

# Public Document Pack



04 September 2023

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

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

Dear Colleague

## **Public Accountability Board**

Please find enclosed a Supplemental Agenda Pack for the Public Accountability Board on **Thursday 7th September 2023** at **2.30 pm** via Office of the Police and Crime Commissioner, 5 Carbrook Hall Road, Carbrook, Sheffield, S9 2EG and via MS Teams.

Yours sincerely

[REDACTED]

Fiona Topliss  
Community Engagement and Communications Manager

Enc.

**PUBLIC ACCOUNTABILITY BOARD**

**THURSDAY 7TH SEPTEMBER 2023**

**SUPPLEMENTAL AGENDA**

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## **PUBLIC ACCOUNTABILITY BOARD**

**7<sup>TH</sup> SEPTEMBER 2023**

## **BUDGET MONITORING REPORT – 2023/24 JUNE OUTTURN**

## **REPORT OF THE CHIEF CONSTABLE**

### **1. Purpose of the Report**

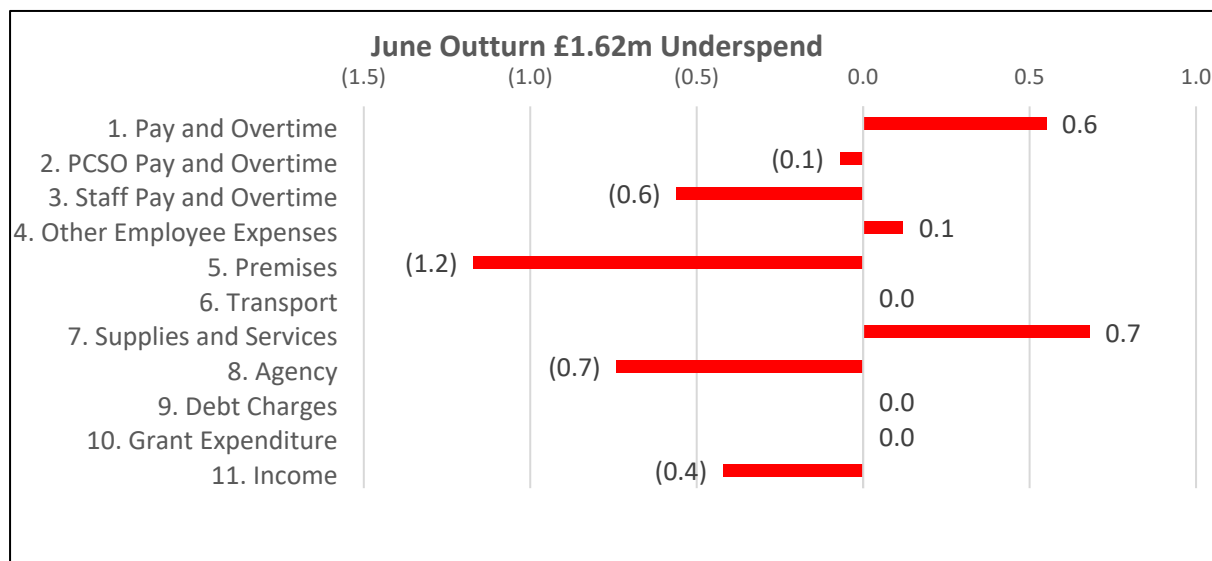
- 1.1 This report is to inform the Public Accountability Board of the Force's outturn on its revenue and capital budgets as of 31st March 2024. It is based on an analysis of income and expenditure for the period 1st April 2023 to 31st March 2024 before accounting adjustments. This report covers the Force 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 Position for June**



#### **3.1.1 Executive summary of overall final position**

- 3.1.2 The Force is currently projecting a £1.62m underspend which is 0.52% of the total budget before legacy costs. This reported position shows the force budget excluding all grants, except for Uplift and Pension Grants, which are part of funding.
- 3.1.3 Against the £1.62m underspend there are projected ring-fenced reserve movements at the end of the year, which reduce the net devolved budget underspend as show in the following table.

	£m
Over / (Under) Spend	(1.62m)
Regional Procurement Surplus – SYP share	0.13m
<b>Net devolved budget underspend after reserves</b>	<b>(1.49m)</b>

- 3.1.4 The opening position for Police Officers as of 1<sup>st</sup> April 2023 was 2955.43 v budgeted of 2954.48, resulting in an increase of 0.95. Although a small variance, the workforce mix has changed, and this affects the financial projections (see police officer section for more detail).
- 3.1.5 Overall, there are underspends projected against Gas & Electric costs of £1.24m. This is due to much more favourable prices than originally anticipated by YPO. Projections are based on the latest hedging estimations.
- 3.1.6 Work is currently taking place to assess the full financial impact of the Police Pay award announced during early July, this will be reflected in the next monitoring report. It is anticipated that this will be fully funded by the Home Office in the current financial year, however, early indications are that this will be a cost pressure next year and beyond.

