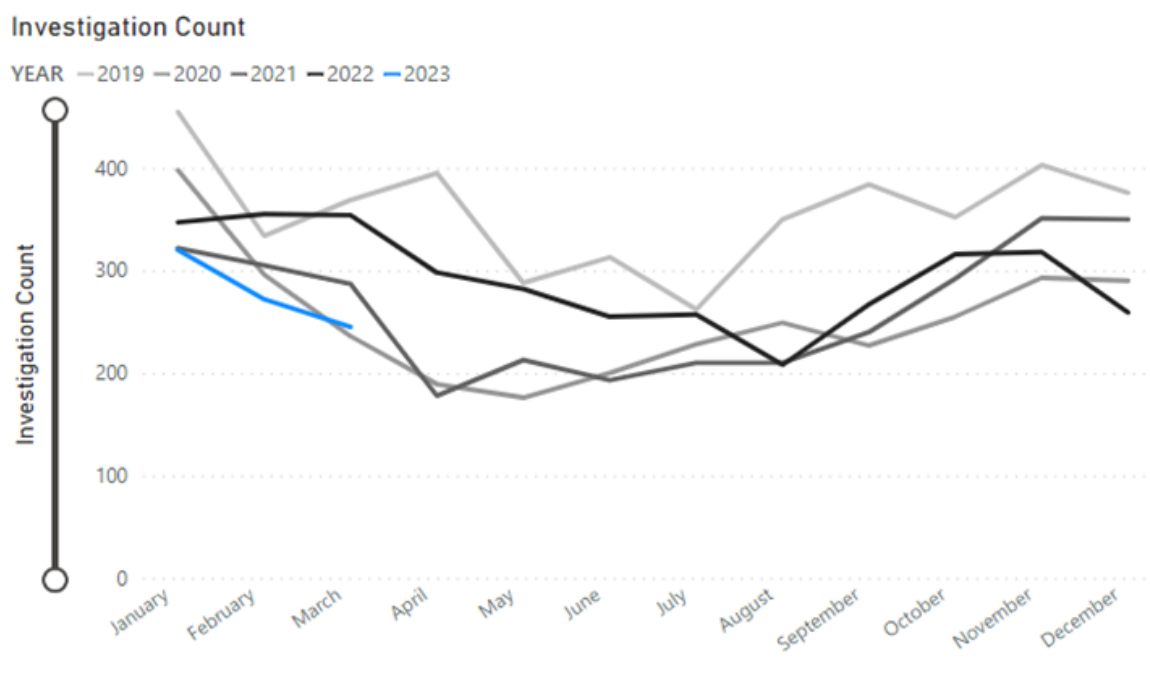
## **6. CRIME AND ASB**

### **6.1 Neighbourhood Crime**

- 6.1.1 Sheffield district have invested resource into a Neighbourhood Crime Team to focus our efforts on residential burglary and personal robbery offences along with any auto crime offence series. This model is aligned to geographical neighbourhood policing areas which gives a level of accountability and supports a collaborative problem-solving approach. Working alongside neighbourhood and intelligence colleagues the team work a mixture of days and late shifts and are charged with managing the prolific offenders that impact most on our communities, proactive management of any new and emerging crime trends or series, provide a proactive arrest capability and effectively, consistently and robustly manage neighbourhood crime investigations including forensic hits.

### **6.2 Demand**

- 6.2.1 Since August 2022, all three teams have carried a monthly average of 138 allocations per team, 85% burglary residential, 15% robbery, with a minor percentage of associated vehicle crime attached to prolific suspects.
- 6.2.2 Sheffield district experiences on average 400 crimes per month of residential burglary and robbery alone. (Sheffield district residential burglaries average 340 per month, personal robberies average 65 per month).
- 6.2.3 There are currently 245 active investigations held in the Neighbourhood Crime Team with individual caseloads averaging 18 investigations. This does not include crimes that have been filed following charge and require ongoing case management through the criminal justice process.
- 6.2.4 The current terms of reference ensure all burglary investigations are triaged to ensure we are maximising all evidential opportunities. This also allows themes to be identified and ensures offenders are being robustly managed. Oversight is maintained through a weekly governance structure with good representation from across the district. Our approach has been successful so far, as proven by a 5% reduction in our total neighbourhood crime investigations.
- 6.2.5 There are notable reductions to residential burglary over the last 5 years, with 2023 starting from the lowest recorded volume in January (compared to the last 5 years) and continuing the downward trend.



## 6.3 Outcomes

6.3.1 Sheffield's total outcomes for neighbourhood crime offences sit just above the force average of 5%. The Neighbourhood Crime team action taken percentage currently sits at 11% by comparison. As a district, Sheffield sits above force average with burglary residential outcomes at 8% (force average currently 4%). Robbery action taken currently sits at 9% (in line with the force average).

## 6.4 Op to tackle vehicle crime

- 6.4.1 Our latest operation was created in February 2023 to provide a proactive response to vehicle crime across the Sheffield. This is a focused operation which aims to identify and target priority suspects, disrupt and deter offences, maximise investigative opportunities and bring offenders to justice.
- 6.4.2 By assessing and reviewing intelligence we can create patrol plans that ensure best use of our resources. Activity is generally undertaken during the hours of darkness and is supported by colleagues from the Operational Support Unit, investigation teams, neighbourhood teams and response officers which ensures a cohesive approach to tackling this district priority.
- 6.4.3 To date, we have seen some reductions on the volume of Theft from Motor Vehicle offences, we have not yet seen the improvement in our outcomes that we had expected. This is an area of focus for the team going forward.

## 6.5 Governance

6.5.1 District performance for this area is governed through a bi-weekly Neighbourhood Crime meeting. Chaired by a Detective Chief Inspector, this

meeting is attended by all Inspectors. This meeting informs the bi-weekly crime management meeting chaired by the Detective Superintendent Investigations, and the force wide Serious and Acquisitive Crime meeting.

## **6.6 Hate Crime**

- 6.6.1 Sheffield district continues to make positive progress in respect of hate crime. We are currently exploring our options to introduce an additional hate crime co-ordinator, which will see us have increased capability. The team continue to establish new third-party reporting centres, creating opportunities for victims to report crime in safe and trusted environments. One example of this is the new reporting centre at SAYIT (an LGBTQ+ organisation), this is funded through the Community Safety Partnership and has already seen an increase in reporting, particularly where members of our trans community have been targeted.
- 6.6.2 The team continue to attend key events and raise awareness of hate crime, recently Superintendent Kemp spoke at the Sheffield International Day Against Homophobia Transphobia and Biphobia (IDAHOBIT) and the team have plans for Windrush Day along with other key events in the community calendar. This provides further opportunities for us to engage with minority communities, and address important topics such as how to report hate crime and the support available to them.
- 6.6.3 The team have improved local processes, with improved governance of hate crime which is now reported daily through our daily management meetings. This ensures that there is a prompt response to any offences reported along with reassurance patrols from neighbourhood teams where appropriate.
- 6.6.4 We acknowledge that our outcomes for hate crime needs further focus. We are currently undertaking an internal review to understand the issues at play, to make recommendations and to drive improvement. We are engaged with partners on this, and recently have been involved with a government think tank who have undertaken an independent review of hate crime within Sheffield. This report rightly recognises the positive work across the partnership and will help to inform next steps.

## **6.7 Road Safety**

- 6.7.1 Speeding complaints and parking concerns continue to feature highly as priorities for some of our communities. We are actively involved in the Community Speed Watch initiative which involves inviting the reporting person, local councillor, and other concerned parties to join the police at the specific location and conduct speed checks. We then share our findings with local authority colleagues so that they can consider any additional signage etc. One example of this is on Butterthwaite Road (S5) where repeater signs are now installed.



- 6.7.2 The South East Local area committee have recently invested in their own handheld Pro Laser which is used by the neighbourhood policing team continue to use. A recent operation in the Westfield Southway and Charnock Dale Road area measured the speed of over 50 vehicles, resulting in 8 speeding drivers been identified.
- 6.7.3 Our neighbourhood policing teams are supported by the 'mini police'. Jointly they undertake targeted activity within the vicinity of schools. Working with officers, the mini police identify speeding drivers and parking issues leading to the children addressing their concerns with the drivers involved.
- 6.7.4 Illegal parking has been a local priority for the North West communities and the neighbourhood team have developed an innovative solution Operation Park Safe. Still in pilot phase, this operation has seen the development of an online reporting tool, where the public complete a form, take and submit photos of illegal parking. This information is then reviewed by a local officer and used as evidence to support a prosecution. This has been well received by the community and has already led to a number of prosecutions. We are now expanding this pilot to the South West area to allow further testing of this model before evaluation.

## **6.8 Antisocial Behaviour**

- 6.8.1 The central neighbourhood team in Sheffield continues to focus on its priorities of reducing antisocial behaviour (ASB), addressing violence in the night time economy and neighbourhood crime, with dedicated problem-solving plans for each area.
- 6.8.2 ASB within the city centre has continued to fall. We have seen a recent reduction from 120 incidents per month, to 80 reported incidents in March. April did see a spike in demand around the Haymarket area. We have developed a problem-solving plan to address this and continue to utilise the harm reduction pathway with partners. This includes an intensive offer of support to those who benefit most from street outreach sessions. Individuals who choose not to engage and break the cycle of offending are informed that they are liable to prosecution for any offences they are committing, and we can then show the support we have offered before moving to enforcement. This has led to enforcement activity being taken against some of our prolific offenders, resulting in imprisonment.
- 6.8.3 The government funded Changing Futures programme continues to work with intensive support for a cohort of complex individuals. These people often find themselves homeless and the programme seeks to address their basic needs, supporting them to rebuild their lives with intensive support. We will continue to use order and powers to disperse and deal with offenders along with targeted visible policing.
- 6.8.4 The policing of the night time economy (NTE) has been reviewed, this has seen an increase in partnership engagement in briefing and patrols. We have

held a workshop at Niagara with all NTE partners coming together to discuss common challenges and opportunities. Through the Licensing Department, we continue to identify and work with venues who experience issues. This approach has seen changes to door supervisors, changes in CCTV and local practice at some venues resulting in reductions in ASB and violence.

## **7. DEMAND AND RESOURCE**

- 7.1 This year has delivered a succession of our new student officers achieving their accreditation and development milestones, “graduating” from student to confirmed police officers. This is testament to their ability and motivation, but also is bringing awaited increasing capacity back into the district. The national “uplift programme” promised to achieve the recruitment of 20,000 additional officers. In South Yorkshire, our share of the investment has been met, those officers are in varying stages of training, it is tremendous to feel the difference now as the first of those new recruits become established.
  - 7.1.1 With this growing capacity, we are better equipped to respond to calls for service and better equipped to provide the quality of service we aspire to, victims receiving timely attendance; better outcomes; more offenders brought to justice which in turn will reduce the likelihood of further offending.
  - 7.1.2 With the arrival of our new cohorts, we have been able to progressively move officers internally, from our response teams and into neighbourhood policing and investigation teams. This is a careful balance. All of our teams have been operating with a vacancy factor and we are now able to achieve a better balance across our teams.
  - 7.1.3 As we move through 2023, we will continue to welcome student officers into the organisation, and by the end of the year we expect to see our response teams at full strength and our neighbourhood teams at or near capacity. This is to be celebrated and will have an incredibly positive impact on the district.
  - 7.1.4 There is a national challenge to recruit detectives and in Sheffield this is no different. We utilise every opportunity to select and develop colleagues into these vital roles but it is still a challenge for us.

