

Sarah Norman, *Chief Executive*

Town Hall
Church Street
Barnsley
South Yorkshire
S70 2TA

www.barnsley.gov.uk/sypcp

NOTICE OF MEETING

You are hereby summoned to a meeting of South Yorkshire Police and Crime Panel to be held at the Council Chamber, Town Hall, Church Street, Barnsley, S70 2TA at 1.00 pm on Monday 17 July 2023 for the purpose of transacting the business set out in the agenda.

A Panel Members' pre-meeting will be held at 12:30 pm in the Council Chamber, Town Hall, Barnsley.



Sarah Norman
Chief Executive

This matter is being dealt with by: Andrew Shirt
andrewshirt@barnsley.gov.uk 01226 772207

WEBCASTING NOTICE

This meeting may be filmed for live or subsequent broadcast via the Joint Authorities web site. At the start of the meeting the Chair will confirm if all or part of the meeting is being filmed.

You should be aware that Barnsley MBC's Joint Authorities Governance Unit is a Data Controller under the Data Protection Act. Data collected during this webcast will be retained in accordance with the Authority's published policy.

Therefore by entering the meeting room, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes.

Membership

The membership of the Police and Crime Panel consists of 10 Councillors drawn from each of the local authorities in the South Yorkshire Police Area according to a set allocation of places, and 3 Independent Co-opted Members drawn from the local community.

The current membership is as follows:

Panel Members	Role	Local Authority Represented
Councillor Neil Wright	Chair	Barnsley
Councillor Ben Miskell	Vice-Chair	Sheffield
Councillor Ashley Peace	Member	Barnsley
Councillor Kevin Osborne	Substitute Member	Barnsley
Councillor Emma Muddiman-Rawlins	Member	Doncaster
Councillor Cynthia Ransome	Member	Doncaster
Councillor Rukhsana Haleem	Member	Rotherham
Councillor Tim Baum-Dixon	Member	Rotherham
Councillor Roger Davison	Member	Sheffield
Councillor Safiya Saeed	Member	Sheffield
Councillor Maleiki Haybe	Member	Sheffield
To be confirmed	Substitute Member	Sheffield
Mr Warren Carratt	Independent Co-opted Member	
Miss Jacqueline Griffin	Independent Co-opted Member	
Mr Richard Hindley	Independent Co-opted Member	

The Police and Crime Panel is a joint body established collectively by each of the local authorities in the county, with Barnsley Metropolitan Borough Council's Joint Authorities Governance Unit acting as the host authority.

The agenda papers for Police and Crime Panel meetings are published 5 working days in advance and can be downloaded from Barnsley MBC's website.

Terms of Reference of South Yorkshire Police and Crime Panel

(Statutory Functions)

1. To review the draft police and crime plan, or draft variation, given to the Police and Crime Panel (the Panel) by the Police and Crime Commissioner (the Commissioner). The Panel must make a report or recommendations on the draft plan or variation to the Commissioner.
2. To review the annual report produced in accordance with s12 of the Police Reform and Social Responsibility Act 2011 (the Act) and make a report or recommendations on the report to the Commissioner. The Panel is to arrange a public meeting at which they ask the Commissioner questions, as appropriate, on the annual report.
3. To hold a confirmation hearing and review, make a report and recommendation in respect of proposed senior appointments made by the Commissioner. These appointments are:-

- (a) the Commissioner's Chief Executive;
 - (b) the Commissioner's Chief Finance Officer;
 - (c) a Deputy Commissioner; and
 - (d) the Chief Constable.
4. To make recommendations to the Police and Crime Commissioner with regard to any proposal by the Commissioner to suspend the Chief Constable.
 5. To review and make a report and recommendations (as necessary) on the proposed precept. The Panel has the power to veto the proposed precept.
 6. To review or scrutinise decisions made, or other action taken, by the Commissioner in connection with the discharge of the Commissioner's statutory functions.
 7. To make reports or recommendations to the Commissioner with respect to the discharge of the Commissioner's statutory functions.
 8. To support the effective exercise of the statutory functions of the Commissioner.
 9. To fulfil functions in relation to complaints about conduct matters, in accordance with the responsibilities accorded to the Panel by the Act.
 10. To appoint an Acting Commissioner if necessary.
 11. To suspend the Commissioner if it appears to the Panel that the Commissioner has been charged with a relevant offence (as defined by the Act).
 12. To exercise any other functions conferred on the Panel under the Act, as required.

Contact Details

For further information please contact:

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Police & Crime Panel – Acronyms

Please find below useful terms, abbreviations and sets of initials, which you may come across during your work on the Police and Crime Panel:

INITIALS	FULL NAME	BRIEF DESCRIPTION
ACC	Assistant Chief Constable	
ACPO	Association of Chief Police Officers	An independent, professionally led strategic body which leads and co-ordinates the direction and development of the Police Service in England, Wales and Northern Ireland
ANPR	Automatic Number Plate Recognition	System which enables number plate numbers to be linked to data that identifies information about a vehicle i.e. tax, insurance and MOT
APCC	Association of Police and Crime Commissioners	The Association of Police and Crime Commissioners (APCC) is the national body that supports Police and Crime Commissioners (PCCs), and other local policing bodies across England and Wales, to provide national leadership and influence change in the policing and criminal justice landscape.
ASB	Anti-social behaviour	
CC	Chief Constable	
CJS	Criminal Justice System	Responsible for the delivery of justice for all, by convicting & punishing the guilty & helping them to stop offending, while protecting the innocent. Responsible for bringing offenders to justice & carrying out the orders of the court such as collecting fines & supervising community & custodial punishment.
CPS	Crown Prosecution Service	Principal prosecuting authority for criminal cases in England & Wales.
DAAT	Drug and Alcohol Action Team	Representatives from the police & other bodies work together to deliver the Government's drug & alcohol strategies at a local level.
DCC	Deputy Chief Constable	