### 3.1.7 Revenue Summary

	Full year Budget £000	Full Year Outturn £000	(Under) / Overspend £000	% of budget
Police Pay (excl. Overtime)	165,096	165,218	123	0.07%
Police Overtime	6,759	7,182	422	6.25%
PCSO Pay incl. Overtime	4,236	4,165	(71)	(1.68%)
Staff Pay (excl. Overtime)	89,953	88,899	(1,054)	(1.17%)
Staff Overtime	1,147	1,638	491	42.77%
Other Employee Expenses	6,356	6,470	115	1.81%
Premises	13,856	12,690	(1,166)	(8.42%)
Transport	5,050	5,048	(3)	(0.05%)
Supplies and Services	23,694	24,373	679	2.86%
Agency	20,079	19,341	(738)	(3.68%)
Income	(15,689)	(16,108)	(419)	2.67%
Specific Grant Funding	(9,494)	(9,494)	0	0.00%
Debt Charges	64	64	0	0.00%
Grant Expenditure	2	2	0	0.00%
<b>Net Expenditure Before Legacy</b>	<b>311,110</b>	<b>309,486</b>	<b>(1,622)</b>	<b>(0.52%)</b>

## 3.2 POLICE OFFICERS PAY & OVERTIME

- 3.2.1 Police pay is projecting an overspend of £0.13m. The majority of this relates to changes in the workforce plan and the mix of joiners and leavers coupled with the timing of the movements.
- 3.2.2 The current Workforce Plan is projecting a year end strength, as of 31<sup>st</sup> March 2024, of 3,002.34 which is 20.86 over the budgeted WFP. Although there have been fewer officer leavers and

retirements than budgeted this has been partially offset by a higher number of student leavers and regional secondments than expected; coupled with career breaks and flexible working requests which were not anticipated in the budget. There are also overspends and underspends across other areas not covered by the Workforce Plan, detailed below.

Reason	Value £m
Workforce Plan changes – Reduction in Students – 19 FTE	(£1.09)
Workforce Plan changes – Movement to Regional & Secondments – 12 FTE	(£0.86)
Workforce Plan changes – Career breaks/Flexible working changes – 5 FTE	(£0.32)
Workforce Plan changes – Reduction in Leavers – 21 FTE	£1.07
Workforce Plan changes – Reduction in Retirements – 4 FTE	£0.27
Workforce Plan changes – Increase in Transferees – 12 FTE	£0.63
<b>Total Workforce Plan changes end of March 2023</b>	<b>(£0.30)</b>
Workforce Plan changes – Reduction in Students – 36 FTE	(£0.80)
Workforce Plan changes – Reduction in Transferees – 4 FTE	(£0.21)
Workforce Plan changes – Reduction in Leavers – 53 FTE	£1.15
Workforce Plan changes – Reduction in Retirements – 5 FTE	£0.26
Workforce Plan changes – Reduction Career breaks/Flexible working - 1 FTE	£0.06
<b>Total Workforce Plan changes April to March 2024</b>	<b>£0.46</b>
<b>Total Workforce Plan changes</b>	<b>£0.16</b>
Adjustments to budget for grants – DIP DAAT & National Cyber Crime, correction of error at budget setting.	(£0.32)
Release of growth budgets not now required. These amounts will go to the SEP Board as Savings Identified in Year.	(£0.33)
Other small variances	(£0.07)
Overspends on Acting rank	£0.03
Overspends on Allowances & Unsocial Hours	£0.05
Overspend for NI on Overtime	£0.06
Overspend for On Call costs & Increment adjustments	£0.13
Budget correction – miscoding between overtime and pay	£0.32
<b>Grand Total</b>	<b>£0.13</b>

- 3.2.3 At this point of the year there has been one student intake of 20 in June as planned, overall projected leavers from April to June are 13 fewer than planned, however in addition the split of leavers has changed to reflect student leavers. This has a monetary impact as they are calculated at different pay rates (circa £28k for student leaver and circa £52k for other leavers).
- 3.2.4 Work is underway on revising the projected workforce plan, based on the first quarter trends.
- 3.2.5 Overtime is projected to overspend by £0.42m, which is a reduction of £0.41m from May, partially due to the movement of budget for operations.
- 3.2.6 The main areas contributing to the overspend are Doncaster, £0.36m, currently being investigated and reviewed by the management team with additional governance put in place around authorisation, which has resulted in a reduction in the projection from the previous month; Rotherham £0.11m, Sheffield £0.10m, Custody £0.05m and OSU £0.08m. This is partially offset by a projected underspend on FCR £0.20m there is a proposal to realign overtime budgets and move some police overtime budget to staff overtime.

### 3.3 PCSO PAY & OVERTIME

- 3.3.1 Projected outturn of £4.2m which is in line with budget, no material variances.
- 3.3.2 The first intake of 12 PCSO's took place in April 2023 in line with the plan, with no further intakes planned this financial year.