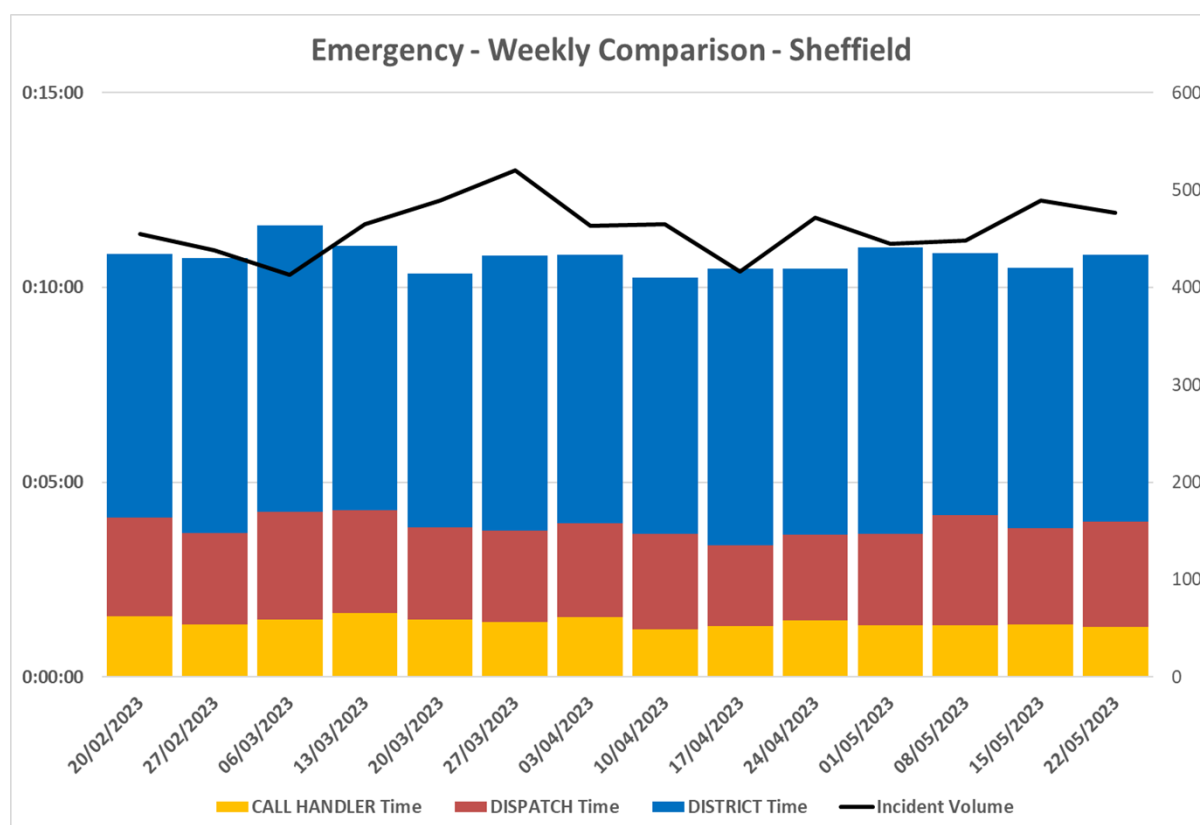
### **7.2 Response Times**

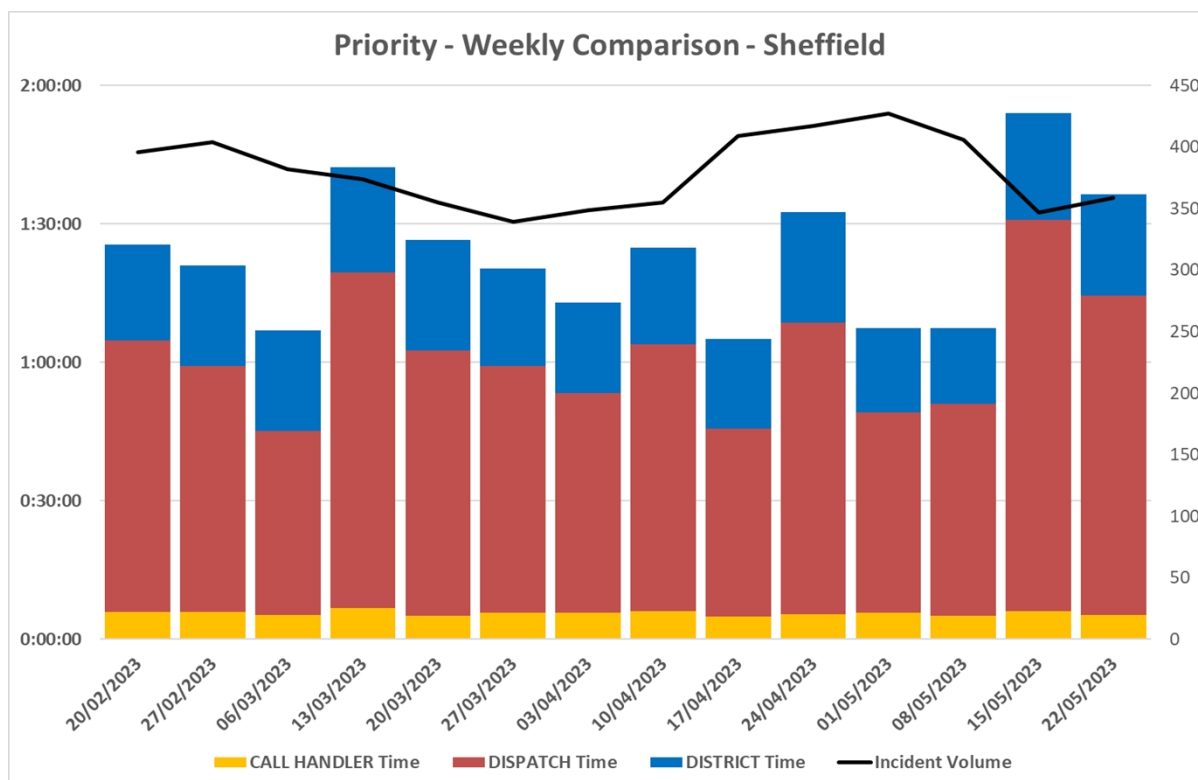
- 7.2.1 The district demand for an emergency response has seen an increasing trend since April 2023 and there has also been a corresponding increase in demand for priority responses, however, the increase in demand for priorities has been more pronounced.
- 7.2.2 Since April, Sheffield has dealt with a number of incidents which have required intensive resourcing due to their nature and complexity, and have included murder investigations, firearms discharges and larger scale public events such as the Arctic Monkeys music events. These events have affected

the availability of our resources and whilst we have maintained our performance in relation to attending emergency incidents, we have seen an increase in time taken to attend at priority incidents.

7.2.3 We are working to maximise the deployable resources we have. Our response resources are being rebalanced to ensure our staff are best placed to attend calls for service. The number of response officers in the west of the city will increase slightly to reflect the changing demand we face, and we anticipate this will lead to improvements in our response times.

7.2.4 Due to the nature of the “Student Journey” when new officers are recruited, there are periods where student officers are allocated to university or rotations with other departments within the district. This has created challenges in our resilience, with some teams experiencing a greater impact than others. We now have a plan in place to minimise the impact of this issue and are working closely with the duties team to ensure we have resources in place to manage peak summer demand.





## 7.3 Events and Operations

- 7.3.1 “Operation Duxford” is an initiative which brings together resources from across the force to focus on one district for the day. This concerted effort is designed to focus on the issues that matter most to our communities. The most recent Operation Duxford in Sheffield took place on the 29<sup>th</sup> March and centred around protecting young people from Child Sexual Exploitation and tackling “county lines” drug supply. As ever, our partners were invaluable to the success of the day, as was the intelligence that we had received from communities. Results from the day included the execution of 9 search warrants, 19 arrests, substantial amounts of Class A and B drugs recovered, education visits to hotels to highlight suspicious activity and encourage them to report concerns to us, and nearly 50 children absent from school were engaged with.
- 7.3.2 In recent months we have policed a number of protests in the city centre. Protest is often a contentious activity, which invariably sees one group who have a strong ideal come together to voice their opinions. The ability to peacefully express beliefs is enshrined within our human rights. Peaceful gathering and expression are lawful, exceeding this right through criminal action is not. Balancing the rights of diverse groups is a challenge for policing, as can frequently be seen in national media.
- 7.3.3 In Sheffield, most notably, was the action taken by Just Stop Oil affiliates which affected the World Snooker Championship in April. The protestors were arrested, and the investigation continues. We have also seen a number of

people protesting the city's Clean Air Zone. This has taken two forms: people gathering on foot and "slow driving". All these events have led temporary disruption but have been peaceful and lawful.

- 7.3.4 Both football clubs in the city have enjoyed success and promotion. Sheffield has hosted two celebration events, involving open top buses, parading through the streets, culminating at the Town Hall. This involved thousands of people coming together to celebrate. The police worked closely with the event organisers to ensure that both evenings were enjoyable and safe occasions for all.
- 7.3.5 Hillsborough Park will host two outdoor music events this summer. Sheffield's Arctic Monkeys returned to the city on the 9<sup>th</sup> and 10<sup>th</sup> of June as part of their national tour. Around 37,000 people were in attendance each night, most of whom were local people. We worked alongside our partners and the event organiser to ensure safe and successful events which were positively received. After the show, the city centre was unusually busy as people continued their night out and we had officers in place to ensure a good response to a Night Time Economy which felt as busy as two back-to-back New Year's Eves.
- 7.3.6 Later in the summer, the Tramlines music festival will return for three days and nights of music, entertainment, food and drink. Again, the police will work with the event organisers and the local authority to ensure the festival goes well and the public are safe at Hillsborough and in the city centre.

## **8. PROTECTING VULNERABLE PEOPLE**

### **8.1 Domestic abuse – demand and our approach**

- 8.1.1 Following an increase in reporting over the festive period, we have now seen a return to expected levels of domestic abuse since March. Numbers of reports have remained relatively stable since this time. Domestic abuse investigations are progressed by both response officers and specialist domestic abuse investigators and will be appropriately resourced depending on the level of threat, harm and risk in each case.
- 8.1.2 We focus heavily on the quality of our domestic abuse investigations to bring perpetrators swiftly, robustly and effectively to justice. There are currently over 100 investigations that are either due to be or currently under review by the CPS across the district. Additionally, there are 215 domestic abuse suspects who are currently on bail whilst investigations continue.
- 8.1.3 In cases where the threshold of evidence is not met for prosecution, we maximise the use of Domestic Violence Protection Orders (DVPO). These are civil orders that afford protection to victims and give them the time, space, and distance to seek support. There are currently 11 subjects being managed by a DVPO across the district which includes robust management of conditions to provide space for domestic abuse victims.

8.1.4 Within the district we are currently piloting a proactive and problem-solving approach to domestic abuse. This is following on from the initial successes seen a perpetrator focussed problem solving operation. By targeting selected domestic abuse perpetrators through specific algorithms to predict future harm, a dedicated resource is being utilised to consider a range of tactical options in a multi-agency approach. This in turn is highlighting hidden demand that would not ordinarily have been reported through the normal channels and increasing the level of safeguarding opportunities available to victims of domestic abuse. This specific resource also intends to manage the Claire's law applications to capitalise on opportunities to safeguard victims; of which there are currently 39 ongoing.

## **8.2 Focusing on suspects**

8.2.1 Recognising that arresting suspects for domestic abuse is a means to protect vulnerable people in addition to conducting prompt and effective investigations, scrutiny around sound decision making is a priority. Those incidents assessed as high risk of serious harm are prioritised for arrest and attract a higher arrest percentage rate than those indicating a lower level of risk. There are many reasons why officers may choose not to use their powers of arrest, but to process a suspect using another method. These include voluntary attendance and contemporaneous interview under caution. Efforts have been focussed across the district to educate and develop officer's understanding of risk management to inform decision making around instigating powers of arrest in domestic abuse related incidents.

8.2.2 Additionally, we have daily scrutiny of those suspects that we deem to be either high or medium risk. This is governed through the district Daily Management Meeting with appropriate tasking through the Domestic Abuse Arrest Team, the tasking team and response teams.

8.2.3 A dedicated approach is now established within the domestic abuse team whereby student officers attend on attachment to work alongside more experienced officers. This allows them to deepen their knowledge and understanding, whilst developing their ability to recognise the importance of safeguarding victims through arrest.

8.2.4 Bi-weekly governance through a Domestic Abuse Planning and Performance meeting chaired by the district Detective Chief Inspector ensures relevant scrutiny of outstanding suspects to ensure that decision making is justified and accountable. Reviews are also conducted through this process to ensure that any investigations where no arrest has been made in both high and medium risk cases have appropriate rationale recorded.

8.2.5 Since these measures have been put in place there has been a gradual increase especially in medium and standard risk arrest rates accepting that the latter months are still expecting to increase through those remaining outstanding.

| Month                                   | Standard | Medium | High |
|---|----------|--------|------|
| Feb 2023                                | 19%      | 56%    | 88%  |
| March 2023                              | 12%      | 58%    | 87%  |
| April 2023                              | 30%      | 60%    | 88%  |
| May 2023                                | 37%      | 58%    | 80%  |
| June 2023 – up to 12 <sup>th</sup> June | 50%      | 50%    | 69%  |

### 8.2.6 Pilot update

8.2.7 Of the initial 8 perpetrators forming the cohort, there have been some notable successes. 3 perpetrators are currently in custody or awaiting trial. The offences involve Domestic Abuse and neighbourhood criminality. Some of these investigations have been progressed with victim support and others through evidence led prosecution.

8.2.8 One perpetrator is being supported through the operation with a particular focus around mental health and substance misuse having just been released from hospital on a targeted plan which generates multi-agency support.

8.2.9 Victims are receiving enhanced safety measures for example we have secured support from Sheffield City Council to fund a new door for a victim to keep them safe. Independent Domestic Abuse Service (IDAS) continue to support victims even where perpetrator is remanded in custody thus continuing to build trust, confidence and ensuring the victim is aware of changes in custody status in advance.

8.2.10 Specific cases managed under the pilot have seen reductions in expected crime demand and harm to victims over the initial 3-month period along with identifying hidden harm. As the operation continues to develop, it is envisaged that the volume of perpetrators will increase (we have already seen numbers increase to 11) This will now form part of the new proactive problem-solving domestic abuse team in Sheffield and will run alongside the already established Multi-Agency Tasking and Coordination (MATAC) approach to provide a comparison for analysis.

### 8.3 Non-crime demand

8.3.1 Claire's Law applications have been managed within the PVP department which has increased the demand on investigators. It is recognised that this function requires a specialised and well-informed, consistent approach to decision making and delivery and as such has been moved to the new domestic abuse proactive problem-solving team, therefore reducing demand on PVP investigators to concentrate more on child abuse investigations and serious reactive Domestic Abuse investigations.

8.3.2 Positive relationships continue to be developed with partners within the PVP arena to assist with demand management. Regular meetings take place at

director level to ensure that any challenges faced in this multi-agency setting are reduced and removed, reducing demand further. Following a successful partnership training event to focus on the management of Female Genital Mutilation cases, another training event is now being planned to focus on partnership working in times of major crime events, and child exploitation to reduce challenges faced through multiple organisations.

- 8.3.3 The introduction of the Adult Multi-Agency Safeguarding Hub (MASH) is likely to lead to increased identification of vulnerable adults due to improved scrutiny and oversight of cases. This demand is not likely to be significant. Work is currently ongoing within this arena to educate officers surrounding the quality of referrals by attending officers to reduce failure demand.

## **8.4 Child Sexual Exploitation and Child Criminal Exploitation**

- 8.4.1 There is a pro-active approach to ensuring that the Exploitation team are regularly becoming involved in missing person investigations surrounding children at risk. Officers within the team are attending an increased number of interviews with children upon their return to develop better relationships and trust with potential victims.
- 8.4.2 The team are also trialling the use of an investigation officer to specifically focus on missing person investigations following their return. This is to utilise any evidence found during the course of a missing person investigation to be developed with intelligence and then handed to a detective to progress if deemed to be highlighted as a wider exploitation investigation.
- 8.4.3 There is a daily intelligence sharing meeting which is attended by Youth services, Intelligence and the missing from home team along with a revised multi-agency Child Exploitation Tactical Group to manage specific cases posing the most threat and risk to victims of exploitation.

## **8.5 MOST SERIOUS VIOLENCE AND ORGANISED CRIME GROUPS**

### **8.5.1 Demand**

- 8.5.2 Across the force we have seen levels of Most Serious Violence increase by 5% in the final quarter of the year. Sheffield however has seen an increase of just 3 offences and 2% in this reporting period. We believe this is due to our sustained focus on serious violence offences which is a priority for our district.
- 8.5.3 Positive outcomes (action taken) for MSV currently sit at 12% for the last quarter of 2022-2023, along with 12% for the previous 12 months. We remain committed to focusing on these high harm offenders and impactful crimes to deliver the best possible service to our communities.








- 8.5.4 There are currently 32 active Organised Crime Groups in Sheffield; 27 are centred around drug supply. Our Fortify teams have been focused on robust management and disruption of these groups and we believe this has led to the significant reduction in the number of firearms discharges over the last 3 years, with a 30% reduction on this period last year.

| Viable Firearms Discharges | Barnsley | Doncaster                     | Rotherham            | Sheffield                    | Force |
|----------------------------|----------|-------------------------------|----------------------|------------------------------|-------|
| 2021                       | 1 (2%)   | 21 (38%)                      | 6 (11%)              | 28 (50%)                     | 56    |
| 2022                       | 6 (11%)  | 16 (29%)                      | 10 (18%)             | 24 (43%)                     | 56    |
| Change                     | +5       | -5                            | +4                   | -4                           | 0     |
| % change                   | +500%    | -24%                          | +67%                 | -14%                         | 0%    |
| 2023                       | 2 (10%)  | 5 (26%)                       | 7 (35%)              | 6 (30%)                      | 20    |
| April 2023                 | 0        | 2 (Narrow Alpha, Chart Alpha) | 1 (Manicure Charlie) | 2 (Length Mike, Latest Kilo) | 5     |

- 8.5.5 Knife crime has seen a steady increase over the last 6 months with an unusual peak in March.

