

SOUTH YORKSHIRE'S POLICE AND CRIME COMMISSIONER

PUBLIC ACCOUNTABILITY BOARD

MONDAY 12 DECEMBER 2022

PRESENT: Dr A Billings (Chair)
M Buttery (Chief Executive & Solicitor, OPCC)
S Abbott (Chief Finance Officer, OPCC)
F Topliss (Engagement and Communications Manager, 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)
J Bland (Assistance Chief Officer, Resources, SYP)
L Butterfield (Temporary Assistant Chief Constable, SYP)
S Wanless (Chief Superintendent, Barnsley, SYP)
A Fletcher (Office Manager, SYP)
I Bailey (Violence Reduction Unit)
S Wragg (Chair of the Joint Independent Audit Committee)
M Lewis (Interim Chair of the Independent Ethics Panel)

APOLOGIES: E Redfearn, D, Hartley, R Alton, D Carrington, C Goodwin and G Jones.

1 **WELCOME AND APOLOGIES**

The Commissioner welcomed those who had attended the meeting, including Chief Superintendent Wanless, the new Barnsley District Commander.

2 **FILMING NOTIFICATION**

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

3 **ANNOUNCEMENTS**

There were no announcements.

4 **PUBLIC QUESTIONS**

There were no public questions.

5 **URGENT ITEMS**

There were no urgent items.

6 ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS

There were no items to be considered in the absence of the public and press.

7 DECLARATIONS OF INTEREST

There were no declarations of interest.

8 MINUTES OF THE MEETING OF THE PUBLIC ACCOUNTABILITY BOARD HELD ON 12 DECEMBER 2022

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

Attendees: S Wragg (Chair of the Joint Independent ~~Ethics Panel Audit Committee~~)

9 MATTERS ARISING/ACTIONS

440	An update on the joint response plan with police and Independent Domestic Violence Advisors (IDVAs) to address perpetrators of domestic abuse be provided in the next Rotherham performance report 25/11/22 - Added to work programme. Discharged
441	SYP would ensure that the Commissioner had sight of the new child exploitation awareness campaign 12/12/22 – This is being arranged. Discharged
442	A possible awareness campaign around illegal Vapes be considered by SYP's Corporate Communications team 12/12/22 - Illegal vapes do not meet the criteria for a campaign as we are aligned with threat and risk and focus on the offence types highlighted in the SLA. We don't have capacity to run this additional campaign and I would question why this would be given such high priority above neighbourhood crime. Discharged
443	D Mahmood to establish if there is any victim support for victims of stalking online 12/12/22 - It would be the same pathway as a victim of non-online stalking. There is nothing specific to online stalking that I am aware of. Discharged
444	A report on how Integrated Offender Management (IOM) is managed, the IOM outcome rate and whether there are any concerns be brought to a future meeting 12/12/22 - This is to be added to the work programme for February 2023. Discharged

10 BARNSELEY DISTRICT SUMMARY UPDATE

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide a brief update in relation to local operationally based delivery of the Police and Crime Plan in Barnsley, in line with the Commissioner's reporting requirements.

The Commissioner made a general comment in relation to the first few pages, which all related to an increase in demand and pressure on resources. The 15% vacancy factor was highlighted. S Wanless confirmed that this is reducing as new officers arrive.

The Commissioner highlighted the reduction in stalking/harassment and enquired whether this is a positive. S Wanless informed the Board that it is not a significant reduction. T Forber explained that stalking and harassment had not been accurately recorded previously. SYP had invested time and effort into improving crime data integrity which has resulted in an increase in reporting. This is now levelling out..

The Commissioner enquired about the stalking/harassment training officers receive. T Forber confirmed that all officers receive a significant amount of training, particularly for stalking / harassment offences where victims are vulnerable and may require support services.

The increase in the volume of vehicle crime was raised. The Commissioner enquired whether the perpetrators might be repeat offenders. S Wanless reported that there are two groups of people stealing cars. One is stealing to order and has stolen around 30 Ford Fiestas. Arrests have been made and these cases are going through the courts. There are other groups of people who just steal one car.