### 3.4 POLICE STAFF PAY & OVERTIME

3.4.1 Staff pay is projected to underspend by £1.05m (see below),

District/Department	Value £m
Regional Procurement vacancies due to de-collaboration and difficulties in recruiting – SYP share of costs only	(£0.19)
Sheffield – IO, Admin and Enquiry office vacancies due to difficulties in recruitment and identifying suitable candidates	(£0.23)
Crime Services – vacancies across the department	(£0.18)
CJU - growth budget for 7.5 FTE archive officer posts to be given up as savings This has contributed to the movement month-on-month	(£0.16)
BC&I – 4 staff vacancies which are not anticipated to be filled in 23/24 This has contributed to the movement month-on-month	(£0.14)
FCR – projected year-end strength 5.09 under budget This has contributed to the movement month-on-month	(£0.13)
FM – restructure ongoing therefore vacancies not yet filled	(£0.12)
Contingencies – movements in growth This has contributed to the movement month-on-month	(£0.10)
Various small differences across departments	(£0.03)
Custody – projected over establishment of 3 x DO's	£0.23
<b>Total</b>	<b>(£1.05)</b>

3.4.2 Overtime has a projected overspend of £0.49m, a minimal movement from May. The main variances are within Force Control Room £0.20m, there is a proposal being written to cover this from Police Overtime underspends recurrently; CJU £0.11m, projections are based on actual trends to date, work is underway to review spend with the management team; and Crime Services £0.08m, mainly in Intel and PVP due to covering vacancies and demand.

3.4.3 Staff AFP strength is 2,145.90 which is below budget by 224.96 however there are 193.91 externally, income and temporary funded posts bringing us to 31.05 under budget in line with the workforce plan.

### 3.5 OTHER EMPLOYEE EXPENSES

3.5.1 This relates to a projected overspend on employee related insurance of £0.08m. A review of movement in provisions is being done monthly based on the latest claims information from Legal. This will result in fluctuations as we go through the year but will smooth out any big swings at year end. This is a change introduced from June to improve projections, so has therefore contributed to the movement month-on-month. There is a projected overspend on agency costs of £0.03m which relates to two Doncaster IO's extended to the end of the financial year funded from underspends in IO's in staff pay, we are currently backtracking the decision and a virement will be done to reflect this approval. This is partially offset by an underspend projected on tuition fees £0.04m due to a reduction in planned DHEP recruits in Nov 22 from 50 to 33, this fee is paid over a 3-year period to Sheffield Hallam University.

### 3.6 PREMISES

3.6.1 The projected underspend is mainly due to a reduction in expected costs for gas and electricity from YPO, prices for the hedged costs are now expected to be closer to a 50% rise from 22-23 than the 100% originally expected. The movement from May was due to receipt of invoices relating to gas allowing for more accurate projections.

### **3.7 TRANSPORT**

- 3.7.1 There are overspends projected on public transport rate £0.05m, mainly within Custody and Sheffield, both have based projections on year-to-date actual spend which has been above the budgeted levels. Offsetting this are underspends projected on petrol £0.06m due to growth budget not being required for Armed Crime Team and Road Crime unit. Any recurrent underutilisation of prior approved growth will be reprioritised against 24-25 Business Plans.
- 3.7.2 Transport budgets are being reviewed by the savings and efficiencies team linked to the scheme of financial management which may result in some changes in these budgets.

### **3.8 SUPPLIES & SERVICES**

- 3.8.1 The supplies and services overspend is made up of variances against several account lines with the main variances listed below:
- 3.8.2 £0.26m overspend on postage, detainee consumables, counsel fees and language line which are all based on actual trend year-to-date, a budget review is required looking at the causes of these overspends and any mitigation of these increases. This has contributed to the movement month-on-month.
- 3.8.3 £0.11m overspend on furniture due to force wide reasonable adjustments, based on the trend so far this year. This budget sits with P&OD and a paper is currently being written to request further funding based on historic trends.
- 3.8.4 £0.09m overspend on software licences, relating to an overspend in crime services for buddy tags, there was no recurrent budget attached to these licences when they were transferred from PAG, a review of the number of tags is underway and an SCT paper will be submitted for recurrent funding. This has also contributed to the movement month-on-month.
- 3.8.5 £0.09m overspend on seized dogs, there has been an increase in the number of dogs being held in kennels, a paper is to be submitted to request additional budget.
- 3.8.6 £0.07m overspend on Airwave charges due to an increase in costs, IT have engaged with Regional Procurement to discuss this with the supplier.
- 3.8.7 These overspends are partly offset by an underspend on network rental £0.08m, this is mainly due to an underspend on virgin media, which is based on actual costs for the first quarter. The WAN budget remained the same as last year due to the embedding of the new contract and it is expected that this will eventually result in savings after adjusting for dual running costs.

### **3.9 AGENCY**

- 3.9.1 £0.30m reduction in regional requirements based on notification from lead force. It has now been agreed that the Regional Scientific Support and the Collision Investigations Unit reserve balances will be used to offset against the 2023/24 budget and contributions will remain at 2022/23 levels for this year only. Due to the recently announced 7% pay award there will be an increase in regional contributions, currently awaiting further information from lead forces on the financial implications of this.
- 3.9.2 £0.28m underspend on Home Office IT recharges, the actual costs to date are lower than budgeted, at the time of setting the budget the information on these recharges was not available

and therefore it was based on the prior year budget, plus an inflation element. In addition, there is an underspend on Pentip Licences, due to the actual cost being lower than budgeted. This has contributed to the movement month-on-month.

