

Independent Ethics Panel Exception Report

Exception Report	Report Author
Independent Ethics Panel	Chair of the Independent Ethics Panel
	Date of the Report
	27 July 2021 (for PAB on 13/08/21)

Urgent:	No
Security Classification	Official

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. The Panel last met on 30 June 2021.

Reports to the Independent Ethics Panel – exceptions for noting

1. Induction Training

1.1 Prior to the meeting the Panel received briefings on Hate Crime and Stop and Search, as part of the new members Induction Training.

2. Recruitment

2.1 The Panel provided feedback on a proposed SYP recruitment campaign video due to be launched on 19 July 2021.

2.2 The Panel agreed that the video was dynamic and snappy. Whilst the Panel acknowledged that video was aimed to encourage recruitment from minority groups and females, the Panel did feel that this could be more targeted but understood that some additions/ edits to the video were still being made to address this.

2.3 The Panel welcomed a detailed report from Inspector S Mellors, Equality, Diversity and Inclusion Lead which provided information on SYP's police constable recruitment campaigns since January 2017, September 2018, January 2019, September 2019, December 2019 and March 2020. With the launch of the Police

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Education Qualifications Framework, SYP moved to a new system of recruitment in summer 2020. There are now two avenues of entry for police officer recruits. The first is for graduate candidates and is known as the DHEP – The Degree Holder Entry Programme. The second is the PCDA – The Police Constable Degree Apprenticeship – that is available to candidates who have sufficient academic qualifications to undertake a degree course of study but are not yet graduates.

- 2.4 This campaign has attracted a different cross-section of applicants. The 555 DHEP applicants are comprised of 44% female, 7% ethnic minority candidates. However, of the 814 PCDA applicants the breakdown is 34% female and 7% ethnic minority. The difference in female presence is the most significant difference across the avenues of entry. Ethnic minority presence is relatively low, but consistent.
- 2.5 The Panel acknowledged that changes have been made to the recruitment process to address the disparity towards ethnic minorities but this still continued. One suggestion is to disaggregate the SYP data as national data suggest that some ethnic minority groups have a higher success rate than white candidates. The performance in other forces and support provided is also being examined. The Panel, however, were able to provide assurance to the PCC that SYP are aware of the issues and are working hard to understand and to address them.

3 GPS Tracker Pilot

- 3.1 The Panel received a presentation on a GPS Tracker Pilot based around personal GPS trackers that are to be gifted to people who have been diagnosed with Dementia and are at risk of being a high risk missing person. Individuals with dementia who go missing put their health and lives at risk and searching for them it is an expensive process for SYP. The criteria for the person to be eligible for the trial is that they are living within the community, they have someone that will look after the admin side of the trial and have power of attorney over their care. The family/carer will have sole responsibility for looking after the device and ensure to it is serviceable. SYP have purchased the devices and have paid for 12 months data for the devices. There will not be any cost to the user apart from the cost of charging the device. The aim is to see whether this system can help keep such individuals safer, even saving lives on occasion as winter approaches while cutting down on search costs for SYP.
- 3.2 The Panel were supportive of the Pilot but encouraged SYP to ensure that ethical approval was obtain. The Chair agreed to work with SYP on this outside of the meeting.

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4 Hate Crime

- 4.1 Chief Inspector A Berriman, SYP's new Hate Crime Lead, presented a detailed Hate Crime update report. Between June 2020 and May 2021, the total volume of hate crime and hate incidents in South Yorkshire had increased by 16% when compared to the previous 12 months. Possible explanations for this could include people being more confident to report crimes and incidents and / or more accurate crime recording. The Panel were assured that this will continue to be monitored. While the Panel expressed concern at the low outcome rates but acknowledged that the process is victim lead and not all victims want a court outcome. The Panel welcomed the work Chief Inspector Berriman is wanting to progress with offenders to show the impact hate crime and incidents have on victims.
- 4.2 The Panel acknowledged that nationally, hate crime victim satisfaction sits approximately 15% below that of all crime victim satisfaction. In South Yorkshire, all crime victim satisfaction was 79% across the force between June 2020 and May 2021. Hate crime satisfaction remained stable at 73% during this period, only a 6% satisfaction gap.
- 4.3 The recent National Police Chiefs' Council (NPCC) hate crime audit in SYP highlighted concerns around a case where an officer did not receive the same level of service that is received by victims in respect of investigative actions and support. There are also concerns around under reporting by officers and staff. The Panel welcome the review which has commenced to explore this further.

5 Stop and Search

- 5.1 Chief Inspector S Gilmour, SYP's new Stop and Search Lead, presented a report on the use of stop and search within South Yorkshire. The Panel welcomed the work S Gilmour is undertaking to develop the scrutiny panels in each area and too obtain more representative membership.
- 5.2 The Panel had previously expressed concern at the lack of stop and search scrutiny taking place as a result of the Covid-19 pandemic and members of the Panel, had stepped in to assist with this.
- 5.3 The Panel noted the disproportionate use of stop and search for people from black, Asian and minority ethnic communities and acknowledged that following a recent HMICFRS report, that SYP have a lower disproportionality rate than other forces nationally. Work is continuing to understand the issues better.

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6 Covid-19 Fixed Penalty Notices

- 6.1 The Panel had been asked by SYP to review and consider a selection of fixed penalty notices (FPNs) issues for breaching Covid-19 restrictions. The identified FPNs were to have been finalised so as not to compromise any ongoing judicial proceedings.
- 6.2 A total of 19 FPN cases with body worn video were reviewed over two separate sessions during March and May 2021. At the first meeting a random selection of FPNs had been selected. The second meeting had focused on cases involving people from a black, Asian or other minority background.
- 6.3 The Panel concluded that officers acted very professionally and proportionately, in line with the Policing Code of Ethics. Officers used their discretion appropriately and could be seen using the engage, explain and encourage guidance issued nationally, tailoring their approach to the wide variety of situations.

Recommendations

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

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Signed:
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Date:
27.07.21