The Commissioner enquired if there are organised crime gangs behind this. S Wanless commented that this is likely, and this is being looked at.

T Forber confirmed that vehicle crime is a forcewide issue.

The reduction in high-risk domestic abuse crimes was highlighted. S Wanless confirmed that this was not a concern. One offender can commit a number of crimes which impacts on the arrest rate. The change in the description for domestic abuse has also had an impact.

T Forber confirmed that domestic abuse arrest rates are intrusively monitored at Force Performance Day.

The Commissioner was surprised that 75% of domestic violence incidents are violence related. Both S Wanless and T Forber informed the Board that this was not surprising. The definition of violence is wide.

The Commissioner enquired about breaches of Domestic Violence Protection Orders (DVPOs). S Wanless acknowledged that Barnsley need to do more work around proactively monitored DVPOs.

The Commissioner highlighted that 88% of child protection matters related to welfare issues. He asked what work Barnsley was doing with partners to address this. S Wanless confirmed that partnership working in Barnsley is strong. A review of the governance structures in this area is currently taking place with partners and will be progressed over the next few months.

53% of all cyber enabled crimes equates to sexual offences. T Forber confirmed that there is a wide spectrum of cyber enabled crimes that range from young people swapping images to organised paedophiles. A wide range of responses are required.

The Commissioner acknowledged that the Child Exploitation Officer had now started. S Wanless confirmed that the volume of child exploitation classified investigations have increased month on month since the officer had been in post.

The Commissioner noted that Penistone, along with Dearne, Kingstone and Central are currently burglary hotspots. However, the district regularly responds to emerging trends through daily monitoring and management.

The Commissioner enquired about the outcomes from the attacks on retail workers in Barnsley. S Wanless agreed to provide further information.

S Wanless informed the Board of the new retail developments taking place in Barnsley and confirmed that work is taking place between Barnsley Metropolitan Borough Council (BMBC) and the Neighbourhood Policing Teams.

The Commissioner highlighted the significant decrease in anti-social behaviour. A discussion took place around public perception and how this could be communicated to the public. S Wragg suggested using the Barnsley Chronicle.

The Commissioner highlighted the difference the Off-road Bike Team make on tackling rural crime.

Stop and search was raised. It was acknowledged that the ethnicity figures in the new Census data will impact on the disproportionality of stop and searches. M Lewis commented that the Independent Ethics Panel had been looking at this for a long time. He highlighted that the numbers in Barnsley are relatively small. The Census data will impact more in Sheffield. T Forber acknowledged the disproportionality and commented that the public expect more stop and searches in some areas than others. For example, areas such as Burngreave, will see more stop and searches than in areas such as Penistone.

S Wanless highlighted that he had only been in post for eight weeks, but performance is good. This is a testament to the professionalism, commitment and dedication of police officers and staff.

T Forber highlighted Barnsley's high detection rate particularly around domestic violence.

It was agreed that:

- **S Wanless would provide more detail on the outcomes on the attacks on retail workers in Barnsley**

11 FORCE PERFORMANCE AGAINST THE POLICE AND CRIME PLAN 2022-2025 – TREATING PEOPLE FAIRLY

A report of the Chief Constable was presented to the Board. The purpose of the report was to provide an update on the progress against the 'Treating People Fairly' 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.

The Commissioner acknowledged the amount of work SYP is undertaking around equality, diversity, and inclusion. This is impressive and is being well received. T Forber confirmed that he wants SYP to be an inclusive place to work and wants people within it to think differently and challenge the organisation.

The Commissioner noted that the gender workforce representation is almost 50% female and 50% male. T Forber confirmed this had been a journey SYP had been on since 2011 when there had been no female chief officers. There is now female representation across the whole service.

The Chief Constable commented that it had taken 15 years, but she was pleased to see good gender representation. She also highlighted the number of people from ethnic minorities applying to join SYP.