- 3.9.3 £0.17m projected underspend on insurance for public liability civil action claims. A review of movement in provisions is being done monthly based on the latest claims information from Legal. This will result in fluctuations as we go through the year but will smooth out any big swings at year end. This is a change introduced from June to improve projections, so has therefore contributed to the movement month-on-month.

#### **3.9.4 INCOME**

- 3.10.1 £0.09m underachievement on accident reports income based on actual costs for the first quarter, further analysis is required with the department to understand the causes of this under achievement. This has contributed to the movement month-on-month.
- 3.10.2 £0.19m projected overachievement on training sales, this is based on the actual year to date trend, this account also overachieved last financial year. This has contributed to the movement month-on-month.
- 3.10.3 £0.09m projected overachievement on court/prosecution income based on actual year to date trend. This has contributed to the movement month-on-month.
- 3.10.4 £0.31m overachievement on Income from a Public Body, this is mainly due to Op Safeguard surplus income above associated costs for overtime. This is currently projected to end in July.

#### **3.11 SPECIFIC GRANT FUNDING**

- 3.11.1 Total grant income projected as at end of June is £13.29m, several grants currently don't have the Inward Investment Process (IIP) paperwork fully completed and is causing a variance of £2.43m as budgets are yet to be uploaded.

#### **3.12 LEGACY**

- 3.12.1 Hillsborough, the Stovewood Enquiry and CSE civil claims are currently projected to spend in full.
- 3.12.2 This reflects information received from the OPCC.

#### **3.13 MTRS Savings**

- 3.13.1 The 2023/24 savings target is £3.72m of which £3.26m is currently showing as achieved and captured on the savings plan. The £0.46m unachieved savings relate to CJD File Build project and the Under £50k Procurement Team which are currently not expected to achieve these savings in 2023/24. These savings continue to be monitored by the Savings & Efficiencies Programme Board to ensure that any savings stripped out do not result in overspends or have a detrimental impact. One of these is the Staff Vacancy freeze saving, this is currently being reviewed in terms of a process for allocation of these savings to District and Departments. This is linked to the new Police Staff Deployment Board the savings are currently held within contingency and are projected to be achieved in full.



### 3.14 GROWTH

- 3.14.1 The total amount approved for business plan growth in 2023/24 was £7.13m, this is split between the bids that were supported during the Business Planning rounds for 2021/22, 2022/23 and 2023/24.
- 3.14.2 Projected underspend of £0.80m, the underspends relate to vacancies across growth posts of £0.37m including POD £0.26m, Legal £0.04m, BCI £0.04m and PSD £0.03m; recurrent fund brought forward of £0.30m; MIRT – IO's, £0.06m no longer required; and PVP review £0.05m. Partially offset by an overspend in consultancy £0.10m as costs were originally phased over two financial years, with £0.20m included in 24/25, all costs will be incurred in this financial year and therefore funding will need to identified for this overspend.

### 3.15 CAPITAL

- 3.15.1 The PCC has approved a revised 2023/24 capital programme of £17.28m (£25.91m reduced by slippage adjustment of £8.64m to reflect past trends in spending). This increased to £17.35m (£25.99m, slippage adjustment £8.64m) in June following PCC approval of a DRF (direct revenue finance) to the Police Pensions Administration Software scheme.
- 3.15.2 The Programme is projected to spend in full although at an individual scheme level, a spend of £24.48m is projected resulting in a variance of £1.51m. Year to date £2.2m has been spent which reflects 13% of the full year budget.
- 3.15.3 The significant projects over £0.10m which are projecting to slip are detailed below.

Capital Project	Comment	£
Technical Solutions to Improve Data	Proposal to slip the project on a year, linked to below. This is due to many factors including awaiting a decision if it is included in PBB and recruitment delays for specific roles and general governance processes.	£208,200
Data Migration	Proposal to slip the project on a year, linked to above	£858,930
Oracle Cloud & Duties	Proposal to slip the project contingency to fund support staff after go-live	£440,000
<b>Total</b>		<b>£1,507,130</b>

- 3.15.4 There are no other significant projects which have underspends or overspends projected during the year.
- 3.15.5 During the first quarter several sessions of capital training have been delivered for project managers, with 28 having attended. Further sessions will be planned in during quarter two and three to ensure all capital project managers have undergone this training.