HMIC(FRS)	His Majesty's Inspectorate of Constabulary and Fire and Rescue Service	A body appointed by the Crown whose role is to examine & improve the efficiency of the Police Service in England & Wales (& now Fire and Rescue Services)
HO	Home Office	Government department responsible for leading the national effort to protect the public from terrorism, crime and anti-social behaviour
IAG	Independent Advisory Group	Lay advisors who give a citizen's perspective on policies & functions.
IEP	Independent Ethics Panel	As above (part of the OPCC's governance structure)
IOPC	Independent Office for Police Complaints Commission	This is a Non-Departmental Public Body funded by the Home Office, but by law entirely independent of the police. They have a legal duty to oversee the whole of the police complaints system.
JAGU	Joint Authorities Governance Unit	A Unit of staff within Barnsley MBC providing sub-regional
LCJB	Local Criminal Justice Board	A combination of agencies that work together to deliver an efficient, effective criminal justice system.
LGA	Local Government Association	Promotes the interests of English and Welsh local authorities
L&D	Learning and Development	
MOU	Memorandum of Understanding	A document setting out a protocol for the working relationship between the Office of the Police and Crime Commissioner and the Police and Crime Panel.
NOMS	National Offender Management Service	Ministry of Justice service which aims to reduce offending, punish & rehabilitate offenders & ensure victims feel that justice has been done.
OCJR	Office of Criminal Justice Reform	Cross-departmental team that supports all criminal justice agencies in working together to provide an improved service to the public. It reports to Ministry of Justice, the Home Office & the Office of the Attorney General.
OPCC	Office of the Police and Crime Commissioner	The Police and Crime Commissioner's office / staff

PAB	Public Accountability Board	A Board under the SY Police and Crime Commissioner's governance structure.
PACE	Police and Criminal Evidence Act	Combined with the PACE codes of practice provides the core framework of police powers & safeguards around stop & search, arrest, detention, investigation, identification & interviewing detainees.
PCC	Police and Crime Commissioner	Replaces Police Authorities in November 2012. Will be responsible for the hiring/firing of Chief Constable and setting of Police budget
PCSO	Police Community Support Officer	Officer who works in designated local areas whose role is to tackle anti-social behaviour, gather intelligence, dealing with quality of life issues & providing public reassurance.
PEEL	Police Effectiveness and Efficiency Report	PEEL is an annual assessment of police forces in England and Wales. Forces are assessed on their effectiveness, efficiency and legitimacy. They are judged as outstanding, good, requires improvement or inadequate on these categories (or pillars) based on inspection findings, analysis and Her Majesty's Inspectors' (HMIs) professional judgment across the year.
PFCB	Police and Fire Collaboration Board	A South Yorkshire Board looking at collaboration between the Fire and Rescue Service and Police Force.
RIPA	Regulation of Investigatory Powers Act 2000	The Act legislates for using methods of surveillance and information gathering to help the prevention of crime, including terrorism.
ROP	Rules of Procedure	A document which sets out the constitutional arrangements for the Police and Crime Panel, e.g. public questions etc.
RTC	Road Traffic Collision	
SNT	Safer Neighbourhood Teams	A combined team of Police Officers, PCSOs & Special Constables who undertake high profile policing in local communities to tackle anti-social behaviour & issues of local concern
YOT	Youth Offending Team	Representatives from the Police & other bodies that focus on preventing offending of young people aged between 10 and 17 who have offended or are likely to offend.

SOUTH YORKSHIRE POLICE AND CRIME PANEL

MONDAY 17 JULY 2023

TIME AND VENUE: 1.00 PM IN THE COUNCIL CHAMBER, TOWN HALL, CHURCH STREET, BARNSELY, S70 2TA

(12:30 PM – PANEL PRE-MEETING – IN THE COUNCIL CHAMBER, TOWN HALL, BARNSELY)

Agenda: Reports attached unless stated otherwise

	Item	Page
1	Welcome	
2	Apologies for Absence	
3	Announcements	
4	Urgent Items To determine whether there are any additional items of business which by reason of special circumstances the Chair is of the opinion should be considered at the meeting; the reason(s) for such urgency to be stated.	
5	Items to be Considered in the Absence of the Public and Press To identify items where resolutions may be moved to exclude the public and press. (For items marked * the public and press may be excluded from the meeting).	
6	Declarations of interest by individual Members in relation to any item of business on the agenda	
7	PUBLIC QUESTIONS:- The Panel's Rules of Procedure and the procedure for asking questions of the Commissioner and the Panel is available at: https://www.barnsley.gov.uk/sypcp	
a)	To the Police and Crime Commissioner If any member of the public wishes to ask a question of the Police and Crime Commissioner at the meeting, they should be submitted in writing at least 5 working days before the meeting and be no more than 100	

