

## Independent Ethics Panel Assurance Report

Assurance Report	Report Author
Independent Ethics Panel	OPCC Governance and Compliance Manager
	Date of the Report
	4 April 2022

<b>Urgent:</b>	<b>No</b>
<b>Security Classification</b>	<b>Official</b>

### Exceptions

The Independent Ethics Panel (IEP) assists the Commissioner in understanding the progress being made in delivering the 'Fair Treatment' strategic priority of his Police and Crime Plan and in providing assurance in relation to PCC and Chief Constable statutory responsibilities. The Panel last met on 7 March 2022.

#### Reports to the Independent Ethics Panel – exceptions for noting

##### 1. Equality, Diversity and Inclusion

- 1.1 The Panel received a detailed Equality, Diversity and Inclusion Update. The report provided information relating to SYP's Equality, Diversity and Inclusion Strategy, including recruitment, progression and retention.
- 1.2 The Panel acknowledged the lack of representation within the police both in SYP and nationally for officers from ethnically diverse backgrounds at senior ranks. However, the Panel commended the positive action SYP is undertaking to improve this.
- 1.3 SYP have developed a positive action strategy to enable officers from Neighbourhood policing teams and recruitment to become active ambassadors for positive action and share opportunities more confidently to a diverse audience.
- 1.4 SYP's positive action team have hosted a number of targeted and well attended Police 'familiarisation events' held both virtually and in person (where restrictions have allowed) where they have provided individuals and their families support.

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- 1.5 SYP's most recent Detective Recruitment Campaign which was open through January 2022 shows how this activity is linking up to real results with applications from people with an ethnic heritage other than white reaching approx. 12%. This is significantly higher than the previous campaign and almost three times the level of SYP's current workforce representation.
  - 1.6 It was acknowledged that for South Yorkshire to achieve a workforce truly reflective of the wider community will require sustained effort and investment beyond the officer uplift programme.
  - 1.7 The Panel welcomed the addition of four PCs which have been appointed to support the next recruitment campaign taking place in April / May 2022.
  - 1.8 The Panel discussed the lack of representation within SYP for officers from ethically diverse backgrounds at senior ranks. In 2021, SYP undertook a recruitment process to improve capacity and diversity of their coaching and mentoring network. This was advertised via support networks in preparation for upcoming promotion processes. 66 were recruited with 29 of these from the support networks. SYP's representation for coaches / mentors from a heritage other than white is now 13.5% around three times higher than the force representation.
  - 1.9 In anticipation of upcoming promotion processes, SYP held preparation workshops in November 2021 that were advertised through support networks to encourage attendance from under-represented groups.
  - 1.10 The Leadership Academy launched in September 2021 which includes personal effectiveness / confidence workshops as well as workshops for supervisors including learning outcomes such as being aware of and considering the impact of diversity and fair representation when assessing potential within their team.
  - 1.11 SYP has also signed up to a pilot Police Now Frontline Leadership Programme targeted at improving representation in the rank of Sergeant.
  - 1.12 The Panel expressed concern that SYP continues to lose officers and staff from diverse groups disproportionately across the workforce. For police officers of ethnicity other than white representation, leavers have steadily increased since 2018/19 peaking at 7.8% in 2020/21 which exceeded the percentage of joiners (6%). This year is showing a similar picture with 7.5% leavers and 7% joiners to date. The IEP Equality, Diversity and Inclusion leads have offered to work with officers from SYP to try and understand the reasons behind this.
- 2. Professional Standards Department Update**
- 2.1 Detective Superintendent Waring provided a Professional Standards Department (PSD) update.

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- 2.2 The update focused on the following three main areas, which had been requested by the Panel:
- 1) Stop and Search Complaints
  - 2) Corruption
  - 3) The Ethos of the Professional Standards Department
- 2.3 The Panel received comprehensive data on stop and search complaints. 14,175 stop and search forms have been submitted between 1 January and 31 December 2021. 12 complaints (11 complainants) had been received relating to stop and search. The outcome for all the complaints had been that the service was acceptable.
- 2.4 M Lewis, IEP's Stop and Search Lead Member, acknowledged that the Stop and Search Scrutiny Panel is now in place but expressed concern that Body Worn Video (BWV) is not being used routinely for Stop and Search. The Panel acknowledged that a message had gone out from SYP's Senior Command Team to all officers on the use of BWV.
- 2.5 J Wheatley, the IEP's Complaints Lead Member, confirmed that she had attended the PSD Champions meeting on 2 March 2022. She highlighted the amount of work undertaken by PSD in the last few months. This included an enhanced performance report which enables PSD Champions to identify trends associated with individual officers, teams and type of complaints.
- 2.6 J Wheatley confirmed that she would be working with PSD to drill down into the outcomes identified in the new reports in the next few months.
- 2.7 The Panel received information on the current gross misconduct picture.

### **3. Stop and Search**

- 2.1 M Lewis, IEP's Stop and Search Lead Member, presented a Stop and Search update. This included the work undertaken to establish the Stop and Search Scrutiny Panel made up of members of the public.
- 2.2 In line with the IEP's protocol, the Stop and Search Lead and Chair had been notified of the use of a S60 in response to issues in Sheffield over the Christmas period.

### **4. Complaints**

- 4.1 J Wheatley reported that the force had adjusted very rapidly to meet the changes in reporting that have been required nationally and commended the team on this work. A visit

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to the office to discuss and dip sample the complaints process had been undertaken. Assurance had been provided that processes are in place to deal with complaints.

### 5. Digital Policing

- 5.1 A review the Digital Policing Ethics Framework Checklist has taken place. The conclusion of the review was that the current SYP ethical guidance is more comprehensive than the material that has been produced recently by other relevant bodies.
- 5.2 Work is currently taking place with SYP to ensure this is embedded.

### 6. Use of Force

- 6.1 A Raven, the IEP's Use of Force Lead Member will be observing a number of officer training sessions over the next few months.

### 7. Topical Issues and Horizon Scanning

- 7.1 The Panel had enquired whether the Code of Ethics is still included in new officer recruit training. The Panel received reassurance that this is a core part of the curriculum. The Code of Ethics is currently being reviewed nationally and one of PSD's Chief Inspectors is on the working party.
- 7.2 The Levelling Up White Paper was discussed.

### 8. Way Forward

- 8.1 A Macaskill, Chair of the IEP has had to step down for personal reasons with immediate effect.
- 8.2 The Panel will be discussing the Panel's future leadership and way of working on 29 April 2022.

## Recommendations

The Commissioner is recommended to consider the contents of the report and comment on any matters arising.

## Report author details



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**Signed:**

**Date:**

4 April 2022