**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 OF THE SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER

7<sup>TH</sup> SEPTEMBER 2023

### FIREARMS LICENSING REVIEW

#### UPDATE REPORT OF THE CHIEF CONSTABLE

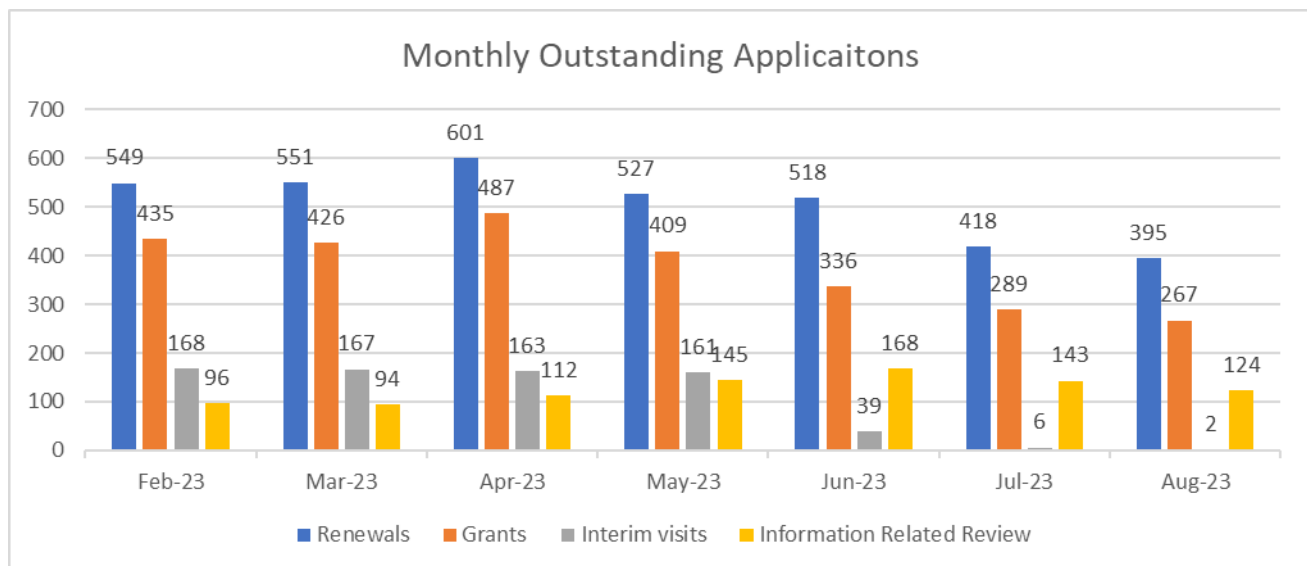
On 25<sup>th</sup> January 2023, the above report was submitted to the Public Accountability Board following Rt Hon Chris Philp MP Minister of State for Crime writing and asking the PCC.

Requested a review on a bi-annual basis of Firearms Licensing to uphold accountability and to satisfy that caseloads were well managed. Each review should include:

1. How many people with expired certificates are still in possession of their firearms?
2. How many of these have applied for renewal whose cases have yet to be decided?
3. How many of those who have applied for renewal have been issued with a temporary permit and continue to have firearms in their possession?

In relation to these questions I can confirm that no certificate holders are currently in possession of firearms after the expiry of their certificate. Additionally South Yorkshire Police currently has no temporary certificates issued to anyone at this time.

The current state of the ongoing firearms licensing workload is shown below:

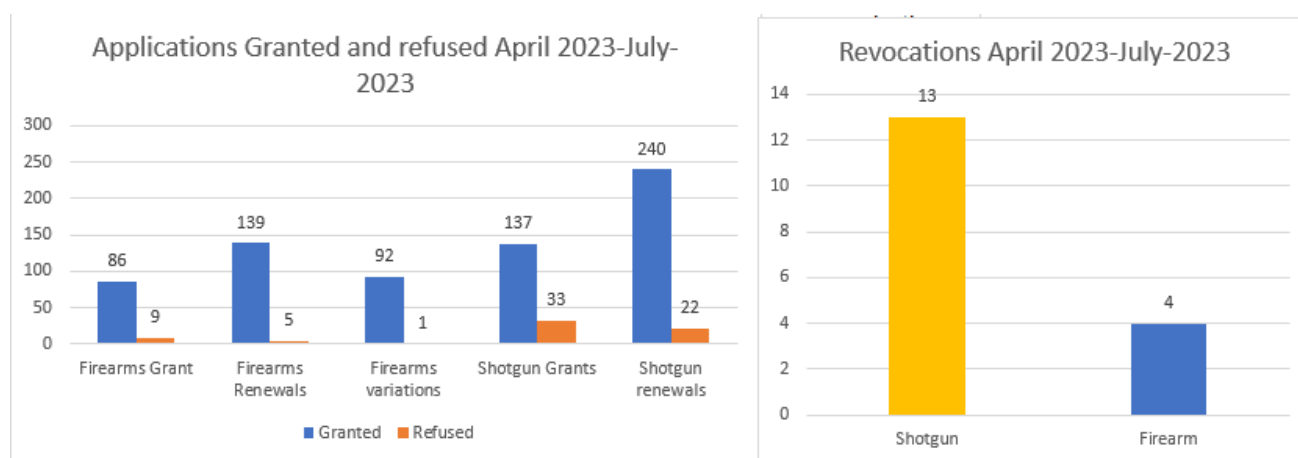


The total number of renewals has now dropped to pre-covid levels and can now be considered business as usual. At the point of receipt of a completed application and medical report, the applicant is risk assessed. A statutory 8 week extension is also granted to all applications which provides sufficient time to complete all renewal enquiries. Where the application is deemed to be of higher risk and there is a possibility of refusal the firearms will be removed pending the outcome of the decision.