	<p>words in length. They must not relate to an individual case, and must not repeat, or substantially repeat, any question that has been asked and answered at a meeting of the Panel meeting in the six months preceding the date of the meeting.</p> <p>Questions should be submitted to Andrew Shirt, Council Governance Officer (Host Authority for the Police and Crime Panel) by email – andrewshirt@barnsley.gov.uk</p>	
b)	<p>To the Police and Crime Panel</p> <p>If any member of the public wishes to ask a question of the Police and Crime Panel at the meeting, they should be submitted in writing at least 5 working days before the meeting and be no more than 100 words in length.</p> <p>They must not relate to an individual case, and must not repeat, or substantially repeat, any question that has been asked and answered at a meeting of the Panel meeting in the six months preceding the date of the meeting.</p> <p>Questions should be submitted to Andrew Shirt, Council Governance Officer (Host Authority for the Police and Crime Panel) by email – andrewshirt@barnsley.gov.uk</p>	
8	<p>Minutes of the Annual Police and Crime Panel meeting held on 12 June 2023</p> <p>Matters Arising / Action Log</p>	9 - 18
9	<p>Police and Crime Commissioner's Update (including decisions made since the last meeting)</p>	19 - 48
10	<p>PCC's Draft Annual Report 2022/23</p>	49 - 88
11	<p>Learning and Development Update</p>	89 - 92
12	<p>Work Programme / PAB Dates</p>	93 - 102
13	<p>Date and time of the next meeting - Monday 25 September 2023, 1:00 pm in the Council Chamber, Town Hall, Church Street, Barnsley, S70 2TA</p>	



SOUTH YORKSHIRE POLICE AND CRIME PANEL

ANNUAL MEETING

12 JUNE 2023

PRESENT: Councillor N Wright (Barnsley MBC) (Chair)

Councillor B Miskell (Sheffield City Council) (Vice-Chair)

Councillors: R Haleem (Rotherham MBC), R Davison (Sheffield City Council), E Muddiman-Rawlins (City of Doncaster Council), A Peace (Barnsley MBC), C Ransome (City of Doncaster Council), W Carratt (Independent Co-opted Member of the Police and Crime Panel), J Griffin (Independent Co-opted Member of the Police and Crime Panel) and Councillor K Osborne (Substitute Member - Barnsley MBC)

Dr A Billings (South Yorkshire Police and Crime Commissioner)

M Buttery, E Eruego, F Topliss and K Wright
(Office of the South Yorkshire Police and Crime Commissioner)

S Ghuman, A Shirt and C Smallman
(Barnsley MBC)

T Wright
(South Yorkshire Police)

Apologies for absence were received from Councillor T Baum-Dixon (Rotherham MBC), Councillor M Haybe (Sheffield City Council), Councillor S Saeed (Sheffield City Council), R Hindley (Independent Co-opted Member of the Police and Crime Panel), S Abbott (Office of the South Yorkshire Police and Crime Commissioner) and S Parkin (Office of the South Yorkshire Police and Crime Commissioner)

1. APPOINTMENT OF CHAIR AND VICE-CHAIR

Councillor Wright was elected to replace Councillor Haleem as the Chair for 2023/24.

Councillor B Miskell was elected to replace Councillor Pickering as the Vice-Chair for 2023/24.

2. WELCOME AND INTRODUCTIONS

The Chair Councillor Wright welcomed everyone to the meeting.

Councillor Wright expressed the Panels gratitude to the Members who had left the Panel this year.

3. APOLOGIES FOR ABSENCE

Apologies for absence were noted as above.

4. ANNOUNCEMENTS

None.

5. URGENT ITEMS

None.

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

None.

7. DECLARATIONS OF INTEREST BY INDIVIDUAL MEMBERS IN RELATION TO ANY ITEM OF BUSINESS ON THE AGENDA

None.

8. PUBLIC QUESTIONS:-

A) TO THE POLICE AND CRIME COMMISSIONER

There were no questions to the Police and Crime Commissioner.

B) TO THE POLICE AND CRIME PANEL

There were no questions to the Police and Crime Panel.

9. MINUTES OF THE POLICE AND CRIME PANEL MEETING HELD ON 24 APRIL 2023

The Panel discussed and noted progress in respect of the agreed actions captured on the Panel's Action Log set out in Appendix A to the minutes.

RESOLVED –

- i) That the minutes of the Police and Crime Panel meeting held on 24 April 2023 be agreed and signed by the Chair as a correct record.
- ii) Noted that the Panel’s Action Log would be updated following discussion and agreement at today’s meeting.

10. MEMBERSHIP OF THE POLICE AND CRIME PANEL 2023-24

A report was presented setting out the membership of the Police and Crime Panel for the municipal year 2022-23.

The membership of the Panel for 2023-24 was noted as follows:-

Barnsley	Councillors Neil Wright and Ashely Peace <i>Substitute Member: Councillor Kevin Osborne</i>
Doncaster	Councillors Cynthia Ransome and Emma Muddiman-Rawlins
Rotherham	Councillors Tim Baum-Dixon and Rukhsana Haleem
Sheffield	Councillors Craig Gamble Pugh, Ben Miskell, Roger Davison and Maleiki Haybe <i>Substitute Member: To be confirmed</i>
Independent Members	Mr Warren Carratt, Miss Jacqueline Griffin and Mr Richard Hindley

RESOLVED – That Members of the Police and Crime Panel noted the membership of the Police and Crime Panel 2023-24.

11. OFFICE OF POLICE AND CRIME COMMISSIONER DELIVERY PLAN 2023-24

A report of the Police and Crime Commissioner (PCC) was presented to provide Members with the Delivery Plan from the Office of the Police and Crime Commissioner (OPCC) which explained how the OPCC is contributing to delivery of the PCC’s Police and Crime Plan for 2023-2025.

Appendix A of the report provided the Panel with the OPCC’s ‘Delivery Plan on a Page’ and Appendix B outlined the OPCC’s narrative Delivery Plan. The panel noted that, in the Police and Crime Plan, the PCC had maintained the same overall aim for South Yorkshire: to be a safe place to live, learn and work. The PCC had also retained the same three strategic priorities of:

- Protecting vulnerable people
- Tackling crime and antisocial behaviour
- Treating people fairly

M Buttery explained that new Members would be offered induction sessions on the PCC's role and responsibilities and the work of the OPCC to develop their understanding.