**Table 1 – District knife crime volume in the latest 6-month period**

| District    | Nov-22 | Dec-22 | Jan-23 | Feb-23 | Mar-23 | Apr-23 | 6-month Volume  | Monthly average for previous 12-month period |
|-------------|--------|--------|--------|--------|--------|--------|---|--|
| Barnsley    | 34     | 42     | 37     | 21     | 24     | 27     |  | 35   |
| Doncaster   | 65     | 55     | 56     | 50     | 63     | 40     |  | 60   |
| Rotherham   | 44     | 32     | 33     | 43     | 41     | 36     |  | 38   |
| Sheffield   | 78     | 67     | 86     | 83     | 104    | 75     |  | 100  |
| Force Total | 221    | 196    | 212    | 197    | 232    | 178    |  | 205  |

## 8.6 Serious Violence and Critical Incidents

- 8.6.1 Over the last quarter the district has dealt with several serious incidents. On 5<sup>th</sup> April 2023 in the Greenhill area a 60-year-old female died as a result of injuries inflicted using a motor vehicle. A juvenile defendant has been charged with this offence and is awaiting trial. This incident was widely reported in national media. The child was charged with murder and has been remanded in custody. The Major Crime Unit have led this investigation supported by staff from the Sheffield district.
- 8.6.2 On 9<sup>th</sup> April 2023, a discharge of a firearm was reported in the Gleadless area of Sheffield. Sadly, a 25-year-old male died as a result of gunshot injuries. Several people have been arrested and remain on bail in relation to this incident. This investigation remains ongoing and is being led by colleagues from our Major Crime Unit.
- 8.6.3 On 30<sup>th</sup> May 2023 in the Hillsborough area of Sheffield, a 48-year-old female died as a result of head injuries following an assault. One individual has been charged with this offence and is currently awaiting trial.

## **8.7 Disruptions**

- 8.7.1 The Sharrow and Nether Edge areas continues to experience demand which is directly linked to OGC activity. This includes the discharge of a firearm, serious violence, and drug supply issues.
- 8.7.2 Sheffield district continues to provide dedicated resources to the area in the form of two neighbourhood policing teams, a dedicated Fortify OCG management team and continued high visibility patrolling from our central support teams. The area also has a productive and engaging neighbourhood action group who have now also attended two bronze action group meetings. This was mentioned in the last PAB report and has been piloted to encourage discussions around problem solving between community members and Police responsible for the disruption plan. The last meeting was held following the firearms discharge in Machin Bank with another scheduled to take place imminently.
- 8.7.3 Following the discharge of a firearm in Machin Bank, the Fortify teams, supported by colleagues, have delivered several weeks of sustained enforcement against the principle OCG's in this area. This activity has included a series of warrants targeting the higher harm offenders. 10 arrests were made in relation to drug supply and violence offences, and we have seized cash, drugs and weapons. Two subjects have now also been charged and remanded.
- 8.7.4 Close partnership work has also led to closure orders being obtained in order to safeguard some of our most vulnerable residents. This multi-agency approach is person centred and considers the holistic needs of the individual, not just any enforcement activity.
- 8.7.5 Local businesses were also visited by members of the local neighbourhood policing team and trading standards as part of the same operation which saw commodities such as a large amount of illegal vapes recovered. In Broomhall over £38,000 worth of illegal commodities were seized by trading standards.
- 8.7.6 In total, 15 disruptions have been nationally recorded against organised crime groups in April of this year with Sheffield Fortify submitting on average 6 disruptions per month against the highest risk OCG's. Within the last report reference was made to OCG's operating in the North East area of the city. Since then, a further OCG has now been fully dismantled and rendered inoperable. This is another fantastic example of the dedication and commitment of our teams.
- 8.7.7 The Sheffield Fortify team continues to actively pursue offenders for County Lines Drugs Supply. Most recently Sheffield Fortify conducted a joint operation with Derbyshire Police in order to target offenders who were active in both counties. This resulted in people being arrested and charged with offences relating to drug supply. They now await trial.

8.7.8 The Sheffield Fortify partnership has further invested in training for its partners with an event held recently which saw partners receive inputs from professionals such as the National County Lines Coordination Centre, The Metropolitan Police, Child Exploitation Team and St Giles Trust on the signs, symptoms of county lines exploitation and recruitment. Further sessions are planned.

## 9. Conclusion

9.1 This performance report describes the latest quarter ahead of our plans to manage demand through the summer period where we will see increased calls for service alongside our officers and staff taking some well-earned leave with their families. We have undergone an intense planning phase to ensure that the district is able to deliver against community priorities and meet calls for service in this busy time.

| List of background documents   |       |  |
|--|-------|--|
| The data within this report is taken from reports written for force performance accountability processes:<br>Sheffield Quarterly Performance Review<br>Business Intelligence Reports<br>Bi-weekly Performance Report |       |  |
| Report Author:   | Name: | Chief Superintendent Lindsey Butterfield |

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## **PUBLIC ACCOUNTABILITY REPORT**

**DATE OF REPORT: JUNE 2023**

## **SOUTH YORKSHIRE POLICE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN PRIORITIES**

**THEME: PROTECTING VULNERABLE PEOPLE (PVP)**

## **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 Protecting Vulnerable People 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 SUMMARY OF OPTIONS, RECOMMENDATIONS AND DECISION REQUIRED**

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

### **3 PERFORMANCE SUMMARY ASSESSMENT**

- 3.1 This report will present a brief summary of some of the work undertaken in the overarching area of Protecting Vulnerable People (PVP), in delivering the Police and Crime Plan during the current period. This report will provide evidence of approach and delivery within a number of PVP areas:

- Right care, right person
- Victim's voice (put victims first)
- Recognising vulnerability and safeguarding
- Combatting drugs
- Violence Against Women and Girls (VAWG)
- Domestic Abuse (DA)
- Child Sexual Exploitation (CSE)
- Update on the PVP review
- Fraud and Cyber Crime

- 3.1.1 In the HMICFRS 2021/22 PEEL Inspection, South Yorkshire Police has been rated as OUTSTANDING at protecting vulnerable people, an improvement on the GOOD rating of the 2018/19 inspection.

- 3.1.2 Within the latest inspection, there were no areas for improvement and six areas of 'Innovative Practice' identified:

- The force knows who the most vulnerable repeat victims are to be able to safeguard them.
- Partner organisations provide information and intelligence that support future plans to safeguard children.
- The force makes good use of a police staff team to take forward protection orders to safeguard victims of domestic abuse.
- The force uses GPS to locate people who go missing and keep them safe.
- The force has a child-centred approach when children are held in custody.
- The force communicates well with people who are vulnerable and detained in custody.

3.1.3 Notwithstanding the outstanding assessment, the force has outlined to HMICFRS in the most recent Force Management Statement (FMS) the projected challenges in this area of delivery. Detective vacancies and increasing digital footprint within investigations are both recognised as a concern for the wider policing service provision.

3.1.4 It is acknowledged that the officer uplift programme will bring long-term benefits with specialist resources allocated to the PVP areas of work, but this will take time to deliver. Demands for PVP services are high, and in some areas, increases are anticipated. Supporting the effective use of existing resources and ensuring the force works to deliver a whole system approach across the wider partnership in the protection of vulnerable people will continue to be a focus in 2023/2024.

## 3.2 **Right Care, Right Person**

3.2.1 SYP launched phase one of the 'Right Care, Right Person' (RCRP) initiative on the 20<sup>th</sup> March 2023. This phase relates to our response to requests to carry out welfare checks. Call handlers make an assessment of whether the information given meets the threshold for police to be deployed, this is based on whether we have a legal duty or statutory responsibility to attend. Where another agency is the most appropriately trained resource to attend, callers are informed that police will not be deployed and are invited to call back should information change that would affect that assessment. This approach ensures that vulnerable people are given the right care and support by the right agency and allows police to prioritise its resources to attend matters relating to their core role.

3.2.2 Since the launch of RCRP we have seen examples of excellent decision making and have worked closely with our partners to put in place effective governance structures.

3.2.3 A strategic level meeting takes place once a month to discuss RCRP progress and a tactical meeting takes place fortnightly with local authority, health and social care partners to provide feedback and learning for incidents. A number of briefing documents have been circulated to partners with requests to cascade this information within their respective organisations.

3.2.4 As we approach phase two of RCRP, which looks at our response to patients who walk out of health care facilities, work will continue with our NHS Trust partners to review the approach whereby Yorkshire Ambulance Service (YAS) do not check the

home address of an individual unless it can be confirmed they are present, a review of the threshold for police attendance will also be considered.

3.2.5 We are working closely with our partners to review missing patient plans to try to achieve a consistent approach across the board to reduce demand on all services and address this gap.

3.2.6 This work will continue to take place as we develop our RCRP approach.

### **3.3 Victim's voice – putting victims first**

3.3.1 Within this area, specifically in relation to **missing from home (MFH)** the force has focused on what children and young people are saying through their engagement with South Yorkshire Police.

3.3.2 Whilst SYP engages in 'prevention interviews' when missing young people return; there are times where the information gathered does not support police or partners in understanding a missing episode. The reasons behind this are:

- The child or young person does not wish to engage.
- The officer conducting the interview has not generated sufficient rapport or asked the correct questions to illicit enough information.

3.3.3 As a way of combatting this, an independent prevention interview is conducted via the Local Authority route for children/young people. However, there are currently delays and gaps in these being completed in a timely fashion and issues in that information being shared back with SYP for inclusion on our systems. All districts have embedded MFH officers who both review and chase this information on a regular basis.

3.3.4 Knowledge gaps have been identified with operational local officers due to large areas of inexperience and this issue is being addressed through planned CPD events with local MFH teams, MFH SPOCs and training products to support officers conducting these enquiries.

3.3.5 Where the child/young person does engage when located, the type of comments being recorded includes themes such as:

- They are embarrassed at police involvement/intervention (as they don't consider themselves to be missing).
- They feel paranoid at police involvement/intervention (worried they have done something wrong, or will be penalised).
- They haven't been given a chance to 'cool off' (following a pre cursor event such as argument with family/carer).
- They had returned to or spent time family/friends (from a care setting).
- They aren't being listened to when they say they are ok, or will be back shortly.
- They don't perceive themselves to be at risk; and as such cannot understand why they would be reported missing.

3.3.6 Whilst each missing report must be risk assessed on a case-by-case basis, it is important that police and partners understand that:

- The over-reporting of children/young people missing can damage relationships with care givers, first responders and future career prospects owing to social media footprints being left behind by media appeals.
- Children/young people can remain at risk even when out with permission – i.e., a risk of CE does not start when a curfew time begins; and it is this risk that needs wider understanding to break this cycle of risk and reporting.

3.3.7 Work is ongoing nationally to understand the missing person risk assessments. The aim is for an intervention model to be implemented so police can intervene swiftly where there are cases of immediate risk/threat to the child/young person.

The key areas for understanding that risk assessment are:

- Antecedence behaviour
- Trigger incidents
- Out of character behaviour
- Post incident behaviour

3.3.8 Work is ongoing in South Yorkshire to support a multiagency approach to first-time missing children. The aim is to identify what additional care can be offered to address the reasons behind missing episodes of all those that go missing. It is hoped this will lead to early identification and reduction in long-term demand through the attendance of district MFH officers at key tactical groups, improved sharing of data, independent prevention interviews, strategy meetings and through identification of longer-term solutions.

3.3.9 Within the area of capturing a victim's voice, the **VAWG** movement is incredibly important, and work has taken place to capture the voice of older victims.

3.3.10 The force lead, through liaison with partners, has identified the main categories of older victims of domestic abuse are either parents of adult children OR those married to or in a relationship with dementia sufferers or those on the pathway to diagnosis.

3.3.11 The difficulties are that in terms of dementia sufferers there will be confusion over whether this is perpetrated violent behaviour or a manifestation of the illness or condition that the 'abuser' has no control over.

3.3.12 With regard to adult children as perpetrators, there is often a conflict for the victim as it may be the case they are very frightened of their abuser or they feel conflicted about reporting the incidents because of paternal instinct.

3.3.13 The force is looking at ways those victims and partners can be supported through this complex area. The force aims to review domestic violence policies within this area and considerations will be around whether a criminal justice process/outcome is the most appropriate in some of these cases.

3.3.14 The Safer Spaces survey launched in the wake of Sarah EVERARD's murder, providing crucial information around how the public were feeling regarding their safety. The update in relation to this is described in further detail in the VAWG section of this report (paragraph 3e)

3.3.15 There have also been independent domestic violence advocates (IDVAS) appointed in Barnsley and Sheffield with specific responsibility to engage with older people. The force is working with these IDVAs to understand how we could improve the policing response to older victims of VAWG.



- 3.3.16 As part of the wider area of VAWG but still focusing on capturing victims' voices, work is ongoing to ensure improvements are made around the trust and confidence victims have and this will apply to all victims, including older survivors of such offending. A current initiative is ongoing to revisit victims of VAWG offences (non-domestic abuse cases) who previously disengaged with the criminal investigation. This is to ascertain their reasons for doing so, giving them the opportunity to speak openly and honestly about their experiences, particularly with the police.
- 3.3.17 Within the area of focusing on capturing a victim's voice, the force can comment on how the voice of victims of **Child Sexual Exploitation (CSE)** is being used to shape South Yorkshire Police's response to CSE. Approaches used include referrals into the National Referral Mechanism (NRM), dedicated exploitation teams within each district across the force and improvements to the return home interviews with children at risk of CSE and CE who have gone missing. Further comment and detail on this is captured in paragraph 3g.
- 3.3.18 In the last PVP PAB report, the force highlighted how training around capturing the **voice of the child** was being undertaken. The force mandated Domestic Abuse Matters and Child Matters training for all officers and frontline civilian staff, partners were also invited to; and attended this training. The content of these training courses highlighted the need for everyone to be aware of the impact of trauma on a child as a result of a variety of incidents, and also the importance of listening and observing.
- 3.3.19 The DARA team constantly ensure that the force identifies children exposed to DA and make appropriate referrals. In February 2023, the DARA process changed, and standard risk DA cases no longer go to the DARA team. Training has taken place to ensure that Response Officers understand the need to identify all children of the parties and make appropriate referrals.
- 3.3.20 The nationally recognised Operation Encompass continues to notify schools where a child is exposed to DA and work is ongoing to widen this to nurseries. In March 2023 Encompass referral figures totalled 645 for the force. IPSOS are currently conducting research for the Home Office on the effectiveness of the Op Encompass process and SYP are involved in the research.
- 3.3.21 In respect of **capturing the voice of the victim** the force can report this is used to take account of a victim's needs in several ways:
- Through initial police training.
  - Through initiatives like DA matters, which focus on the experience of the victims.
  - Through the trickle-down of Evidence Based Policing, which includes interviews with victims and should influence best practice.
- 3.3.22 The force lead is working to improve the way in which the force responds to feedback which is highlighted in the victim satisfaction surveys. The force can look at where average scores for a particular section or question in a victim satisfaction survey is below the level we strive to achieve and seek to improve as quickly as possible.
- 3.3.23 The force lead intends to complete a piece of work whereby they engage with a survivor of DA and seek their support to provide their perspective and offer communication for the force around victim care.