The Interim visits to cover the COVID lockdown periods where home visits were not possible have now completed.

The number of grants awaiting input has now returned to business-as-usual levels. There are a higher number still in progress (267) however 112 of these applications are incomplete and require further action by the applicant (such as supply a medical report, update photograph, make payment etc). Based on the number of grants submitted in a 3-month period the target figure for outstanding would be 130 (excluding any incomplete applications). The current number of grants in progress is 148.

The introduction of the statutory guidance has seen a significant change in the number of applications being refused and certificates being revoked.



The total refusal rate for applications in South Yorkshire is 10% with 24% of shotgun grants being refused. There has been an increasing trend of refusals based on failure to declare relevant medical conditions which is driving this increase.

All decisions for revocation and refusals are considered by the OSU Superintendent in consultation with the Warrants and Firearms Manager. Decisions and investigations around renewals are dip sampled by Firearms Chief Inspector.

Contact Officer: David MacLeod - Warrants and Firearms Manager

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

**07 SEPTEMBER 2023**

### **HMICFRS UPDATE FOR SOUTH YORKSHIRE POLICE**

#### **REPORT OF THE CHIEF CONSTABLE**

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

- 1.1 To inform the Public Accountability Board that South Yorkshire Police (SYP) has effective arrangements in place to monitor and progress recommendations made by Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS).

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

- 2.1 The force recommends that the Public Accountability Board consider and discuss the content of this report and are assured that the force has effective governance and monitoring arrangements in place to address recommendations made by HMICFRS.

##### **3 PERFORMANCE SUMMARY ASSESSMENT**

- 3.1 This report will present a summary of work undertaken by South Yorkshire Police in monitoring and implementing effective arrangements during the current period. The three areas of focus are:
- HMICFRS revisions to the monitoring and closure of recommendations by individual forces;
  - The current position of SYP; and
  - All previous and upcoming inspections for SYP.

##### **Background**

- 3.2 HMICFRS independently assess and report on the efficiency and effectiveness of police forces and policing, to drive improvements in the services provided to the public. Their annual inspection programme for police forces in England and Wales is subject to the approval of the Home Secretary under the Police Act 1996.
- 3.3 HMICFRS is an inspectorate, not a regulator. Where regulators have powers of intervention, direction and enforcement, inspectorates have powers to secure information, but no powers to give orders for change. The HMICFRS recommendations are not orders and it is for the Chief Constable and the PCC to take action resulting from those recommendations.

##### **South Yorkshire Police Arrangements**

- 3.4 From 2018, the force has established a strong internal governance process in support of delivery against HMICFRS actions and is committed to undertaking activity in support of improvement.

- 3.5 The Deputy Chief Constable holds a regular HMICFRS Gold Group meeting with the Senior Command Team, where they are accountable for progress against the HMICFRS causes of concern, areas for improvement and recommendations relevant to their areas of business. The meeting is held on a monthly basis and supported by the Strategic Delivery Unit. Each Senior Command Team member holds separate meetings with their respective portfolio strategic lead officers, and feeds progress into this Gold Group.
- 3.6 The Strategic Delivery Unit within the Performance and Governance department supports the Deputy Chief Constable and the Senior Command Team with HMICFRS related work and actions. The SYP HMICFRS Force Liaison Officer (FLO) working within the Strategic Delivery Unit provides an effective two-way link with the HMICFRS Force Liaison Lead Officer (FLL). The FLO attends regular meetings with HMICFRS to ensure the force is up to date with all HMICFRS related work. The FLO maintains regular contact with the FLL to ensure that all key information surrounding inspections, and requests from HMICFRS is dealt with promptly.

### **SYP Internal Tracking System**

- 3.7 Every active HMICFRS action plan for SYP, with the causes of concern (CoC), areas for improvement (AFI) and recommendations, is recorded on a “tracker<sup>1</sup>”.
- 3.8 From June 2023, South Yorkshire Police have improved the internal tracking system, migrating all information pertaining to cause of concerns, areas for improvement and recommendations onto the Microsoft platform, MS Lists. This facilitates the ability to store progress, provide an overview of the current position for SYP and enables integration into additional software such as Power BI. The tracker is a central repository for all HMICFRS activity.
- 3.9 The internal tracking system aligns the executive lead officer and action owner to current progress against the action plans (and now cross-referenced with the new force management statement areas). The tracker is maintained on a regular basis by the Strategic Delivery Unit and used to support internal governance groups.
- 3.10 The tracker allows the force to monitor progression with action owners, internal governance activity and any feedback from HMICFRS. Where applicable, the tracker allows the force to identify potential opportunities for best practice via HMICFRS inspection publications and relevance to other force activity, where graded outstanding.

## **4 HMICFRS MONITORING AND CLOSURE OF ACTIONS – REVISED**

- 4.1 The HMICFRS Inspection Board have agreed to establish a system for classifying recommendations and areas for improvement that allows the inspectorate to understand and plan for, the required follow-up activity for forces. This includes the board’s request to allow forces to self-report specific recommendations and AFIs as completed, and therefore closed. The purpose of this work is to give forces more control to report what work has been completed in a timely manner and allow HMICFRS to understand and manage demand placed on the organisation.