RESOLVED – That Members of the Police and Crime Panel noted the contents of the report.

12. MONITORING DELIVERY OF THE POLICE AND CRIME PLAN - QUARTERLY REPORT (JANUARY TO MARCH 2023 - QUARTER 4)

The PCC presented the Panel with the fourth and final quarterly update for the performance year against the Police and Crime Plan 2022-25 – Safer Streets, More Police.

A discussion took place around police interaction with the public, Dr Billings explained that at times it was difficult for the general public to have trust and confidence in the Police due to negative information shared in the media (locally and nationally).

Councillor Osborne queried the requirement to share personal information when reporting crimes and stated it may put some individuals off due to the lack of anonymity. K Wright explained that there were no patterns in the data that suggest this. However, any anonymous reporting is passed to the Police through Crimestoppers. Dr Billings added that the Crimestoppers charity works with the Police to offer anonymity to those that feel apprehensive about reporting a crime.

Councillor Miskell queried the information on page 77 of the report, relating to cutting frontline policing. He asked the PCC if the correct structures were in place to promote cohesion when joining force with the community to fight hate crime. K Wright explained that a new point of contact within South Yorkshire Police (SYP) had been created specifically to focus on this. Community engagement was also key as the public need encouragement regarding reporting hate crime – it was noted that specific campaigns had helped to increase reporting.

J Griffin asked if there was correlation between residential burglary and the times of day in which the crimes occur. Figures showed that burglary in South Yorkshire was higher than the national average. Although there was no specific correlation to note. Dr Billings added that neighbourhood policing was essential and additional patrols had been added throughout the day to disrupt crime.

RESOLVED – That Members of the Police and Crime Panel noted the contents of the report and commented on any matters arising.

13. CONSOLIDATED FINANCIAL OUT-TURN REPORT 2022/23

A report of the PCC was presented to Members to highlight the final consolidated revenue and capital out-turn position for the period 1 April 2022 to 31 March 2023.

E Eruego explained that the report covered the budget managed by the Chief Constable of SYP and budgets managed by the OPCC, such as partnerships and commissioning, capital financing charges and the office of the PCC. Additionally, an updated reserves position and narrative commentary was included to explain the key financial changes that have led to the year-end position.

Councillor Ransome queried the information on page 87 of the report and asked what 'Agency' related to in terms of the Chief Constables budget.

E Eruego responded that 'Agency' was related to a variety of factors such as recharging of staffing, external forensic costs, ICT costs, etc.

RESOLVED – That Members of the Police and Crime Panel noted the contents of the report and asked questions on the matters contained within the report.

14. WORKFORCE DATA

T Wright presented Members of the Police and Crime Panel with an update on Workforce Data, the key topics to note included:

- The workforce mix of SYP
- Strength versus establishment
- Police officer headcount in relation to the national uplift target
- Police officer joiners and leavers
- Retention
- Detective recruitment

T Wright outlined that retention (highlighted in section 4 of the report) was a key priority, maintaining new starters and creating an experienced workforce was essential. Current trends suggest that the retention rate for the Police Constable Degree Apprenticeship (PCDA) programme is 90% and for the Degree Holder Entry Programmes (DHEP/DDHE0) it is 94%.

The talent market for 2022/23 had been particularly turbulent nationally, SYP had also been impacted, but had seen a shift in the workforce as well as a big increase in the number of new officers joining the police service over a short period of time.

The current areas of focus around retention relate to:

- Developing Leaders
- The Launch of the SYP Values Framework
- Smarter Ways of Working
- The Equality Hub

Councillor Osborne queried the timelines involved with applying for a role within SYP and how long it would take for students to become officers. T Wright explained

the recruitment process would usually take around 9-10 months and following this the normal timeline from student to operationally independent officer is around 2-3 years.

A discussion was taken around unrepresented groups and how SYP aims to recruit them. T Wright explained that the majority of unrepresented groups are made up of females (just under 40%). However, this was vastly improving. Additionally, there is now a 3.8% representation of the workforce from ethnic minorities due to the time spent building relationships in the community through targeted information sessions, briefings and the work conducted by the Neighbourhood Teams.

J Griffin raised concerns over exit interviews being too late to address any concerns leaving officers and staff had. T Wright reassured Members that both retention and exit interviews are conducted to gather a better insight into the reasons why staff leave, this information is used to develop the culture. Additionally, career led conversations are targeted towards those who are at risk of leaving. This could include career development strategies.

RESOLVED – That Members of the Police and Crime Panel received the report and noted the update.

15. REPORT BACK FROM DISTRICT COMMUNITY SAFETY PARTNERSHIPS - MEMBER REPRESENTATIVES

M Buttery was invited to comment on this agenda item. She stated that new membership of the Panel was an opportunity for the panel to review what their involvement should be in relation to the PCC's role in Community Safety Partnerships.

RESOLVED – That Members of the Police and Crime Panel noted the update, and that the Panel's Support Officers would consider the role and responsibilities of the Police and Crime Panel in their respect.

16. LEAD / LINK MEMBERS - REVIEW

A report of the Clerk to the Panel was presented to inform Members that the Lead/Link Member arrangement had been cited as best practice for Police and Crime Panels across the county as an alternative model of delivering effective support and scrutiny for the PCC.

Following discussion, the Panel agreed that Councillor Peace be appointed to the Budget working Group.