It was acknowledged that the other than white resident population will rise considerably when the new Census data is released and that substantial improvements will need to be made. SYP is undertaking a lot of work around this and is starting to see signs of success, but this will take a long time.

K Wright confirmed that ethnicity data from the Census had been released last week. Other than white representation for South Yorkshire had increased to 12% from 9.4%.

The Commissioner commented that female representation at police sergeant level is disappointing. T Forber confirmed that he would like to see this increase. This is a moment in time, and this will continue to be reviewed. SYP is investing in junior leaders. Every new sergeant will attend the Leadership Academy to give them the skills to develop. The Leadership Academy has been designed because SYP knows that it is going to have sergeants with a small number of years' service. T Forber commented that he is heartened by the quality of recruits.

The Commissioner enquired whether pay is a big issue. T Forber confirmed that pay is not necessarily a factor when getting promoted. Once promoted officers do

not qualify for overtime payments. In his opinion, officers do not put themselves forward for promotion because they feel that they need more experience.

The Commissioner informed the Board that he had attended the Inclusion Conference, this had been really positive. T Forber confirmed that he was pleased with the event. The Black History Month event had also been well attended.

The Chief Constable confirmed that the conference had taken place over two days with the same content on both days. The conference reached out to a broad section of the workforce. Feedback had been excellent.

The Commissioner enquired how well SYP understands neurodiversity. T Forber confirmed that SYP has a good understanding with good support networks. As a senior leader he understands the benefits of having people with neurodiversity because they think differently and bring a different perspective. Amongst other things, SYP provide support for staff with Dyslexia including providing the right equipment, such as different coloured pocketbooks. The Commissioner enquired whether SYP went outside the organisation for advice and support. J Bland confirmed that SYP work with a lot of different organisations both in the public and private sector to identify best practice.

The Chief Constable confirmed that the work around neurodiversity is new and growing. SYP is also doing some work to support parents who have children with neurodiversity.

The Commissioner highlighted the high rate of bookings for Leadership Academy courses. He expressed concern that some officers had been restricted by their workload requirements. T Forber confirmed that work had been undertaken to ensure people are given the time off.

The Commissioner highlighted the high workload pressures within some teams. He commented that the paragraph was mainly about police officers but highlighted that there are clearly pressures on police staff as well. J Bland confirmed that the demand pressures the organisation faces impacts on all staff and interventions cover both police staff and officers. She highlighted anxiety around the financial situation and confirmed that SYP is actively working with the unions to understand the impact. SYP has a positive working relationship with the unions who are very realistic and pragmatic.

The Commissioner enquired what training student officers get around complaints. T Forber confirmed that SYP do a huge amount of training from the outset to embed SYP's behaviours and values to ensure these are at the forefront of officer's minds.

The Commissioner acknowledged that the Command Team spend time meeting student officers. He enquired what impact this has. T Forber confirmed that the Command Team do get out and about and try and meet as many people as possible. This shows people the standards that SYP expect of them.

Reference was made to the nine rights for the victim within the Victims' Code. The Commissioner commented that he thought there were 12 rights not nine and enquired which ones had been missed off. T Forber agreed to look at this.

The Commissioner highlighted Hate Crime Awareness week that took place in October and that it was not as positive as previous years. T Forber reported that SYP want to be seen as a police service that is on the side of the public and not criminals. SYP is here to protect all communities irrespective of their background. Nationally, the press has said this is not what the police should be doing. This is not optional it is about providing a service to the community.

It was agreed that:

- **T Forber would provide more details on the rights of victims within the Victims' Code**

12 PCC'S STRATEGIC PLANNING TIMETABLE

A report of the Chief Executive & Solicitor was presented to the Board. The purpose of the report was to provide an overview of the Commissioner's annual strategic and financial planning process in relation to reviewing the Police and Crime Plan (2022-25) and setting a supporting budget and council tax precept for financial year 2023/24.