### **3.4 Recognising vulnerability and safeguarding**

- 3.4.1 Focusing on **missing from home (MFH)** the force continues to work on training officers to understand the recording of crimes identified or suspected during a missing person investigation.
- 3.4.2 2022 saw a total of 92 crime records created during/following a missing person investigation, of which 39.5 per cent of them related to a child under 18 years old. 2023 to date has recorded 55 crimes, of which 64 per cent relate to a child under 18 years old. This increase indicates 'hidden' crimes are being identified by the officer, or the child/young person is disclosing them which is an indicator of trust and confidence with police and partners.
- 3.4.3 Moving forwards, plans are in place to create a handheld guidance product for Missing investigations to support officers in understanding and investigating this area.
- 3.4.4 Within the area of **vulnerable adults**, proactive work is taking place to address the exploitation of adults. Intelligence and information identifying exploitation is acted upon to address it. This can take many forms dependent on the context: For example, adult social care and housing conduct intervention work to both disrupt but also safeguard those being exploited, or those who are at risk of exploitation.
- 3.4.5 Modern slavery continues to be a key focus of the force to identify those who are victims of modern slavery and ensure they are safeguarded including the use of the National Referral Mechanism (NRM). A dedicated team also scan daily intelligence/information to ensure that victims/perpetrators are identified and are subsequently arrested/disrupted.
- 3.4.6 The Modern Slavery Human Trafficking (MSHT) Team works closely with response officers to ensure correct procedures are followed in relation to Operation Innerste, this is a national multi-agency response to better safeguard children who arrive into the United Kingdom via illegal means. The MSHT team also supports officers with tactical advice around investigation plans. The team also conduct regular proactive work carried out with websites involving sex work with potentially exploited individuals. This allows the further intelligence gathering process required to identify and safeguard vulnerable adults.
- 3.4.7 Positive multiagency work is already underway in relation to cuckooing, both from teams within proactive policing to disrupt the offenders but in the work of the Safer Neighbourhood teams to disrupt at specific locations. This also includes the use of closure orders which are often an effective target as they do not rely upon victim engagement. The force lead is currently liaising with the relevant Intelligence teams to develop an intelligence product specifically in the area of cuckooing to drive activity. This will continue to be a focus moving forwards.
- 3.4.8 The PVP Governance Team complete quarterly adult safeguarding reports which includes the vulnerable adult (VA) referrals for each district. The most current data is representative of the most recent quarterly report for January to March 2023. During this period across the force 2,705 VA referrals were submitted via the system app used by officers.
- 3.4.9 Considering **child criminal exploitation** within this area, the exploitation of children, including by organised crime groups (OCGs) is being managed by way of various

processes. South Yorkshire Police has a robust management of OCGs, which has been presented at key force meetings.

- 3.4.10 There are now four dedicated exploitation teams, one at each district of the force. This will allow the right resources, working effectively with partner agencies, to not only safeguard the individuals but to prosecute those involved in exploiting children and this will be consistent across the force.
- 3.4.11 There are specific intelligence collection plans. Through the intelligence collection plan, the force can identify what areas and tactics are working well in relation to intelligence gathering, but also identify any areas where there are gaps and that require further work.
- 3.4.12 The collection plan works in partnership with the 4P plan (Pursue, Prevent, Protect, Prepare). From observing the gaps, the force can populate the 4P plan to ensure that work is carried out going forward. A dedicated exploitation officer is now working closely with force intelligence team to develop the 4P plan going forward, working with foreign forces to improve intelligence gathering tactics.
- 3.4.13 Referrals into the National Referral Mechanism (NRM) allows for safeguarding of the individuals who are victims of child exploitation. This ensures early intervention including the relevant partner agencies. The NRM referral also alerts other forces through the individual being on national police systems, allowing for effective partner working with foreign forces.
- 3.4.14 Due to consent not being required if the individual is under 18, this allows for safeguarding to be put in place when the individual may not necessarily recognise themselves that they are a victim of exploitation.
- 3.4.15 The force identified there was room for improvement when it comes to the return home of missing children (not just those identified as being at risk of CSE/CE). As previously highlighted within this report, training has taken place with officers to ensure a full debrief is conducted when any missing child is located and returned to their home address (or care placement).
- 3.4.16 There are set return home questions in place to enable officers to gather the most relevant and up to date information in relation to the missing person/child at risk. This information will be able to develop the onward safeguarding plans for that particular child.
- 3.4.17 Through meetings with intelligence departments recently, it has been highlighted that this is an opportunity that is perhaps not being used as effectively as it could be, hence the training and steps to improve being taken, including improvements in the way our systems communicate information to each other.
- 3.4.18 This is an area that could be improved significantly, and work is being done around this to see how the information can be shared better between the systems. Plans are in place to visit foreign forces to compare the methods they use to gather intelligence following missing from home episodes (of both children and adults).
- 3.4.19 In relation to the **Internet Sex Offences Team (ISOT)** the previous report referenced an increase in demand. The force lead for this area is confident the force is sufficiently resourced to meet this demand, albeit it is recognised there is a national

shortage of detectives and the ISOT is undoubtedly affected by this as all investigations departments are.

- 3.4.20 The ISOT's performance is managed through quarterly performance reviews and the force is able to apply scrutiny to the effect of any increase in demand.
- 3.4.21 Much of the ISOT evidence gathering process relies on the capabilities of the Digital Forensic Unit (DFU) due to the requirement to interrogate various digital devices. In January 2023 a new DFU operating model was approved and is in the implementation phase. This will enable the delivery of a holistic, efficient, and forward thinking DFU by investment in technology, resourcing and delivery of effective governance and oversight of current and future demand. This, in conjunction with the officer uplift programme, should positively impact the ability of ISOT to manage their demand moving forward.
- 3.4.22 In respect of **vulnerable adults** within the area of recognising safeguarding, there has been national recognition around the harm and impact of people with gambling addictions. However, specifically within South Yorkshire at this time there is limited information on how, or if, this prevails and further analytical scanning will be required.
- 3.4.23 As this is still an area of development for the force, there are no mandated, specific policies in place to identify and support where this may be linked to offending purely from a perspective of gambling addictions. However, the force is keen to raise the consciousness of this and recognises that further work can be carried out, particularly with partner agencies.
- 3.4.24 Moving forwards, an area of focus could be around the principles of Right Care Right Person to drive early recognition, intervention, and diversion into support.

### **3.5 Combatting drugs**

- 3.5.1 The force is committed to improving partnership working to protect vulnerable people.
- 3.5.2 All four districts have now implemented their own combatting drugs partnerships boards. This is an emerging piece of work in line with the long-term Harm to Hope national drugs strategy. A key focus of all these groups will be to increase the identification of vulnerable drug users. This will ensure that they receive intervention and treatment to meet the key strategic aim of reducing drug use, engagement with drug treatment and improve recovery outcomes.
- 3.5.3 A drug death coordinator role has been approved for South Yorkshire Police. This role aims to coordinate better with the Coroner's Office and Local Authority to ensure that we can all understand deaths relating to drugs better so there is an opportunity to be more proactive in preventing the death of these vulnerable people.

### **3.6 Violence Against Women and Girls (VAWG)**

- 3.6.1 The Safer Spaces survey was completed (following on from the previous PVP PAB report). Upon review, it was felt that whilst the results were insightful, they lacked a wider input from black and other minority communities, with only four per cent of

respondents from 'other than white' backgrounds. The most recent census data from 2021 indicates that the South Yorkshire area has an 'other than white' representation of around 12 per cent so improvement is required.

- 3.6.2 After consultation with the VAWG Independent Advisory Group (IAG) a re-designed Online, Public and Private Spaces survey was launched.
- 3.6.3 In order to increase the number of black and minority group respondents, the force linked in with community outreach groups and asked for local policing teams to take the survey to our people, rather than expecting them to come to us. The force listened to the IAG recommendations, especially around cyber exclusion and ensured paper copies were available.
- 3.6.4 The results of the survey show that in the previous 12 months, 44 per cent of people had experienced behaviour that made them feel unsafe, with the majority in their local neighbourhood.
- 3.6.5 For those who were from black and minority backgrounds, 63 per cent stated that they had experienced behaviour that had made them feel unsafe, with 33 per cent stating that did not feel they could report this to SYP. 89 per cent stated they would take "extra precautions" to stay safe.
- 3.6.6 When given the chance for free text entries about why they felt they could not report, responses included:

*"I was previously let down by the police"*

*"I am not sure if feeling unsafe is a crime and not confident if there would be an outcome anyway"*

*"I feel worried about police resources doing something more important"*

Other than white respondents specifically stated:

*"I feel like as a black member of the community I won't be taken seriously"*

*"I never see police officers where I live, it feels like they wouldn't be interested"*

*"I still always report to the police even though I feel like I haven't had the support I deserve"*

- 3.6.7 When asked about satisfaction, the majority talked about feeling dismissed or that they feel the Police do not have sufficient resources. Several talked about feeling like they had not made a difference. There is an overwhelming response in respect of follow up, people just wanting to know what happened or have expectations clearly set out to them.
- 3.6.8 In relation to **domestic abuse**, but also taking into consideration the wider context of VAWG, the victim satisfaction across the force for the time period March 2023 to May 2023 is at 81 per cent. When looking at specific diagnostic question results, for the force during the same time period there was an overall 92 per cent satisfaction rate for first response, 90 per cent for initial actions, 78 per cent for the investigation quality, 68 per cent for follow up and 93 per cent for the victim's overall treatment.

- 3.6.9 In order to monitor and review our response to how safe women and girls are feeling in South Yorkshire, the StreetSafe App is a tool available at our disposal. Following a recent social media drive for the App, the force noted a rise in reporting via this method, although this has now returned to previous levels.
- 3.6.10 The force lead for VAWG reviewed the data from January 2023 to May 2023 and noted there was still insufficient reporting to feature as part of the tactical tasking and coordination group (TTCG), although this remains under constant review.
- 3.6.11 The recent data for the force shows 158 reports and 580 concerns raised. 64.4 per cent of the people reporting were women. Behavioural factors account for 36 per cent of reports with the most common being verbal harassment by group. Environmental factors account for 64 per cent of reports with the most common being signs of drug and alcohol abuse.
- 3.6.12 The majority of people reporting via the StreetSafe tool said they chose this method to report and not directly as they did not think that anyone would act upon their information.
- 3.6.13 Currently English and Welsh are the only languages available on the tool which itself creates a barrier for people reporting where English is not a first language. The force lead has raised with this with the VAWG national taskforce.
- 3.6.14 In respect of **stalking and harassment**, including non-domestic stalking, the update is as follows:
- Last year the force investigated 20,529 offences of stalking and harassment, which is an average of 56 investigations being recorded a day. Of these offences 7,551 were also classified as being domestic related and account for 21 of the 56 investigations recorded daily.
- 3.6.15 The continued scrutiny over performance continues in the following areas:
- SDASH submissions analysing the quality and quantity, outcome rates with specific questions being asked through quality assured thematic testing (QATT) about victim engagement. Outcome rates have seen an increase from 15 per cent in 2021 to 19 per cent in 2022.
  - The use of Stalking and Protection Orders has been included in training for frontline officers and Doncaster has secured its first interim Stalking and Protection Order.
  - A specific survey to ascertain the satisfaction of stalking victims has been in place since April 2022. The base line result for victim satisfaction from June 2022 to May 2023 has shown overall 72 per cent (127 victims) have stated they are satisfied with the service provided. As with other victim survey results, follow up showed room for improvements, although despite this 79 per cent of victims said they would be confident in contacting the police again.
  - Continued crime data accuracy reviews to ensure governance around crime recording.
  - Continued attention to improve investigation quality through QATT with specific focus on victimless / evidence led prosecutions.
- 3.6.16 The South Yorkshire OPCC secured £0.3m funding to develop a targeted offender programme for perpetrators of domestic abuse, especially stalking involving teen on

teen; and teen on parent. The benefits of the programme should be seen during 2023-2024.

- 3.6.17 Compulsive and Obsessive Behaviour Intervention (COBI) is a treatment for people whose thoughts and behaviours could be described as obsessive. It is a challenging and intensive therapy which uses a treatment called Dialectical Behavioural Therapy (DBT). The programme is offered to people whose behaviour has caused harm and distress to others. The therapy helps the perpetrator to acknowledge, accept, recognise, and manage the difficult emotions that trigger harmful behaviour.
- 3.6.18 Although the force largely understands the incoming demand, it also recognises the clear areas of underreporting and as such the hidden demand. The under reporting of this type of criminality remains a concern to be supported in 2023-2024, as the force understands the complexities of cyber enabled crime.
- 3.6.19 Changes in the Domestic Abuse Act heightened awareness and review around stalking and harassment offences. To aid officers' understanding in this area of business in conjunction South Yorkshire Police Officers and Sheffield Hallam University lectures deliver the stalking and harassment training model on the Degree Holder Entry Programme (DHEP) course to facilitate practical advice being shared to aid learning.
- 3.6.20 The force is continuing to embed investigative improvements to support the victim's journey and increase the use of orders and perpetrator programmes, such as Stalking and Prevention Orders; but there are some gaps in knowledge and work to encourage reporting by victims.
- 3.6.21 In 2023, the Crime Survey for England and Wales is being expanded to include harassment measures and the data collection around domestic abuse is being expanded to include wider coercive behaviour measures. Amendments to the Online Safety Bill have recommended the introduction of a new offence which will include the focus of the "likelihood of psychological harm" that can result from online messages or posting content. By 2026-27 it is forecasted that 23,500 offences will be recorded, which is an increase of over 20 per cent an increase of over 4,000 offences in comparison to 2021-22.
- 3.6.22 One emerging issue which may give rise to future concern is peer upon peer offending within schools. For example, "cat calling" and the repeated harassment within the school environment or online, commonly referred to as "trolling". A balanced response is required in the form of safeguarding intervention, crime recording and what is proportionate and necessary for the investigation to safeguard and educate the individuals concerned.
- 3.6.23 The national picture is expected to place additional requirements around the role of education and across the wider criminal justice arena, there may be new areas for development for the force as campaigners are actively arguing that society needs to be re-educated in secondary schools on what consent means, and healthy relationships.
- 3.6.24 The changes to the Home Office counting rules may see a future reduction in the recording of these offences. Currently only the principle offence will be recorded, however a change to the rules in 2017 means that any additional crimes such as harassment, coercive and controlling behaviour are to count as further offences and

be recorded accordingly. The force will likely see a decrease in volumes of these types of offences because of this change.