The Panel also agreed that Jacqueline Griffin be appointed as the new Independent Member to the Complaints Panel.

RESOLVED – That Members of the Police and Crime Panel:-

- (i) Agreed that the current arrangements for the Budget Working Group continue.
- (ii) Agreed that arrangements be made with the OPCC for all Panel Members to attend Performance Induction Briefing later in the year.
- (iii) Agreed to consider appointing a Lead and Deputy Lead Members for performance following the Performance Induction Briefing.
- (iv) Appointed a Barnsley Member to the Budget Working Group.
- (v) Appointed the new Chair of the Panel and an Independent Members to the Complaints Panel.

17. POLICE AND CRIME PANEL ANNUAL REPORT (DRAFT 2022-23)

The draft Police and Crime Panel Annual Report for 2022-23 was provided for Members consideration and approval.

RESOLVED – That Members considered the draft Police and Crime Panel Annual Report 2022-23 and approved that it be finalised and published on the Panel's website.

18. LEARNING AND DEVELOPMENT UPDATE

An update was provided to Members regarding the current events alongside future plans regarding learning and development for the Panel.

RESOLVED – That Members of the Police and Crime Panel noted the update.

19. WORK PROGRAMME / PAB DATES

Members considered the 2023-24 Work Programme and were reminded that they could submit issues for the Work Programme that fall within the Panel's statutory role in support and scrutinising the PCC.

Members were also encouraged to attend the meetings of the PCC's Public Accountability Board (PAB) to increase their knowledge of how the PCC holds the Chief Constable to account.

RESOLVED – That Members of the Police and Crime Panel noted the contents of the 2023-24 Work Programme.

20. DATE AND TIME OF THE NEXT MEETING - MONDAY 17 JULY 2023, 1:00 PM IN THE COUNCIL CHAMBER, TOWN HALL, CHURCH STREET, BARNSELY, S70 2TA

RESOLVED – That the next meeting of the Police and Crime Panel be held on Monday 17 July, at 1:00pm in the Council Chamber, Town Hall, Church Street, Barnsley.

CHAIR

ACTION LOG (Version 13-06-23)

Meeting Date	Minute No	Action/ Resolution	Who?	By when?	Status / Comments
05.12.22	9	<u>Police and Crime Commissioner's Update</u>			
		iii) Noted that K Wright had agreed to share the value for money framework once it is ready.	K Wright		<u>Update 26/01/23, 13/04/23, 24/04/23 & 12.06.23</u> Ongoing.
12.06.23	16	<u>Lead / Link Members – Review</u>			
		ii) Agreed that arrangements be made with the OPCC for all Panel Members to attend a Performance Induction Briefing later in the year.	OPCC / A Shirt		

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Meeting Date	17 July 2023
Report of	The Police and Crime Commissioner
Subject	Police and Crime Commissioner's Update (including decisions made since the last meeting)

EXECUTIVE SUMMARY

The Police and Crime Commissioner (PCC) is supported by the Office of the Police and Crime Commissioner (OPCC) to deliver his Police and Crime Plan and to effectively discharge his wide range of legal responsibilities. The OPCC has a Delivery Plan that outlines how this is done each year.

This report provides members of the Police and Crime Panel (the Panel) with an update on key PCC activities and decisions, and key OPCC activities against the OPCC's Delivery Plan since the Delivery Plan was approved by the PCC at his Public Accountability Board on (the Plan was presented to the Panel's last meeting on 12 June 2023).

RECOMMENDATION(S)

Members of the Panel are recommended to:-

- a) note the contents of this report;
- b) ask questions on the matters contained within the report, given it explains how the PCC has over this period delivered his Police and Crime Plan and discharged the wide range of his legal responsibilities, and the decisions he has taken which are of public interest.

CONTENTS

- ***Main Report***
- ***Appendix 1 - OPCC Delivery Plan 2023-24 (Plan on a Page and Supporting Narrative Documents)***

INTRODUCTION

1. The PCC published his latest Police and Crime Plan – *Working Together for a Safer South Yorkshire (2023-25)* - in April 2023.
2. The PCC has maintained the same overall aim for South Yorkshire: to be a safe place to live, learn and work. The PCC also retained the same three strategic priorities:
 - Protecting vulnerable people
 - Tackling crime and anti-social behaviour
 - Treating people fairly.

Although there are slightly different areas of focus under each of these priorities.

3. The OPCC has developed a Delivery Plan to support the PCC in delivering the new Police and Crime Plan and support discharge of the PCC's wide range of legal responsibilities. The Delivery Plan consists of a '*Plan on a Page*' and a supporting narrative. The Delivery Plan narrative describes in high-level terms the activity the OPCC will undertake in the period until just beyond the next PCC elections (in May 2024).
4. Underpinning this Delivery Plan are more detailed work programmes and plans, from which individual staff objectives will be set.
5. As shown on the '*Plan on a Page*', the OPCC has a Vision and Mission Statement, with three Strategic Pillars which are designed to support their achievement. The three Strategic Pillars are – '***Ethical and Transparent Leadership***', '***Working with, and Supporting, Partnerships and Communities***' and '***Valuing our People***' and the OPCC's activity is organised and co-ordinated under each of these three broad headings.
6. Under Section 28(6) of the Police Reform and Social Responsibility Act 2011, the Panel is obliged to review or scrutinise decisions made, or other action taken, by the PCC in connection with the discharge of the police and crime functions and, where necessary make reports or recommendations to the PCC with respect to the discharge of those functions.
7. To assist with these Panel responsibilities, this update report provides members of the Panel with an update on key PCC activities and decisions, and key OPCC activities against the OPCC's Delivery Plan during this period.
8. This report follows the headings within the OPCC's new Delivery Plan.