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<sup>1</sup> Interactive MS List IT solution

- 4.2 As of February 2023, the inspectorate has revised the functionality of the HMICFRS Monitoring Portal which now categorises all open recommendations and areas for improvement. This does not include cause of concerns, which are categorised separately. The portal is not currently accessible to the public.
- 4.3 Each recommendation and area for improvement are now classified as one of the following, with all levels duly reflected within the tracker:
- **Level 1 (Closed):** No recorded follow up required, and record closed.
  - **Level 2 (Self-Certification):** Forces are able to close records when they have completed the work, supported with a letter signed by the Chief Constable.
  - **Level 3 (HMICFRS Certification):** Force self-certifies that the recommendation is complete, including a letter signed by the Chief Constable. Follow up work to begin and verification will be completed via the next relevant planned inspection.
  - **Level 4 (Follow Up):** No force self-certification. Follow up work conducted via further bespoke fieldwork, with additional support and inspection when appropriate. In most cases, this is for forces moved to the 'Engage' phase. \*

\* Engage – An enhanced stage of monitoring by HMICFRS, for forces who are not responding to a cause of concern or not succeeding in managing, mitigating or eradicating the cause of concern. In the Engage phase, forces will develop an improvement plan to address the specific cause(s) of concern that has triggered this stage. The force may receive support from external organisations such as the College of Policing or the National Police Chiefs' Council, brokered by HMICFRS.

## 5 CURRENT POSITION FOR SOUTH YORKSHIRE POLICE

- 5.1 The below tables summarise the volume of HMICFRS inspection recommendations, as of 4 September 2023 for level two and level three. At present, there are no recommendations recorded at level four for SYP.
- 5.2 It is important to note that not all HMICFRS recommendations are categorised, and in recognition of this are classified as 'other'. Cause of Concern issues for SYP are reflected in the below grid.

### Recommendation Status (As of 4<sup>th</sup> September 2023)

HMICFRS Cause of Concern					
Total CoC (SYP Specific)	Complete - Awaits Official Sign-off	0	Total National CoC (Non-SYP Specific)	Complete – Awaits Official Sign-off	0
	Awaiting Review	2		Awaiting Review	0
	Being Progressed	1		Being Progressed	1
HMICFRS Recommendations – Level 2 (Self-Certification)					
Total AFI (SYP Specific)	Complete - Awaits Official Sign-off	0	Total National AFI (Non-SYP Specific)	Complete – Awaits Official Sign-off	0
	Awaiting Review	0		Awaiting Review	0

	Being Progressed	0		Being Progressed	6
<b>Total Recommendations (SYP Specific)</b>	Complete - Awaits Official Sign-off	0	<b>Total Other National/Thematic Recommendations</b>	Complete - Awaits Official Sign-off	10
	Awaiting Review	0		Awaiting Review	35
	Being Progressed	0		Being Progressed	29

<b>HMICFRS Recommendations – Level 3 (HMICFRS Certification)</b>					
<b>Total AFI (SYP Specific)</b>	Complete - Awaits Official Sign-off	0	<b>Total National AFI (Non-SYP Specific)</b>	Complete - Awaits Official Sign-off	0
	Awaiting Review	0		Awaiting Review	0
	Being Progressed	5		Being Progressed	0
<b>Total Recommendations (SYP Specific)</b>	Complete - Awaits Official Sign-off	0	<b>Total Other National/Thematic Recommendations</b>	Complete - Awaits Official Sign-off	0
	Awaiting Review	0		Awaiting Review	1
	Being Progressed	1		Being Progressed	32

<b>HMICFRS Recommendations – Other</b>					
<b>Total AFI (SYP Specific)</b>	Complete - Awaits Official Sign-off	0	<b>Total National AFI (Non-SYP Specific)</b>	Complete - Awaits Official Sign-off	0
	Awaiting Review	16		Awaiting Review	0
	Being Progressed	7		Being Progressed	0
<b>Total Recommendations (SYP Specific)</b>	Complete - Awaits Official Sign-off	0	<b>Total Other National/Thematic Recommendations</b>	Complete - Awaits Official Sign-off	0
	Awaiting Review	0		Awaiting Review	1
	Being Progressed	0		Being Progressed	0

5.3 From March 2023, HMICFRS have conducted the below thematic inspections resulting in national recommendations and/or AFIs for all forces:

- An inspection of how well the police tackle serious youth violence
- An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children
- Values and culture in fire and rescue services
- An inspection of how effective police forces are in the deployment of firearms
- PEEL Spotlight, Police Performance: Getting a grip
- Homicide Prevention: An inspection of the police contribution to the prevention of homicide
- Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters
- Race and policing: An inspection of race disparity in police criminal justice decision-making

**Full breakdown of new recommendations (since March 2023)**

<b>National/Thematic (Non-SYP Specific) Recommendations</b>			
Total	Inspection	Level	Status
1	An inspection of how well the police tackle serious youth violence	2	Being Progressed