- 3.6.25 Also within the area of VAWG, consideration is given to updates around **Rape and Serious Sexual Offences (RASSO)** specifically around the outcomes and Home Office case file review.
- 3.6.26 The RASSO Charge Rate has been above the national average since November 2021, aside from a slight decrease in October 2022, and is currently at 59.3 per cent compared to the national average of 48.0 per cent, with a rank of 14 out of 43 forces. (Source: CJU QPR document from May 2023)
- 3.6.27 The current phase of the PVP Review has prioritised RASSO investigations. As a result, a programme of work is currently being undertaken to align our model with the nationally recognised Operation Soteria recommendations to support further improvements towards the investigation of rape and other sexual offences.
- 3.6.28 In respect of the Home Office (HO) Case File review, South Yorkshire Police was one of eight forces taking part in the voluntary exercise. The HO representatives reviewed 149 cases in total across those eight forces (25 within SYP). The findings were as anticipated, based on the cases reviewed being from the period 2020 to 2022.
- 3.6.29 The findings of this case review show that SYP performance in this area is on par with the current national standard and the organisation is not an outlier. These national findings have also confirmed the areas which SYP identified for development within the RASSO 4P plan (Pursue, Prevent, Protect, Prepare); which are already underway.
- 3.6.30 Remaining with the area of VAWG, but focussing on **honour based abuse (HBA), forced marriage and female genital mutilation (FGM)** the force can provide updates from the previous report as follows.
- 3.6.31 The force lead will deliver training to officers for the new domestic abuse risk assessment (DARA). This replaces the existing domestic abuse stalking and harassment (DASH) assessment. This is to be rolled out during 2023.
- 3.6.32 The Parental Conflict operation in Rotherham is a joint police and social care operation that has been running since October 2022. This operation focusses on the standard risk, non-crime incidents where there are children within the household. It will provide early intervention and support for victims and their children.
- 3.6.33 A number of events for DA champions and partners have been held such as Stalking training, the Karma Nirvana Day of Memory and OIDA (Officer Involved Domestic Abuse).
- 3.6.34 The force lead has very recently facilitated a three-day Karma Nirvana training course for police officers and staff. This course, delivered by the charity Karma Nirvana, provides training around HBA, forced marriage, child marriage, virginity testing and Hymenoplasty. The force now has 140 Karma Nirvana trained officers and staff members, all equipped to risk assess those believed to be at risk of HBA, forced marriage and/or FGM. This is the highest number of Karma Nirvana SPOCS the force has ever had.



### **3.7 Domestic Abuse (DA)**

- 3.7.1 The force arrest rate for DA is currently 45 per cent which has declined over the past 18 months but is still one of the highest in the country. The force believes the decline is partly due to the broadening of the DA definition to include wider family members. This has brought more offending behaviour under the ambit of DA and has increased DA crimes by around 8 per cent since the new definition came in.
- 3.7.2 Some of these crimes could not meet the necessity test for arrest. Arrests continue to be monitored during key force meetings and the DA theme lead is launching some guidance on arrest to officers internally.
- 3.7.3 There is a link between early arrest of a suspect and a positive criminal justice outcome. However, not all victims will want the suspect to be prosecuted. The force is working hard with the CPS to increase the number of successful DA prosecutions as part of the national DA Joint Justice Plan. Outcomes for the force have remained consistent and compare favourably with our peer forces nationally. The decline in outcome 22 is due to a change in the Home Office Counting Rules (HOCR).
- 3.7.4 There are numerous types of DA covered in the definition and can include physical assault, coercive control, stalking and harassment and rape. DA features heavily in the national VAWG action plan and the force continues to invest heavily in training to ensure officers and investigators are geared up to deal with it effectively. The force recently launched the DA Investigators Guide, which provides detailed guidance to response officers and investigators. This has been recognised by HMICFRS as good practice and has already been requested by other forces.
- 3.7.5 With regard to a recent decline in the use of Domestic Violence Protection Notices (DVPNs), the force believes that the changes to the Bail Act, which allows an increased use of police bail during investigations has led to a decline in DVPNs as police conditional bail will in most cases provide a similar degree of protection to a DVPN / DVPO.
- 3.7.6 Force data shows the decline was only temporary and numbers have returned to near normal levels.
- 3.7.7 The force was unsuccessful in its bid to pilot the new domestic abuse protection order (DAPO) which allows for longer term protection for victims and can place a positive obligation on perpetrators such as a requirement to wear a monitoring tag. Only three forces are on the pilot, and it is expected that DAPOs may be rolled out nationally in 2025/26 if the pilot is a success.
- 3.7.8 SYP works closely with commissioned support services to look at other means to protect DA victims including the use of non-molestation orders and restraining orders.
- 3.7.9 The force prosecutes its own DVPN / DVPO breaches using the dedicated DVPO team. The resultant sentence for a proven breach is usually limited to a fine of between £50 and £100. This is the case country wide, and the DA NPCC lead has brought this up with the Judiciary.

- 3.7.10 Since the officer uplift came online, Districts have been able to review their DA investigation team staffing to ensure it can properly meet demand.
- 3.7.11 The force has also introduced the 'Good Sam' App to allow for a rapid video response to DA in appropriate cases. A central team was established at the Force Control Room (FCR) to carry out this work. Good Sam was evaluated by Kent Police and they found it to improve efficiency, victim confidence and positive criminal justice outcomes at court.
- 3.7.12 Quality assurance thematic testing (QATT) is the quality assurance process for DA managed by the Investigations Improvement Unit (IIU). QATT audits are carried out via a dip sampling approach by districts and the results are compiled by PVP Performance and Governance (PVP PAG) for a thematic report. Any areas for improvement are addressed via PVP PAG, Investigations Governance Group or the Investigations Improvement Unit.
- 3.7.13 The force has high numbers of Clare's Law 'right to ask' applications and 'right to know' disclosures and new DADS (DA Disclosure Scheme), guidance for which has recently been published. The force has seen a slight decline in applications but believes this is only temporary and is still in a very good position compared to peer forces and nationally. The force recently underwent a benchmarking exercise with Leicester Police and South Yorkshire Police processes were found to be robust.
- 3.7.14 Work is ongoing to make the process more efficient to meet the shorter timescales in the new guidance. The force's adoption of the Single Online Home System will mean that applications for 'right to ask' can be made online. The aim is that the force's 'Go Live' date will be April 2024. Until that implementation, Clare's Law can also be reported online via the VAWG module by visiting the website [www.Police.uk](http://www.Police.uk).

## **3.8 Child Sexual Exploitation (CSE)**

- 3.8.1 The force believes that the voice of CSE victims is being heard and used to shape South Yorkshire Police's response to CSE.
- 3.8.2 As referenced in the March CSE specific public accountability board report, a dedicated child exploitation awareness campaign has recently been launched by SYP, which has been developed alongside legacy survivors of CSE from Rotherham.
- 3.8.3 The objective of the campaign was to draw upon feedback directly from the survivors as to what would have appealed to them or those around them, to raise concerns or seek support at the time. The campaign was launched to multi-agency professionals from across the broader safeguarding spectrum at Rotherham Football Club in April 2023.
- 3.8.4 As part of the force's continuous development regarding a victim focussed, trauma informed response to child abuse, HMICFRS commended how innovative practice has been highlighted to assist in capturing the voice of the child. Originally created by Suffolk police the ARTHUR mnemonic looks to develop on the learning derived from the independent review conducted following the tragic murder of 6-year-old Arthur Labinjo-Hughes in June 2021. This seeks to proactively seek out, capture and act upon the voice of a child following contact with SYP. The mnemonic emphasises the importance of early intervention and prevention opportunities to make a difference in children's lives across South Yorkshire. ARTHUR (A – are there

children present, R – review the circumstances to identify and assess risk, T – take time to speak with children, H – how do they appear, U – understand their wishes and feelings, R – record on police systems)

- 3.8.5 There is ongoing work to identify and safeguard CSE victims, as well as try to identify CSE within CCE.
- 3.8.6 As previously referenced, the force has now increased the operation exploitation provision through the creation of dedicated teams in both Barnsley and Doncaster, in addition to the existing teams already formed in Sheffield and Rotherham, that have received HMICFRS recognition.
- 3.8.7 Due to the intrinsic links between both child sexual and criminal exploitation, previously separated CSE and CCE teams have been amalgamated into holistic child exploitation teams, supported by significant partnership engagement. The objective is to ensure that victims of exploitation receive a consistently high standard of service, irrespective of where they live across South Yorkshire.
- 3.8.8 New dedicated CSE and CCE delivery plans have been jointly developed both with SYP and cooperatively with regional colleagues via the regional threat coordination groups.

### **3.9 Update on the PVP review**

#### **3.9.1 PVP phase one:**

- 3.9.2 The business case for phase one in reference to Stabilisation, Child Exploitation (CE) and RASSO was in September 2022 with 13 recommendations across all three areas.

- Three wellbeing recommendations were approved in Sep 2023.
- The other 10 recommendations were put on hold.

#### **3.9.3 The three wellbeing recommendations were:**

- Leadership courses: Leadership Academy recommended courses for PVP supervisors; to date 42 per cent of supervisors have booked onto at least one.
- Pause point: This was a trial started in Rotherham on 1<sup>st</sup> April 2023 and is ongoing for the next six months for completion in September 2023.
- MS365 system & Viva Insight roll out: This was completed at the end of February 2023.

- 3.9.4 The CE uplift recommendation was reviewed by the Strategic Command Board (SCB) in March 2023 alongside the workforce planning meeting and was approved so the force now has an embedded CSE/CE team at each of the districts, each staffed by a Sergeant and police and detective constables.

- 3.9.5 RASSO recommendations included a direction that **ALL** RASSO offences move into PVP for investigation

- This recommendation has not yet been finalised; however, it was reviewed during March 2023 and the Senior Command Team requested the uplift number to be confirmed.

- 34.5 posts for PVP have been ringfenced by Planning and Organising Department (POD) and await approval. This will be subject to further review, scope and strategy approval as per the phase one business case.
- RASSO terms of reference are now being re-scoped and drafted to be considered by the Senior Command Team in June 2023.

### **3.9.6 Phase two: Visor and MAPPA activity and review.**

3.9.7 The outline business case was developed between November 2022 and March 2023 and presented at SCB in March 2023.

3.9.8 At SCB in April 2023 two recommendations were approved which were:

- Allocation of violent offenders into the Visor teams for offender management.
- Review of Polygraph team in two years.

3.9.9 Further recommendations were not approved but are due to be re-reviewed in the June 2023 SCB. During this SCB there will be further exploration in respect of how many officers are required for the uplift into the Visor teams.

## **3.10 Fraud / Cyber Crime**

3.10.1 Work continues to recognise and safeguard vulnerable victims of online and cyber fraud, SYP also links in with partners to address this. Operation Signature is a nationally recognised and utilised operation to do this, and data is referred into SYP in respect of fraud and cyber victims that reside in the South Yorkshire area. These individuals are risk assessed and the appropriate protect advice provided, whether this is an email, phone call or more enhanced safeguarding such as a personal visit by a protect officer and equipment installed, such as call blocker devices.

3.10.2 If businesses are subjected to fraud and/or cybercrime, additional protect advice and support will be provided either directly or indirectly by Protect Officers or persons setting the investigation plan and/or tactical advice when the investigation is allocated for further investigation.

3.10.3 Where there is a victim of a criminal investigation, the officer in the case (OIC) will be responsible for ensuring safeguarding and sign posting to relevant services and making any formal referrals such as to social care. If relevant, the Cyber and Fraud team will do this or assist with this where it is evident to them at the point of investigation triage or when they are in receipt of the Op Signature data.

3.10.4 The work of both the Protect Officers in both cyber and fraud is to raise awareness to individuals, communities, and organisations to prevent fraud or cybercrime occurring in the first instance.

3.10.5 Regular inputs and presentations are delivered to relevant individuals and groups around protecting themselves and/or businesses from this type of criminality. Different initiatives and campaigns are completed such as the recent initiative to educate younger persons around the risks when they are gaming on-line.

## **4 FUTURE DIRECTION / DEVELOPMENT**

- 4.1 SYP will focus on areas of delivery from this report, and will continue to report in the future on:
- The progress of internal training and delivery
  - The progress of reviews of structures and processes across PVP
  - The delivery in respect of RASSO, DA and the wider programme for Violence against Women and Girls
  - The support given to vulnerable persons in contact with the policing service.

## **5 COMMUNICATIONS**

None

## **6 EXCEPTION REPORTING**

None

**Chief Officer Lead:** Deputy Chief Constable, Tim Forber

**Report Author:** DS Carly Booth – Strategic Delivery Unit, Performance & Governance

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

|                     |                                      |
|---------------------|--------------------------------------|
| <b>TITLE</b>        | Update on Missing From Home response |
| <b>MEETING DATE</b> | 6 July 2023                          |
| <b>REPORT OF</b>    | Deputy Chief Constable               |

### **1 PURPOSE OF REPORT**

- 1.1 The purpose of the report is to demonstrate the work around missing people, focusing on our systems and links to Criminal Exploitation (CE) and vulnerability.

### **2 RECOMMENDATION(S)**

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

### **3 KEY AREAS OF FOCUS**

#### **3.1 OVERVIEW**

- 3.1.1 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 of all those that go missing, leading to early identification and reduction in long-term demand through the attendance of district Missing From Home (MFH) officers at local Criminal Exploitation Tactical Groups (CETG), improved sharing of data, independent prevention interviews, strategy meetings and through identification of longer term solutions.
- 3.1.2 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.
- 3.1.3 The use of Police Protection Powers (PPP) is seen to have increased across districts in the past 18 months where missing children have been located

however this is likely down to improved transparency and knowledge of recording practices, rather than an increase in the volumes of children requiring protection under PPP.