Ethical, Transparent Leadership

Effective and timely strategic and financial planning

9. In previous years, the OPCC has supported a defined PCC-led strategic and financial planning process, and provided evidence-based products, advice and support to assist the PCC in determining and setting the:
 - Police and Crime Plan priorities
 - Medium Term Resources Strategy

- Capital Strategy
- Reserves Strategy
- Treasury Management Strategy
- Annual Budget for policing and crime services
- Commissioning Strategy

and to set the OPCC's:

- Delivery Plan
 - Annual Commissioning Programme
 - Wider Delivery Plans, project plans, and grant and commissioned services' agreements and contracts
 - Monitoring arrangements
10. This planning cycle will be different, in that we are currently preparing for a transfer of PCC functions to the Combined Authority Mayor in May 2024. Thus, we will prepare planning products to inform a new Mayor's first Police and Crime Plan and Combined Authority delivery plan, and the PCC will set a budget and supporting strategies with this in mind.
 11. The PCC's Strategic and Financial Planning Timetable for the next financial year (2024/25) (the Timetable) has now been agreed. This includes our joint arrangements with South Yorkshire Police (SYP), as well as the OPCC's arrangements.
 12. The PCC has a Planning and Efficiency Group (PEG) where he oversees the Timetable's key activities, with agendas drawn from the Timetable. All PEG dates and agendas have now been set.
 13. In terms of efficiencies and savings, the PCC's PEG also oversees this work. OPCC senior officers have been more closely involved in SYP's programmes, including the start of its Priority Based Budgeting (PBB) programme for roll out this year. The PCC's and Chief Constable's Joint Independent Audit Committee (JIAC) has also now received a detailed briefing on the PBB programme.
 14. The PCC has met with trade unions and staff associations to hear feedback from staff on how these programmes are being received, and has fed that information into the SYP's Senior Command Team.

Supporting the PCC as National Finance lead in the funding formula review

15. The PCC's Chief Finance Officer and other officers within the OPCC have continued to support the PCC as Vice-Chair of the national Association of Police and Crime Commissioners (APCC) / National Police Chiefs' Council (NPCC) Finance Committee. The Committee is concerned with future Government funding for policing, including the review of the Funding Formula.

Responding to the PCC Review, Fire Reform and the Levelling Up Agenda

16. OPCC officers have continued to keep a watching brief over Government announcements, consultations, new legislation and guidance and implementation in these areas. Our updates under the three headings are as follows:

a. PCC Review - Part 2: Offender Management

Community Payback: guidance that was published in late March 2023 is being adopted and applied. The PCC and OPCC are seizing opportunities to promote Community Payback in communities through community engagement and the PCC's Weekly Blog. In terms of the statutory duty to consult on Community Payback, the PCC led a discussion at his countywide Community Safety Forum and sent his response to the Regional Probation Director.

Access to Data: three members of staff now have access to His Majesty's Prison and Probation Service (HMPPS) Performance Hub and have attended familiarisation sessions. The OPCC's Evaluation and Scrutiny Officers are considering incorporating appropriate measures within the PCC's Police and Partners Performance Framework.

We are awaiting publication of guidance for PCCs (as Chairs of their Local Criminal Justice Boards) in Summer 2023 on improving data sharing across the criminal justice system.

b. Fire Reform

We still await the government's response to the Fire Reform White Paper.

c. Levelling Up

A significant development in this period has been decisions and discussions about the Mayor's proposal to request PCC functions from May 2024. It is proposed that we report separately to the Panel on the transition programme – to be agreed with the Chair and supporting officers.

Separately, OPCC staff have participated in the South Yorkshire Mayor's Homelessness Round Table discussion, delivered a presentation with Probation colleagues focusing on the changing profile and needs of offenders who are seeking accommodation.

Ensuring robust systems of governance, risk management and control

17. The revised Joint Corporate Governance Framework has now been finalised and approved by the PCC and Chief Constable. This Framework is the key scheme of governance for the OPCC and Force to work to.

18. The Annual Governance Review resulted in the Annual Governance Statement being published with the end of year accounts. A Governance Improvement Plan has been formulated to deal with areas identified for improvement and progress with these actions is monitored monthly by the OPCC's Chief Executive at Senior Leadership Team meetings.

19. Work on the OPCC's Information Governance project has been re-invigorated following a period of high workload demand and the departure of key OPCC staff, resulting in the reconfiguration of some work within the team.
20. Work continues on ensuring compliance with the Quality Assurance Framework used by the PCC's Independent Custody Visitors (ICVs).
21. The Chief Executive has worked with SYP colleagues on improving governance arrangements for force collaborations that SYP is involved in.

Embedding the use of our assurance arrangements to identify the right areas for questions and further assurance activity, including evaluation and scrutiny