M Buttery informed the Board that the legislation was set out in the Background Information and a summary of the main steps in the Process is at Appendix A of the report.

The PCC holds monthly Office of the Police and Crime Commissioner and SYP Planning & Efficiency Group (PEG) meetings. This enables planning to be undertaken separately and together.

The Process has two tracks the Police and Crime Plan and Budget Setting.

OPCC officers are now reviewing the current Police and Crime Plan with a view to varying some of the Areas of Focus in the Plan to more accurately reflect the future of the policing and crime landscape. Meetings with the PCC are planned for December and January to finalise the re-drafting of the Plan.

S Abbott highlighted that the financial position is very uncertain this year, and has changed considerably since September, both politically (there's been a new Prime Minister and Chancellor), as well as in the economy.

The Medium-Term Resources Strategy (MTRS) assumptions have been re-visited and the budget re-cast in the light of more up to date information.

The settlement should be received this week.

M Buttery highlighted that at the end of last year's Process (for this financial year), the PCC could see the financial challenge South Yorkshire was facing in the medium-term. He therefore requested from SYP a comprehensive savings plan

by September 2022, so that there would be time to implement the plan before the projected challenges significantly eroded South Yorkshire's reserves.

An online consultation survey has now gone out to communities, asking specifically for their views on the priorities in their local area, and their willingness to pay more in their Council Tax Precept to fund policing and crime services. The results will be considered by the PCC in January 2023 as part of his final determinations on priorities in the Plan for 2023-25 and his proposal on the policing element of the Council Tax precept. Responses seem favourable in relation to people being prepared to pay more in their Council Tax Precept.

13 PCC DECISIONS

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

M Buttery confirmed that there had been only three decisions to draw to the attention of the Board since the last meeting:

- National Driver Offender Retraining Scheme (NDORS)
- Windows 10 Migration
- Capital work on Pioneer Close

The Commissioner enquired if Speed Awareness Course had gone back to being held in person. S Wragg commented that he thought attendees are given the option to attend in person or undertake the course virtually.

14 WORK PROGRAMME

M Buttery informed the Board that it is the Sheffield District Performance Report and the Force Performance Report on Tackling Crime and Anti-Social Behaviour in January.

The work programme is currently being reviewed and consideration is being given to having a victim focused report and a HMICFRS report. The HMICFRS report will include SYP's readiness for inspections and where inspections have taken place will also be included in the work programme. T Forber suggested a HMICFRS report be put on the work programme for February 2023 then once a quarter or six months. The next Police Effectiveness, Efficiency and Legitimacy (PEEL) assessment is due to take place at the end of 2024 and will be published in 2025.

15 IEP ASSURANCE REPORT

M Lewis presented the Independent Ethics Panel's (IEP) assurance report.

On 25 November 2022, the IEP received a detailed presentation on well-being. This enabled the IEP to explore SYP's approach to well-being of its officers and staff.

SYP has many characteristics of an exemplary employer. The IEP heard many examples that other organisations would see as a problem that have been turned into strengths.

M Lewis highlighted that one of the PCC's priorities is support for the vulnerable. SYP has recognised that those whose duty it is to protect and support the vulnerable may also become vulnerable and in need of support.

16 JIAC ASSURANCE REPORT

S Wragg presented the Joint Independent Audit Committee's assurance report.

S Wragg highlighted that Head of Internal Audit had provided a satisfactory assurance opinion.

The Committee had received a presentation on IT Governance and acknowledged the marked improvement had been made but highlighted that there are still governance issues and would keep this matter on the agenda.

The Committee also received a presentation on the Force Savings Tracker.

17 AOB

L Butterfield informed the Board that British Telecom (BT) had released November's 999 performance data. SYP has made further improvements, answering 83.3% of 999 calls in under 10 seconds and is now eleventh nationally.

18 DATE AND TIME OF NEXT MEETING

Monday 9 January 2023 at 2pm at Carbrook House.

PCC signed 9 January 2023