- 3.1.4 There is currently work ongoing to understand how each district responds and resources missing from home investigations. Sheffield and Doncaster have increased missing from home demand owing to their population and demographics and each have invested in small teams of consisting of a mix of police officers and civilian missing from home officers. Rotherham and Barnsley have civilian missing from home officers that support response officers who predominantly investigate missing reports. The objectives for these teams are to investigate and locate missing people, provide expertise around enquiries and then support longer term problem solving work to understand why people go missing and what can be done to reduce this.

A review of all four districts current practices has identified:

- Opportunities to improve the performance governance of missing people to increase oversight and scrutiny
- Inconsistency in how we utilise problem solving methodology to tackle repeat missing people or locations.
- Training opportunities for those specialising in Missing people investigations

## **3.2 Systems**

- 3.2.1 Since October 2021, South Yorkshire Police has utilised COMPACT as the recording system for all missing person enquiries. This is a system operating outside of connect that records all enquiries, tasks, reviews and risk assessments for missing people in one place. The system has specific functionality which enhances the management of missing people and provides some performance reporting.
- 3.2.2 Benefits to COMPACT are that it is a system used by 22 other UK police forces for recording missing investigations and has the ability for forces to vote for yearly changes completed by the service provider “WPC” free of charge. The next iteration of changes is supporting increased use of flags and risk factors – such as breaking neurodiversity out of the previous ‘umbrella’ mental health flag, increasing information around Care Orders and Hospital orders and mandatory ethnicity recording in support of the Race Action Plan. Since its inception, it has allowed for increased governance around missing investigation records – with use of flags, prompting reviews and risk assessments where required which has increased the qualitative recording since its implementation due to increased mandatory information requirements.
- 3.2.3 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. Currently



this data is used to varying degrees by each district to understand their missing demand and in turn, drive their associated problem solving activity.

- 3.2.4 Year to date for 2023, shows a forcewide decrease of 762 missing reports of those under 18 years old since the year; with a reduction of 207 being recorded as within Local Authority Care (LAC) in the same period. Whilst the number of repeat missing people has increased by 154, the volume of repeat reports associated to them has decreased by 532.
- 3.2.5 In the period April 22 to March 23 – 1712 people under 18 contributed to 4949 missing reports. Of which, 72% were aged 14 to 17 years old and 18% related to children within Local Authority Care. 75% of reports related to children reported missing from home addresses, and further 20% reported from Residential Care Homes.
- 3.2.6 The most common vulnerability flags being recorded within COMPACT are CE/CSE (Child exploitation / Child sexual exploitation) – with demographic data from COMPACT suggesting that young males aged 14 – 17 years old being the most recorded as being at risk of A. CE and B. Being reporting as missing. Review of the force wide data for the previous year suggested that between 10-20% of all missing people contributed to 70-80% of the total missing reports.
- 3.2.7 SYP continues to work on training officers to understand the recording of crimes identified or suspected during a missing person investigation. 2022 saw a total of 92 crime records created during/following a missing person investigation, of which 39. 5% of them related to a child under 18 years old. 2023 to date has recorded 55 crimes, of which 64% relate to a child under 18 years old. This increase indicates ‘hidden’ crimes are being identified by the officer, or the child/young person is disclosing them which is an indicator of trust and confidence with police and partners.
- 3.2.8 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 and associated CONNECT data; joining up the precursor events and subsequent crime recording and referrals.

### **3.3 Links to CE/CSE and Vulnerability**

- 3.3.1 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.

- 3.3.2 The nationally recognised Philomena Protocol is now embedded within COMPACT. 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.
- 3.3.3 The truancy policy has been embedded forcewide with anecdotal success reported by staff; the impact of this has been a reduction in an unnecessary police response to children walking out of school/failed to attend school.
- 3.3.4 Whilst SYP engages in 'prevention interviews'; when missing young people return; there are times where the information gathered does not support police or partners in understanding a missing episode. The reasons behind this are:
- The child or young person does not wish to engage
  - The officer/person conducting the interview has not generated a rapport or asked the correct questions
- 3.3.5 As a way of combatting this, an independent prevention interview is conducted via the Local Authority route for children/young people – however there is currently delays and gaps in these being completed in A. a timely fashion and B. that information being shared back with SYP for inclusion on our systems. All districts have embedded MFH officers who both review and chase this information.
- 3.3.6 Knowledge gaps have been identified with local officers on the ground due to large areas of inexperience and this issue is being addressed through planned Continuous professional development (CPD) events with local MFH teams, MFH SPOCs and training products to support officers conducting these enquiries.
- 3.3.7 Where the child/young person does engage when located, the type of comments being recorded are:
- They are embarrassed at police involvement/intervention (as they don't feel to be missing)
  - They feel paranoid at police involvement/intervention (worried they have done something wrong, or will be penalised)
  - They haven't been given a chance to 'cool off' (following a pre cursor event such as argument with family/carer)
  - They had returned to or spent time family/friends (from a care setting)
  - They aren't being listened to when they say they are ok, or will be back shortly

- They don't perceive themselves to be at risk; and as such cannot understand why they would be reported missing
- 3.3.8 Whilst each missing report must be risk assessed on a case by case basis, it is important that police and partners understand that:
- Over reporting children/young people are missing can damage relationships with care givers, first responders and future career prospects owing to social media footprints being left behind by media appeals
  - Children/young people can remain at risk even when out with permission – i.e. a risk of CE does not start when a curfew time begins; and it is this risk that needs wider understanding in order to break this cycle of risk and reporting
- 3.3.9 Work is ongoing nationally to understand missing person risk assessments, with a view to implementing an intervention model with police intervention being for the cases of immediate risk/threat to the child/young person. The key areas for understanding that risk assessment are:
- Antecedence behaviour
  - Trigger incidents
  - Out of character behaviour
  - Post incident behaviour
  -
- 3.3.10 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 of all those that go missing, leading to early identification and reduction in long-term demand through the attendance of district MFH officers at local Criminal Exploitation Tactical Groups (CETG), improved sharing of data, independent prevention interviews, strategy meetings and through identification of longer term solutions.
- 3.3.11 The previously established Missing From Home Board has now been disbanded as the implementation of the COMPACT recoding system has been finalised. Oversight around MFH is now aligned to the Vulnerability Lead Group meeting streams, overseen by Supt Benn Kemp.
- 3.3.12 The quarterly Missing From Home SPOC meeting continues and this meeting is driving the current review of service delivery across the force. This group now feeds into the newly implemented Vulnerability Governance Group (VGG) which then feeds the Strategic Vulnerability Action Group (SVAG) alongside all other vulnerability streams.
- 3.3.13 It is anticipated that increased performance reporting through a framework and associated BI tool will improve our response to those reporting missing where CE/CSE is a suspected factor; by ensuring that any crimes are identified, recorded and investigated, use of Child Abduction Warning Notices are utilised at the appropriate point and that those at risk are all afforded the same universal offer of support by partnership work to reduce the risk to them.

#### 4. **Conclusion**

Missing from home incidents continue to be delivered in an effective partnership with all four local authorities. Information sharing takes place through formal structures to ensure that the organisational aims of locating missing people safely and understanding causation factors are delivered.

Opportunities do exist to continue to improve the missing from home offer in order to support consistent force wide delivery in relation to key metrics of missing investigations – identification of vulnerability and risk, appropriate actions to mitigate, minimise and reduce through reactive actions and problem solving work, around associated record keeping and Crime Data Accuracy (CDA);

the next steps planned are:

- A Terms of Reference for MFH Teams
- A role profile for officers working within MFH teams (this is different to civilian MFH officers); and associated expectations within the command structure of those teams/officers
- Identifying training needs for staff within those teams to ensure all are suitably equipped to fulfil the role
- Identifying and implementing an improved performance framework - both in terms of metrics but also a BI tool to support performance reporting
- Review of problem solving and 'what works' in relation to missing people; particularly children under 18 or those with vulnerabilities
- Sharing and utilisation of lessons learnt in order to identify where practice needs development across districts and partnerships

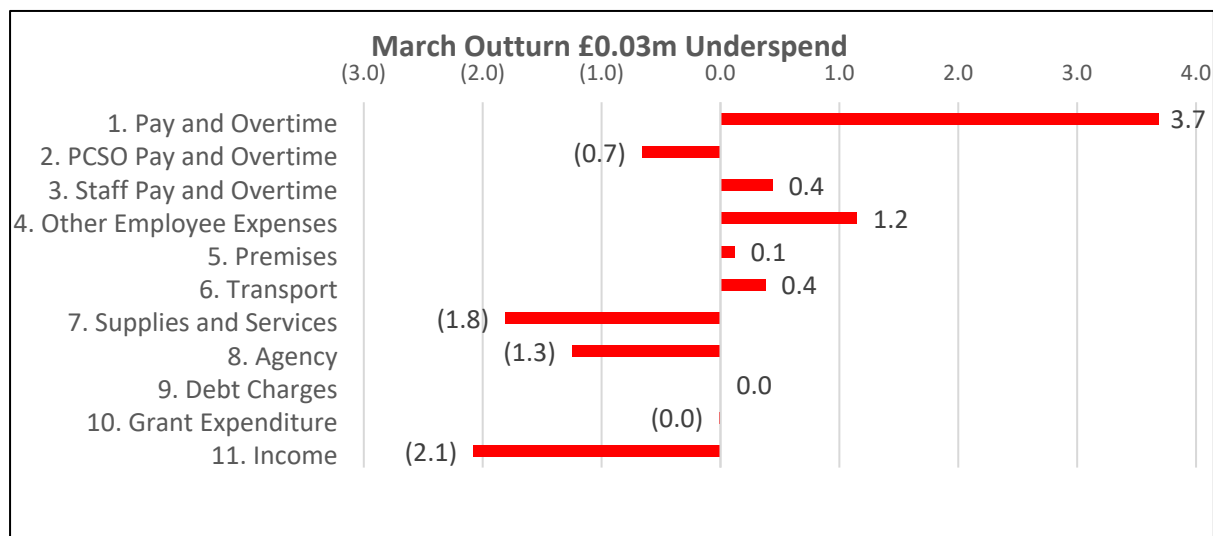
| <b>List of background documents</b>  |       |   |
|--|-------|---|
| The data within this report is taken from reports written for force performance accountability processes:<br>Sheffield Quarterly Performance Review<br>Business Intelligence Reports<br>Bi-weekly Performance Report |       |   |
| Report Author:   | Name: | Superintendent Benn Kemp – Strategic lead Missing<br>D.Superintendent Eleanor Welsh – Tactical Lead Missing |

**PUBLIC ACCOUNTABILITY BOARD****6<sup>th</sup> July 2023****BUDGET MONITORING REPORT – 2022/23 MARCH OUTTURN****REPORT OF THE CHIEF CONSTABLE****1. Purpose of the Report**

- 1.1 This report is to inform the Public Accountability Board of the Force's outturn on its revenue and capital budgets as at 31<sup>st</sup> March 2023. It is based on an analysis of income and expenditure for the period 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 before accounting adjustments. This report covers the Force financial position only and should be read in conjunction with the report by the PCC Chief Finance Officer.

**2. Recommendations**

- 2.1 The PCC is recommended to consider the content of this report.

**3. Background Information****3.1 Final Position for March****3.1.1 Executive summary of overall final position**

- 3.1.2 Overall, the force has a £0.03m underspend (before legacy costs), which is 0.01% of the total force budget (excluding legacy costs).
- 3.1.3 2022/23 had been a challenging and unpredictable year due to the ongoing economic uncertainty. As a result, the force has seen significant fluctuations in projections and the end of year position changed significantly, largely due to the end of year insurance claims provision. This has highlighted a need for closer working between Finance and Legal throughout the year, but this will never be fully mitigated due to the unpredictable nature of insurance claims.

- 3.1.4 Underspends have arisen during the year, particularly in growth areas where there have been difficulties in recruiting and retaining staff and the force has benefitted from additional income and grant funding. This has allowed the force some flexibility to invest in areas of strategic importance and to meet the cost of operational policing operations. The force has direct revenue financed £1.2m to the Oracle Cloud project, invested in the Detective Now Programme, Summer Surge activity and contained additional overtime for Her Majesty the Queen's State Funeral. Permanent savings have been identified throughout the year and these have contributed to balancing the budget for 2023/24.
- 3.1.5 The Force successfully exceeded the national Police Uplift Programme target with a headcount of 3,114 (including precept funded officers) against an NPUP target of 3,039.
- 3.1.6 The table at 3.2 below shows in more detail the underspends and overspends by category.
- 3.1.7 Police pay overall was £1.38m overspent but during the year £0.53m was utilised for summer surge activity and £0.40m for the recruitment of Detective Now officers. The workforce plan for officers changed during the early part of the year, due to being under strength at the start of the financial year. There were also challenges during the year due to lower attraction to the Police Constable Degree Apprenticeship (PCDA) pipeline and a projected increase in the leaver population. The closing strength was 99.48 under against the original budgeted strength, but only 31.48 under against the revised workforce plan. Police overtime was overspent by £2.3m. The workforce plan for 23/24 will need to be flexed to bring officer numbers back in line.
- 3.1.8 Staff pay was underspent by £0.6m due to vacancies within established and growth posts, with recruitment into some posts being a challenge in the current job market. The pay underspends are offset by the staff lump sum pension prepayment, £1.26m, which has been consistently charged to the revenue account, and was not included in the budget. Staff overtime is overspent by £1.0m due to backfill for vacancies and managing demand.
- 3.1.9 PCSOs pay was underspent by £0.7m on PCSOs due to vacancies and shift and weekend working changes not implemented, offset with small overspends on PCSO overtime £0.04m. The allowances have been removed as part of the 23/24 savings plan within the MTRS.
- 3.1.10 Within non-pay there were overspends on premises costs £0.2m, transport costs £0.4m and underspends on supplies and services of £1.8m and agency costs £1.2m. It is worth noting that a lot of the areas where we have seen underspends during the year are contractual or other savings and have now been included as part of the 23/24 savings plans within the MTRS. Where we have seen overspends these have been fully reviewed and where necessary have had additional funding built into the 23/24 budgets for areas of unavoidable cost pressures.
- 3.1.11 There was an over-achievement of income of £2.5m which is detailed below. The excess Asset Recovery Incentivisation Scheme/Proceeds of Crime Act income, £0.31m and Safety Camera Ticket Partnership/National Driver Offender Retraining Scheme (NDORS) income, £0.43m will go directly into an earmarked reserve for re-investment in eligible activity. The position after these reserves movements is a net overspend of £0.71m, which is 0.24% of the total budget.