22. Vacancies on JIAC have now been filled after a successful recruitment exercise.
23. On behalf of both the PCC and Chief Constable, a new Internal Audit service has been secured following a procurement exercise.
24. The Chief Executive and Chief Finance Officer has been working closely with new External Audit staff to ensure a smooth transition following the departure of key staff in the police team of the External Auditor firm.
25. Work programmes have been set for the PCC's and joint assurance panels as part of the PCC's wider assurance arrangements, as work to develop the PCC's Assurance Framework continues.
26. Work is nearing completion with SYP colleagues on refreshing the Police and Partners Performance Framework to reflect the setting of the PCC's new Police and Crime Plan. For example, the framework will have a more intrusive holding to account focus on the handling of police complaints and misconduct. The framework also incorporates national measures including measures reflected in the digital police and crime performance pack.
27. Similarly, work is ongoing to refresh the LCJB subgroup performance frameworks.
28. Assurance arrangements to inform exception reporting are well embedded and continue to inform future governance meeting agendas so that the PCC can spotlight any areas of concern or needing further discussion.
29. The OPCC's Evaluation and Scrutiny Officers have continued to support the PCC's Independent Ethics Panel (IEP). This has complemented their own work within the OPCC and, together, the following activities are taking place:
 - a. IEP link member support in relation to SYP's culture work programme including setting up a focus group of student officers to gain assurance around knowledge and embeddedness of SYP's Values and Behaviours framework. The IEP will continue to track the career path and experience of these new recruits at regular intervals.
 - b. Link member support focused on progressing the Equality, Diversity and Inclusion (ED&I) work programme. Given the opportunity presented by Police Officer uplift, the IEP developed a work programme to look specifically at how SYP were improving workforce diversity. Retention of under-represented groups in particular ethnic

minority officers, remains the focus of the ED&I work programme activity as rates are higher among officers who identify as being from an ethnic minority background.

- c. Meetings with the IEP link member for stop and search focused on the effectiveness of SYP's external stop and search scrutiny panel - made up of members of the public. Panel members view a sample of stop and searches using body worn video footage if available.

30. Evaluation and Scrutiny Officer work has also taken place to support two of the four fundamental principles within the new Police and Crime Plan, namely 'Put Victims First' and 'Improve Trust and Confidence in Policing'. This has included the following:

- a. Rape and Serious Sexual Offences (RASSO) – phase 2 of the rape tracker has commenced which builds on phase 1 activity, aimed at helping our understanding of the investigation process as a whole and how a victim's experiences can be improved. Working with CPS colleagues who have provided the necessary data, we have selected a random sample of cases submitted for a charging decision and those that have proceeded to charge. Now that work is underway, we will schedule meetings with partners as required to discuss early findings.
- b. Victim attrition work - to understand possible reasons for victim disengagement with the criminal justice systems and agencies. This includes work with partners to identify ways in which these reasons might be addressed. The OPCC facilitated a task and finish group consisting of criminal justice partners including His Majesty's Courts & Tribunals Service (HMCTS), CPS, Police and Victim Support organisations including those supporting victims of domestic abuse and sexual offences.
- c. Victim Services and Restorative Justice (RJ) recommissioning – supported the OPCC's Partnerships and Commissioning team with development and subsequent analysis of victim and supporting professionals' surveys to inform new service requirements.
- d. Violence Against Women and Girls (VAWG) - the Head of South Yorkshire Violence Reduction Unit (led by the PCC) and OPCC officers met with SYP to plan activity in this area based on the OPCC's scoping activity/gap analysis completed last year. There are plans for future events including a knowledge sharing event for partners to update on progress against the VAWG scoping recommendations.

31. The OPCC has improved its process for the statutory responses the PCC has to provide in relation to recommendations from the inspectorate, His Majesty's Inspectorate for Police and Fire & Rescue Services (HMICFRS). This source of assurance also allows triangulation with other sources to provide the PCC a richer picture of the operational and organisational performance of SYP.

Pursuing appropriate external funding

32. The OPCC's Partnerships & Commissioning team and VRU have carried out horizon scanning and research activity to identify future additional external funding opportunities. Successful bids so far, excluding core funding, amount to income of £719,000 being received so far in 2023/24. Additional work is underway on a ASB hotspot funding bid.

Commissioning value for money, needs based services to deliver the PCC's priorities, including victims' services and early intervention and prevention activity

33. The Partnerships & Commissioning team has participated in the planning and development of a stakeholder event to discuss future Child Sexual Assault Assessment Services in the Yorkshire & the Humber (YatH) policing areas.
34. The team has also continued work with the YatH Commissioners to finalise the funding model for the Adult Sexual Assault Referral Centre.
35. The team has been involved in significant work to consider future commissioning approach/strategy to future victims support and restorative justice services, as mentioned in the section of this report dealing with supporting evaluation and scrutiny activity, above.
36. The team has continued work towards a female offender conditional caution and engaged with Probation colleagues regarding the Circles contract the PCC co-funds
37. The team has continued supporting VRU activity including Plan B custody navigators, Hospital Navigators, VR Fund grant documents and Domestic Abuse Grant

Meaningful reporting to the public on whether Police and Crime Plan outcomes and National measures are being achieved and how much policing and crime services are costing

38. The Quarter 4 report against the last Police and Crime Plan was discussed at the last Panel meeting, the recording of which is uploaded onto the Panel's website. The report was also uploaded onto the PCC's website for public access.
39. The performance pages on the PCC's website includes a section on the national measures and a quarterly summary by SYP as to how they are progressing with actions against the national measures.
40. Relevant PAB agendas and meeting papers are also published on the PCC's website – these include SYP's reports against the Police and Crime Plan priorities.
41. Further development of the website is planned in the following areas:
 - More information on the PCC's arrangements for holding the Chief Constable to account and the work undertaken, including activity carried out by the PCC's and joint assurance panels and results of that activity
 - Links to the Criminal Justice Data Delivery Dashboard
 - The government's Digital Crime and Performance Pack
 - Finance reporting
 - Links to video streams of performance products being discussed
 - Themed performance data

Working with, and supporting, Partnerships and Communities

Working in partnership to deliver and sustain South Yorkshire's approach to reducing serious violence