1	An inspection of how well the police tackle serious youth violence	2	Awaiting Review
1	An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children	2	Being Progressed
10	An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children	2	Awaiting Review
1	Values and culture in the fire and rescue services	2	Being Progressed
4	An inspection of how effective police forces are in the deployment of firearms	2	Being Progressed
4	An inspection of how effective police forces are in the deployment of firearms	2	Awaiting Review
3	PEEL Spotlight – Police Performance: Getting a grip	3	Being Progressed
2	Homicide Prevention: An inspection of the police contribution to the prevention of homicide	2	Being Progressed
4	Race and policing: An inspection of race disparity in police criminal justice decision-making	2	Being Progressed

### **Past Inspections for South Yorkshire Police**

5.4 Since March 2023, SYP have been selected to take part in the following HMICFRS inspections:

5.5 **Homicide Prevention:** SYP were selected to be part of a thematic inspection lead by HMICFRS, with support from the National Police Chief's Council and College of Policing. This inspection examined how effectively forces understand the pattern of homicide in their areas, including the underlying causes and risks; and how effectively forces contribute to the prevention of homicides, including how they use the homicide prevention framework. SYP was one of eight forces inspected by HMICFRS, which took place late January 2023.

5.6 Follow this inspection, two recommendations were submitted to all forces:

- *By 31 August 2024, Chief Constables in England and Wales would devise an approach to make sure their force can, on a sufficiently frequent basis, produce an analytical report concerning its death investigations. This will help the force to:*
  - *Better understand the pattern of death reports across the force area, drawing on force data and information gathered by other organisations, including the NHS and local authorities; and*
  - *Identify any linked series of death reports.*
- *By 1 December 2023, Chief Constables should make sure their force can quickly identify lessons from homicides and serious violence incidents. The process should be capable of involving partner organisations when appropriate, so that lessons can be learned more widely.*

5.7 The full report was published in August 2023 and can be accessed via the HMICFRS website.

- 5.8 **Vetting Arrangements:** SYP were inspected for the effectiveness of vetting arrangements by HMICFRS in late April 2023. The full report, including the force grading is yet to be published on the official HMICFRS website and is expected to be released during September 2023.

### **Upcoming Inspections for South Yorkshire Police**

- 5.9 **Serious and Organised Crime:** A Serious and Organised Crime (SOC) inspection with the Regional Organised Crime Unit (ROCU) and other regional forces is due to take place early to mid-2024.
- 5.10 A Senior Command Team member holds a monthly governance meeting with the SOC portfolio head of department, strategic and thematic lead to provide reassurance and readiness for the upcoming inspection. This involves progress against recommendations, key areas of interest and development, and to review any communications from HMICFRS. Additionally, the force regularly attends quarterly regional meetings held by ROCU and HMICFRS for Serious and Organised Crime inspection readiness.

## **6 LINKS TO THE OPCC AND/OR SYP STRATEGIC OBJECTIVES, AND/OR LINKS TO OTHER KEY REPORTS/DECISIONS/STANDARDS/Frameworks**

- 6.1 The PCC's statutory requirement to comment on reports published by HMICFRS regarding police matters under section 55(5) Police Act 1996.
- 6.2 The PCC's holding to account arrangements of the Chief Constable under the Police Reform and Social Responsibility Act 2011.
- 6.3 The SYP 'Plan on a Page': Governance and compliance. The force has effective governance and support arrangements in place to enable it to manage and address the HMICFRS causes of concern, areas for improvement and recommendations. This includes effective and robust governance of the volumes of issues themselves through the use of trackers and timely management.

## **7 FINANCIAL AND VALUE FOR MONEY IMPLICATIONS**

- 7.1 There are no specific financial or value for money implications associated with this report.

## **8 IMPLICATIONS FOR SERVICE DELIVERY**

- 8.1 None

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**Background papers:** N/A

**Other sources and references:** [www.justiceinspectorates.gov.uk/hmicfrs/](http://www.justiceinspectorates.gov.uk/hmicfrs/)

## **Reference List (HMICFRS Thematic Inspections)**

An inspection of how well the police tackle serious youth violence. HMICFRS, 8<sup>th</sup> March 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/inspection-of-how-well-the-police-tackle-serious-youth-violence/>

An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children. HMICFRS, 5<sup>th</sup> April 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/inspection-of-how-well-police-and-national-crime-agency-tackle-online-sexual-abuse-and-exploitation-of-children/>

Values and culture in the fire and rescue service. HMICFRS, 24<sup>th</sup> May 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/values-and-culture-in-fire-and-rescue-services/>

An inspection of how effective police forces are in the deployment of firearms. HMICFRS, 11<sup>th</sup> July 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/how-effective-police-forces-are-in-the-deployment-of-firearms/>

Police performance: Getting a grip. HMICFRS, 7<sup>th</sup> July 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/police-performance-getting-a-grip/>

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Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters. HMICFRS, 25<sup>th</sup> August 2023. Online Access: <https://hmicfrs.justiceinspectorates.gov.uk/publications/review-of-the-police-services-leadership-and-governance-arrangements-for-race-related-matters/>

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