### 3.1.12 Revenue Summary

|                                      | <b>Full year<br/>Budget £000</b> | <b>Full Year<br/>Outturn £000</b> | <b>(Under) /<br/>Overspend £000</b> | <b>% of budget</b> |
|--------------------------------------|----------------------------------|-----------------------------------|-------------------------------------|--------------------|
| Police Pay (excl. Overtime)          | 154,952                          | 156,332                           | 1,380                               | 0.9%               |
| Police Overtime                      | 7,756                            | 10,064                            | 2,308                               | 29.7%              |
| PCSO Pay incl. Overtime              | 4,852                            | 4,191                             | (661)                               | (13.6%)            |
| Staff Pay (excl. Overtime)           | 83,696                           | 83,095                            | (601)                               | (0.7%)             |
| Staff Overtime                       | 1,235                            | 2,275                             | 1,040                               | 84.3%              |
| Other Employee Expenses              | 7,476                            | 8,621                             | 1,145                               | 15.3%              |
| Premises                             | 10,970                           | 11,089                            | 119                                 | 1.1%               |
| Transport                            | 5,068                            | 5,450                             | 382                                 | 7.5%               |
| Supplies and Services                | 25,748                           | 23,941                            | (1,807)                             | (7.0%)             |
| Agency                               | 18,822                           | 17,575                            | (1,247)                             | (6.6%)             |
| Income                               | (18,421)                         | (20,969)                          | (2,548)                             | 13.8%              |
| Specific Grant Funding               | (8,243)                          | (7,771)                           | 472                                 | (5.7%)             |
| Capital Adjustments                  | 3,938                            | 3,938                             | 0                                   | 0.0%               |
| Grant Expenditure                    | 2                                | (6)                               | (8)                                 | (470.8%)           |
| <b>Net Expenditure Before Legacy</b> | <b>297,851</b>                   | <b>297,824</b>                    | <b>(26)</b>                         | <b>(0.01%)</b>     |

## 3.2 POLICE OFFICERS PAY & OVERTIME

- 3.2.1 Total outturn of £3.69m overspend, (£1.38m overspend on pay and £2.31m overspend on overtime).
- 3.2.2 Police pay has overspent by £1.38m. This is the position after £0.9m of the budget was utilised to fund Detective Now and Summer Surge activity earlier in the year when an underspend was projected. Since then, changes including additional NI pressure on overtime have seen this move into the overspend position, which is 0.9% of the £155m police pay budget.
- 3.2.3 The PCC approved a revised workforce plan (WFP) earlier in the year to reflect the lower attraction to the PCDA pipeline and a projected increase in the number of leavers. The final year-end officer strength was 2,956.43 against a revised workforce plan of 2,987.91, so 31.48 under the revised WFP which is kept under review to ensure numbers are brought back in line.
- 3.2.4 Overtime has overspent in year by £2.31m. The main areas contributing to the overspend are Districts, £1.47m due to vacancies within Investigative Teams and Response Teams coupled with some in year special operations, Crime Services, £0.30m relating to vacancies within Force Crime Bureau and PVP teams and PAG, £0.25m due to Op Safeguard, sickness, temporary backfill and preventing violence operation. A total of £0.29m of the £2.31m total overspend relates to the cost of the Queens State Funeral.

### **3.3 PCSO PAY & OVERTIME**

- 3.3.1 Total outturn of £0.67m underspend (£0.70m underspend in pay offset by £0.03m overspend on overtime).
- 3.3.2 £0.41m underspend due to the revised student recruitment plan. This underspend is due to slippage in recruitment as the PCSO apprenticeship is developed ready for the first intake in April 2023. PSCO FTE's ended the year at 101.94, which is 24.06 under the budget of 126.00
- 3.3.3 There is a £0.36m underspend in shift and weekend working allowances due to an expected change that is not being implemented. This has been reviewed and removed from the 2023/24 budget and will be included as a saving.

### **3.4 POLICE STAFF PAY & OVERTIME**

- 3.4.1 Total outturn of £0.44m overspend (£0.60m underspend in pay offset by £1.04m overspend on overtime).
- 3.4.2 The staff pay underspend is £1.83m, partially offset by the payment of the staff pension lump sum of £1.23m which was unbudgeted.
- 3.4.3 The more significant areas are; Crime Services, which includes underspends relating recruitment delays to the Digital Forensics Unit review; also difficulties in the recruitment of Investigative Officers, Protecting Vulnerable People and Force Crime Bureau which resulted in vacancies causing an underspend that was then partially offset by an increase in overtime costs. Underspends on Business Change & Innovation (BC&I) relate to the Technology Enabled team and Information Technology due to the unapproved target operating model as the service is under review.
- 3.4.4 Overtime has overspent by £1.04m. The main variances are within Crime Services relating to a backlog work within Force Crime Bureau £0.32m, abstractions within Force Control Room £0.17m and Custody £0.10m relating to Operation Safeguard.
- 3.4.5 Staff strength is 2,186.94 FTE which is below budget by 188.65. We expect to carry some vacancies which is why we build a vacancy factor into the budget each year and there are 196.07 externally, income and temporary funded posts, some of which will be funded from these vacancies.

### **3.5 OTHER EMPLOYEE EXPENSES**

- 3.5.1 Total outturn of £1.15m overspend.
- 3.5.2 £1.32m overspend on insurance claims provision due to an increase in claims processed in the year, 194 in 22-23 compared to 137 for 21-22. The number of claims and the average cost of claims has increased, but in addition there have been a few large value specific claims that have contributed to this increase. Going forwards, this requires closer working between Finance and Legal Services.



- 3.5.3 £0.20m underspend on ill health retirements due to fewer retirees than expected (4 v 9), this was captured as a saving in June.

### **3.6 PREMISES**

- 3.6.1 Total outturn of £0.12m overspend.
- 3.6.2 £0.74m underspend due to rates rebates relating to various properties and spanning back to 2017.
- 3.6.3 £0.30m overspend due to a charge for Pioneer Close rent liability backdated to 2017.
- 3.6.4 £0.25m overspend on Gas & Electricity due to the increase in unit prices.
- 3.6.5 £0.12m overspend due to unachieved savings for rent due to the purchase of Pioneer Close now not expected to happen.

### **3.7 TRANSPORT**

- 3.7.1 Total outturn of £0.38m overspend.
- 3.7.2 £0.33m overspend on fuel due to the increase in prices above budgeted.
- 3.7.3 £0.24m overspend due to vehicle maintenance spares, tyres etc, due to increase costs of spares.
- 3.7.4 £0.16m projected underspend on vehicle insurance.
- 3.7.5 £0.08m projected underspend on casual users' mileage based on historic trend and a reduction of travel, offset by additional hire car costs.

### **3.8 SUPPLIES & SERVICES**

- 3.8.1 Total outturn of £1.81m underspend.
- 3.8.2 £0.76m underspend in Software Licences and Support which includes a saving against Enterprise Agreement that has been given up in year of £0.68m.
- 3.8.3 The below underspends have been identified in year and will be reviewed as part of the 2023/24 £790k savings target;
- 3.8.4 £0.31m underspend on Network maintenance and rental.
- 3.8.5 £0.19m underspend on radio equipment and maintenance.
- 3.8.6 £0.16m underspend on vehicle recovery costs.

- 3.8.7 £0.14m underspend on staff clothing and uniforms.
- 3.8.8 £0.13m underspend on office equipment costs due to SWW.
- 3.8.9 £0.08m underspend on firearms equipment.

### **3.9 AGENCY**

- 3.9.1 Total outturn of £1.25m underspend.
- 3.9.2 £0.28m underspend on Insurance due to premiums renewing at a lower level than anticipated.
- 3.9.3 £0.28m underspend on recharges from WYP due to the penalty for the 6 FTE's within ROCU for 21/22 now not expected due to being back on track for 22/23 and changes in other posts.
- 3.9.4 £0.28m underspend on External Forensics now reflecting current trends.
- 3.9.5 £0.27m underspend in Home Office ICT costs, this underspend relates to recharges not received for ICT Subs & Cloud Gateway. This is currently under review to see if any recurrent savings can be identified.
- 3.9.6 £0.21m overspend on Mutual Aid to cover football fixtures for unplanned Euros and league finals.
- 3.9.7 £0.13m underspend on NPAS. At the time of budget setting, there were various options, the budget was set at the highest contribution value. The contribution amount has now been agreed and is lower than the budget.

### **3.10 INCOME**

- 3.10.1 Total outturn of £2.55m overachievement.
- 3.10.2 £0.43m over recovery on National Driver Offender Retraining Scheme (NDORS) income due to an increase in activity, this will be carried forward for reinvestment.
- 3.10.3 £0.31m over recovery in POCA income, due to increased activity. This will be carried forward for reinvestment.
- 3.10.4 £0.28m from over recovery of Vehicle Recovery Income, which has been reflected as an in year saving for 22-23.
- 3.10.5 £0.36m over recovery from mutual aid offset by additional costs.
- 3.10.6 £0.30m over recovery in Police Uplift Programme funding from the Home Office for 15 additional officers.

### **3.11 SPECIFIC GRANT FUNDING**

3.11.1 Total approved Home Office grant funding is £8.24m with an under recovery of £0.47m due to the final grant position being confirmed after the 22/23 budget was set.

### **3.12 LEGACY**

3.12.1 Hillsborough, the Stovewood Enquiry and CSE civil claims have a final outturn of £2.40m, which is an underspend of £2.83m. This will be a contribution into earmarked legacy reserves for future legacy costs.

### **3.13 MTRS Savings**

3.13.1 The 2022/23 savings target is £1.76m of which £1.30m has been achieved and captured on the savings plan. There is an underachievement against this target of £0.46m.

3.13.2 Further savings have been identified in year and total £1.62m, bringing our achieved savings to £2.91m, an overachievement of £1.15m in year. The combined full year effect including these additional savings is £1.07m recurrently.

3.13.3 The savings that have not been achieved relate to CJU File Build (£0.34m) and Rent & Service charge savings from purchase of Pioneer Close (£0.12m). The CJU savings have been slipped to next year and the Pioneer Close saving has been removed from the MTRS as the force has entered into a new rental agreement.

3.13.4 Work is continuing through the budget setting process to identify the target set by the PCC for FY 2023/24 and the overachieved savings will contribute to this.

### **3.14 GROWTH**

3.14.1 The total amount approved for growth in 2022/23 was £14.65m, this is split between MTRS growth of £4.00m, Business Plan growth of £3.31m and Prior Year Growth of £6.12m. Further non-recurrent growth has been approved post budget setting of £1.15m, this has been funded from in year underspends/new savings identified and approved by SCT.

3.14.2 A report is being prepared to review the full year outturn and any underspends along with the operational impact. This review will include an analysis of all projects and the business benefits and efficiencies derived from these.

### **3.15 CAPITAL**

3.15.1 The PCC has approved a revised 2022/23 capital programme of £17.77m (£26.84m reduced by £9.07m to reflect past trends in spending).

3.15.2 Expenditure against this programme is £13.36m, this reflects 75% of the full year budget.

3.15.3 The Accountancy team are currently revising the capital training programme and will roll this out to all Project Managers in 2023/24. This will improve the data collected and reported.

3.15.4 The significant projects over £0.10m which have further slippage since budget setting are detailed below. Capital challenge meetings will take place during April & May 2023, a separate paper will follow to provide more detail on any requested movements.

| Capital Project                             | Comment   | £         |
|---|---|-----------|
| Oracle Cloud & Duties                       | Original project ceased. Remaining budget required to fund the new project, which is underway.  | 2,150,391 |
| Airwave Replacement 22-23                   | Supplier not expected to meet delivery date, now expected June 23.  | 820,175   |
| 22/23 Stock Condition Snig Hill             | Review on various sites on going from agile working and overall force savings drive. To ensure we make the best use of our buildings in line with the estate strategy and do not spend money when not required. | 819,615   |
| Compartmentation Survey & Remedial Works    | Project is underway due to complete in 23/24  | 537,699   |
| Smart Contact Implementation Team 2021      | This is a combined slippage on projects T15090, T15700, T15270 & T15890. This is the amount that is required for 2023/24 to cover the outstanding Contract Change Notifications.                                | 429,546   |
| Connect Express                             | Project requires data deletion before project can begin   | 369,174   |
| Wombwell remodelling & Refurbishment        | CSB approved, this project has been reworked at the request of Barnsley District and slipped fully into 2023/24.  | 360,615   |
| Digital Fund                                | Tech Enabled Team, this is required to slip into 2023/24 to cover any projects as no fund is available for 2023/24.   | 353,433   |
| Compartmentation Survey & Remedial Works    | Project is underway due to complete in 23/24  | 340,000   |
| Snig Hill Enquiry Desk and interview Suites | Ecclesfield enquiry desk is closed as part of the ongoing refurbishment which has been reprofiled leaving the desk closed during March, Snig Hill now needs to remain open during this time.                    | 292,775   |
| Unit 19 Accommodation (SCS)                 | The planning delays along with the capital programme review meant that some of the planned external works have been delayed, which means that we need to request a further slippage of £150,000 to FY 23/24.    | 290,445   |
| Force Archive Facilities                    | Placed on hold whilst the capital review was completed. The delay has caused pressure on lead time for the works.   | 290,220   |
| Uplift Vehicles                             | Orders placed but very long lead times  | 281,741   |
| Vehicle Replacement Programme 2022/23       | Orders placed but very long lead times  | 225,516   |

|  |   |                   |
|--|---|-------------------|
| Unified Comms                            | This has been undergoing a proof-of-concept exercise, which has now been completed. A draft business case is now being formulated and the implementation will begin in 2023/24.   | 204,260           |
| Pioneer Close                            | The scope of works and final design has been agreed by OSU in January, however, we await the completion of the protracted lease renewal and landlord licence to alter therefore only professional fees and internal capitalised fees can be achieved this financial year. | 185,344           |
| Doncaster Police Station & Custody Suite | Moved to 2023/24 due to ongoing issues with the land purchase.  | 150,000           |
| 22/23 Joint Data Centre                  | Project is currently being scoped   | 138,464           |
| Rotherham Boiler House                   | There have been some delays on site due the delay in gas connections from service providers due to needing to arrange road closure with Rotherham Council and some further design work on additional work to the hot water system.  | 129,992           |
| Rotherham Main Street                    | Due to EFM revised capital programme and all works have now been slipped to 2023/24.  | 125,000           |
| Personal Computer Replacement 22-23      | A revised scheme brief is being prepared to change some of the items required for the spend. Furthermore, some of the computer costs have been recharged to NLEDS grant at year-end which has increased the amount to be slipped.   | 121,775           |
| CJU DIR And Tape Library System          | There have been delays from both the IT side and with the data 'dump'. Both systems are due to go live during April/May so we will then be able to spend the budget.  | 120,527           |
| 22/23 Server/Network Storage/Replacement | Due to global supply chain issues the equipment has not arrived in this financial year, but orders have been placed.  | 120,425           |
| Methods of Contact - Link to Atlas 24/7  | Awaiting report on current phone usage from IT, until this has been received no scheme can progress to design for review with Atlas Command   | 110,000           |
| <b>Total</b>                             |   | <b>£8,758,257</b> |

3.15.5 There are no significant projects which have underspends or overspends during the year.

3.15.6 The capital tracker is presented at Strategic Resourcing Board for monitoring in detail. This shows progress against each scheme and the overall force position.

**Officer Responsible:** Debbie Carrington, Chief Finance Officer

**Contact Officer:** Amanda Moore, Head of Management Accounts & Finance Business Partnering

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## **PUBLIC ACCOUNTABILITY BOARD**

**6 JULY 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 10 decisions in 2023/24.

4.2 For the period 24 April 2023 (the date of the last report) to 23 June 2023 the PCC has made the following decisions to draw to the attention of the Public Accountability Board.

4.2.1 Amendment to Reserves Strategy

In line with financial regulations, the PCC approved the following new earmarked reserves:

- a) A Proceeds of Crime Act (POCA) reserve
- b) A Safety Camera Operations reserve

This is due to the annual fluctuations of income in year and will enable in year surpluses and deficits to be smoothed over.

4.2.2 Joint Corporate Governance Framework

The JCGF has been updated during 2022/23 to ensure it accurately captures how the PCC and Chief Constable conduct business. The PCC and Chief Constable agreed the content of the newly updated Joint Corporate Governance Framework (JCGF).

4.2.3 Special Services Charging Rates

The PCC approved the SYP special policing services rates, as per the National Policing Guidelines for Police Services and approved the support staff rates which have been calculated using the approved methodology. This will ensure consistency and confidence in the charging processes and ensure proper cost recovery across the service is not undermined.

4.2.4 Unity Bike Ride Tour

The PCC agreed to provide a financial contribution of £1000 towards South Yorkshire's participation in the Police Unity Bike Ride Tour. The primary purpose of the Police Unity Tour is to raise awareness of law enforcement officers who have died in the line of duty. The second purpose of the UK tour is to raise funds for the Care of Police Survivors (COPS), a charity dedicated to helping the families of police officers who have lost their lives on duty.

4.2.5 Revised Capital Programme for 2023/24 to 2027/28

The PCC approved the slippage of £10,246,837 and other adjustments to the capital 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](mailto:sparkin@southyorkshire-pcc.gov.uk)



## PUBLIC ACCOUNTABILITY BOARD 3 MONTH WORK PROGRAMME

**DATE OF MEETING – 7 SEPTEMBER 2023**

| Agenda Item / Reports   | Author | Purpose/Comments  |
|---|--------|---|
| <b>Force Performance</b> – Doncaster District Summary Update                                      | SYP    | Provide the PCC with an update on Doncaster District's performance against Police and Crime Plan priorities.  |
| <b>Force Performance Against the Police and Crime Plan (2023 - 2025)</b> – Treating People Fairly | SYP    | Provide update to PCC re Force progress towards the priority of Treating People Fairly in the Police and Crime Plan.<br><b>Action 454</b> - The Right Care, Right Person approach to working with partners be covered in next Treating People Fairly report |
| <b>Force</b> Quarterly Budget Monitoring Overview (Q1)  | SYP    | SYP's financial position for (1 April to 30 June) Q1 2023/24  |
| Firearms Licensing Update   | SYP    | <b>Action 452</b> (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   |
|--|--------|--|
| <b>Force Performance</b> – Rotherham District Summary Update | SYP    | Provide the PCC with an update on Rotherham District's performance against Police and Crime Plan priorities. |

|   |               |  |
|---|---------------|--|
| <b>Force Performance Against the Police and Crime Plan (2023 - 2025) – Tackling Crime and Anti-Social Behaviour</b> | SYP           | Provide update to PCC re Force progress towards the priority of Treating People Fairly in the Police and Crime Plan.   |
| <b>Force Quarterly Budget Monitoring Overview (Q2)</b>  | 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  |
| <b>DATE OF MEETING – 8 JANUARY 2024</b>   |               |  |
| <b>Agenda Item / Reports</b>  | <b>Author</b> | <b>Purpose/Comments</b>  |
| <b>Force Performance – Barnsley District Summary Update</b>   | SYP           | Provide the PCC with an update on Barnsley District's performance against Police and Crime Plan priorities.  |
| <b>Force Performance Against the Police and Crime Plan (2023 - 2025) – Protecting Vulnerable People</b>             | SYP           | Provide update to PCC re Force progress towards the priority Protecting Vulnerable People in the Police and Crime Plan.  |
| 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  |



## EXECUTIVE SUMMARY

### REPORT OF THE INDEPENDENT ETHICS PANEL

**March 2023**

|                           |                     |
|---------------------------|---------------------|
| <b>Subject</b>            | Scrutiny mechanisms |
| <b>Lead IEP Member(s)</b> |                     |
| <b>Author</b>             | Michael Lewis       |
| <b>Status<sup>1</sup></b> | Debate              |

## **PURPOSE OF THE REPORT**

**Introduction :** This report aims to provide an update on the IEP's involvement with and observation of SYP's External and Internal scrutiny mechanisms in relation to:

- **Stop and Search**
- **Use of Force (including Use of Taser)**

The report comments on the effectiveness of these mechanisms

The report also includes reference to how SYP's new Values and Behaviours Framework (VBF) translates in observable practice

## **KEY POINTS:**

**Key points to focus on: What is working well?**

**Areas for improvement & any plans to address**

**Assurance gaps and potential impact**

### **Summary of activity:**

- 20 December 2022 – observation of external Stop and Search scrutiny panel (ML)
- 12 January 2023 – observation of external Use of Force scrutiny panel (ML)
- 20 January 2023 – observation of internal Use of Force scrutiny panel (ML)
- 3 February 2023 – observation of internal Stop and Search scrutiny panel (ML)
- 2 March 2023 – attendance at Use of Force recruitment event (ML)
- Various dates: random selection of S&S and UoF cases for scrutiny panels (ML)

### **Future activity plans:**

Attendance at newly established external Use of Force (Taser) scrutiny panel (April 23) (ML)

Review of recent data re disproportionality with Kevin Wright (KW) (ML + SW?)

Observation of training / street skills refreshment (SW?)

Further attendance and observations at established internal and external scrutiny panels (ML)

### **What is working well:**

- The **external** Stop and Search scrutiny panel is well established and meets regularly. The handover from CI Sarah Gilmour, previous S&S lead, to CI Gareth Thomas has gone smoothly
- Observation of the panel in action (ML and KW) indicates growing confidence of panel members to ask robust questions, to challenge constructively and to reach balanced and where required, critical judgments
- The confidence of SYP officers to encourage active and thorough scrutiny
- Openness of SYP officers to the scrutiny process including highlighting aspects of professional performance in individual cases which may elude lay members
- Provision of feedback to individual officers (where appropriate) and subsequently to panel members
- It is obvious SYP officers are seriously committed to making the process work and that is adding to the rigour of the scrutiny
- Lay members appear very engaged with this work
- There is good evidence of developing mutual trust between SYP officers and lay members
- The **internal** Stop and Search scrutiny panel mirrors the approach of the external panel. Membership is drawn from across SYP.
- It approaches its task with rigour and professionalism
- The **external** Use of Force scrutiny panel is a more recent development. It has modelled its processes on those adopted for Stop and Search.
- The recent recruitment event attracted 20+ members of the public. SYP commitment to transparency and accountability was evident
- Early indications suggest a similar positive response to that noted re S&S from SYP and lay members
- The **internal** Use of Force panel recently observed demonstrated rigour to the point of harshness in some instances. The commitment of the panel was clear
- The "Taser" panel is being established, as part of Use of Force scrutiny. CI Cheney attended and observed the other panels in action before finalizing her approach. The first "Taser Panel", which will meet quarterly will meet for the first time in April 2023.
- SYP remains committed to voluntarily reporting any use of S.60 powers to IEP
- SYP agreed to report any use of Strip Search on Juveniles to IEP

### **Suggested areas for improvement & any plans to address**

- Use of Body Worn Video (BWV) is increasingly widespread but not yet universal. Further progress is required, as is attention to location data. IEP will monitor and report progress
- Self-identification of ethnicity remains problematic; in too many cases these data are not collected or supplied. SYP is aware of this issue but has yet to find the best solution. IEP will monitor progress
- Disproportionality by ethnicity remains a feature of those subject to Stop and Search. Whilst the scale of disproportionality is not as great sometimes publicly reported, it is still a challenge for SYP to fully understand why this is the case and to develop a strategy to reduce or eliminate disproportionality.

- IEP will monitor presence of Appropriate Adult in all cases of juveniles and Strip Search

#### **Assurance gaps and potential impact**

- **New recruits and inexperienced officers:** SYP is undergoing a large-scale recruitment exercise by the end of which around 50% of officers will have 3 years service or less. Effective, lawful and proportionate use of Stop and Search powers and Use of Force requires high quality training, monitoring and support. Officers need also to be confident. Until the new cohorts of officers have become experienced, there is added risk to SYP.

Whilst SYP is aware of this potential temporary vulnerability, further work may be required to ensure that risks are minimized.

- **Complaints and Conduct:** Stop and Search and Use of Force involve high-profile public engagement by officers. IEP enjoys a constructive relationship with PSD, enabling the effectiveness of IEP's link member. However, at present, we have no detailed overview of complaints and conduct issues related directly to Stop and Search and Use of Force.
- **Appropriate Adult presence when juveniles are subject to Strip Search:** the involvement of juveniles in Strip Search has become a high profile and emotive issue nationally. SYP was swift in responding to questions from IEP about the use of this power following the "Pupil Q" incident. SYP also issued information and guidance to all schools. The use of this power in South Yorkshire is rare. SYP has explained to IEP why for operational reasons it is sometimes difficult for an Appropriate Adult to be present. IEP cannot yet give the PCC assurance that there is full compliance with the Law. SYP / PCC are advised to assess the impact and potential risk to SYP of not ensuring the presence of an Appropriate Adult on all occasions.
- **Location Data**  
The exact location of any stop and search is not currently able to be automated through, for example GPS. The location of the stop and search relies on manual recording by the officer(s) carrying out the stop and search. This means that data is not always accurate enough to provide management information on specific locations of stop and search activity. Having accurate location data available would enable further work to be undertaken to understand disproportionality better (e.g., disproportionate use of stop and search on some ethnic minority groups and specific age groups). Location data would also help identify the relationship links between stop and search hotspot areas of crime or areas of deprivation. This issue has been raised with SYP but is reliant on an IT solution that requires an effective interface between several computer systems and that is not yet available. No timescale has been given for any solution to be in place.

#### **RECOMMENDATIONS: including how IEP may be able to assist the force if applicable**

1. **Observation of initial training;** occasional observation of the Stop and Search training of new officers may assist in providing assurance about how SYP is communicating its Values and Behaviours framework to front-line officers and how this is received and understood.
2. **Observation of refresher training for experience officers:** occasional observation of the refresher Stop and Search training of experienced officers may assist in providing assurance about how SYP is communicating its Values and Behaviours framework to experienced front-line officers and how this is received and understood.

3. **Observation of training / debriefing of firearms officers (including Taser):** once the new Taser scrutiny panel has been embedded, it may be useful to observe training and debriefing of officers, as above
4. **Complaints and Conduct:** it may assist assurance specifically in relation to both Stop and Search and Use of Force if periodically – perhaps annually - IEP reviewed how S&S and UoF complaints and conduct issues are handled from receipt to resolution
5. **Disproportionality:** SYP / OPCC has for a long time set its face resolutely against any form of discrimination or unfair treatment. This commitment is unequivocal in the PCC's priorities and the Chief Constable's Values and Behaviours (FIT) statement.  

Despite this, the phenomenon persists and so long as it does, it will inhibit the ability of SYP to develop fully the trust and confidence it seeks and needs across all communities. Stop and Search and Use of Force are not the only area where disproportionality exists. IEP would welcome the opportunity to contribute to any SYP and OPCC initiatives to understand disproportionality in policing in South Yorkshire and to devise strategies to combat and ultimately eliminate it. Sheila Wright (IEP) has committed to work on this.
6. **At the "sharp end":** within the limitation of available resources, it may be helpful to explore if and how IEP members might have direct contact with officers engaged in Stop and Search to get an impression of the extent to which FIT is a live reality when in action.

### **VALUES AND BEHAVIOURS FRAMEWORK**

#### **Include any observations and demonstrations of the use of Values and Behaviours Framework (Fairness, Integrity and Trust)**

Collaboration over time with middle ranking officers with substantial leadership responsibilities for Stop and Search and Use of Force provides ample evidence of their individual and collective commitment to building strong and trusting relationships with lay (IEP) members and the scrutiny panel members. Evidence includes how officers encourage lay members to ask probing questions and make challenging judgments. The openness and candour of officers points to professional confidence and a genuine embrace of transparency.

Observation via Body Worn Video of front-line officers' interactions with the general public also supports a widespread commitment to fair treatment, sometimes in difficult or provocative circumstances. Where there is short-coming, the scrutiny process indicates SYP willingness to deal with this. Professional integrity has been reflected in the readiness of officers to point out concerns or failings to panel members which the panel itself may not have noticed, in effect raising expectations and standards.

Observation of the style and language of the internal scrutiny work also points to good levels of trust. Less senior officers appear at ease sharing opinions and judgments with more senior colleagues.

Whilst there are instances where the internal scrutiny panel has direct knowledge of the randomly selected individuals to be reviewed by BWV, this does not appear to compromise the fairness and integrity of judgments. There is manifest intolerance of wrong-doing or poor decision-making.

Internal panel members have not shy away from saying “ that was not lawful”, infrequent though that appears to be.

| Meeting | Date | Approved Y/N |
|---------|------|--------------|
|         |      |              |

**1 Status: A = Approval, A\* = Approval pending approval from stakeholders  
D = Debate N = Note**

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