42. The VRU Delivery Plan for 2023/24 was confirmed by the Home Office and the grant agreement signed and returned.
43. The VRU's activity so far includes a Reducing Violence Grants round which has been completed. A total of 20 applications have been received for projects working with young people to divert them from involvement in crime and violence. The grants awarded total £323,433.
44. Some VRU contracts and projects continue from the last financial year, notably Custody Navigators, Hospital Navigators at the Northern General, Trauma Informed training and our work with Learn Sheffield.
45. The Learn Sheffield work is a key part of our VAWG response, producing high quality and free teaching materials for schools across South Yorkshire to support universal learning about positive and healthy relationships. The Learn Sheffield work will be showcased in a virtual conference in September this year.
46. The VRU is also concluding work on two VAWG campaigns to be launched towards the end of this year and early next year. The campaigns are asking men to reflect on their attitudes and encourage positive behaviours.
47. New contracts for this year include an expansion of the Navigator approach into Sheffield Childrens' Hospital and Rotherham Hospital – these contracts will include an option to extend to the end of financial year 2024/25.
48. In January 2023, the government introduced a Serious Violence Duty (SVD), placing a responsibility on key organisations – described as specified authorities – to work together to address and reduce serious violence. PCCs were given convening powers to provide a governance structure and bring the authorities together. Here, the PCC asked the Head of the VRU to lead the implementation.
49. Each SVD specified authority now has an identified SVD lead and the organisations with a duty to cooperate – Prisons, Youth Justice Secure Estate and Education - are being confirmed. With agreement of partners, the VR Executive Board has become a Serious Violence Executive to oversee the responsibilities of the SVD and continue to direct the VRU's activities and performance.
50. The SVD partners meet monthly and have started work on a needs assessment to inform a new Serious Violence Strategy to be delivered in January 2024. South Yorkshire has an excellent record of collaborative working and we are confident the new Duty will strengthen it further.
51. The VRU work and SVD work have been subject to two evaluations and an Internal Audit. All reports so far have found the VRU to be very well run, engaged with partners and with proactive and enthusiastic staff.

Working with Community Safety Partnerships (CSPs) to reduce crime and disorder

52. A response to the government's CSP Review and Anti-Social Behaviour Powers consultation exercise was submitted following discussions with SYP.
53. There have been two Countywide Community Safety Forums this year which have both been well attended. Agenda items have included:
 - a. The revised Police and Crime Plan
 - b. Updated PCC/VRU CSP grants process/timeline
 - c. Serious Violence Duty
 - d. CSP Review and ASB Powers consultation
 - e. Community Payback
 - f. Whole System Approach to women and girls in the criminal justice system
54. Grant letters have now been provided to all CSPs, including the VRU grant uplift and all required monitoring from 2022-23 has been received and progressed for payment.
55. All CSP meetings have been attended by either the Head of Partnerships & Commissioning or Strategic Criminal Justice Lead in this last quarter. CSPs were briefed by the OPCC on:
 - a. Stakeholder communication regarding Mayoral transition
 - b. External Funding – Safer Streets 5
 - c. ASB Hotspot Patrol Funding

Working with partners to tackle drugs in our communities

56. The Partnerships & Commissioning team continue to commission and support drug prevention and treatment services.
57. OPCC officers continue to represent the PCC at Tackling Drug Partnership meetings.

Leading and supporting the Local Criminal Justice Board (LCJB) in securing an efficient and effective criminal justice system (CJS) for South Yorkshire

58. The PCC's Strategic Criminal Justice Lead (CJ Lead) within the OPCC has reviewed the LCJB's Outturn position for 2022-23 and developed the LCJBs annual work programme for 2023-24, in partnership, taking account of the refreshed Police and Crime Plan.
59. The CJ Lead has also been involved in the criminal justice-related evaluation and scrutiny work mentioned in that section of this report and supporting SYP and partners with various change programmes. She has evaluated the impact of the Domestic Abuse First Hearing Court that has been operating at Sheffield Magistrates' Court since June 2022. It is proposed that this is expanded to the rest of the county, starting with Barnsley from Autumn 2023.
60. We presented the South Yorkshire approach to making use of the CJS Delivery Data dashboards as good practice to the national LCJB Conference.

Working in partnership with Yorkshire and the Humber (YaTH) to support successful rehabilitation

61. As well as activity described in the section of this report about the PCC Review implementation, the following activity has progressed:

Adults

- a) The YaTH Rehabilitation Partnership met in April and reviewed progress in relation to agreed outcomes. The Partnership will re-examine its priorities and areas of focus in Quarter 2 (August 2023)
- b) Probation's new Health and Justice team have been incorporated into local partnership structures, South Yorkshire having pioneered the way for others in the region
- c) Work is progressing with collaborative working arrangements with Probation in relation to the South Yorkshire Restorative Justice service, featured as good practice in national co-commissioning guidance.

Youths

- a) The South & West Yorkshire Resettlement Consortia conducted its annual analysis of the cohort of young people sentenced to secure youth custody, including collation of data of young people being held on remand
- b) We supported the full inspection of Barnsley's Youth Justice Service.

Proactive and reactive external communications aimed at improving public trust and confidence in policing and crime services across all our communities

62. The OPCC's Community Engagement & Communications team attended 38 engagement events/meetings this period to obtain the views and opinions of the public, partners and staff. Briefings have been written up on all the events and actions followed up with interested parties. Monthly summary reports have been produced and circulated for April and May. Many of these are done in conjunction with Neighbourhood Policing Teams which provides us with a detailed understanding of the issues faced within each area.

63. Three of these engagements have included three mosque visits, to develop knowledge and build relationships within these communities.

64. The team has worked jointly with the Partnerships and Commissioning team to develop and run a number of victims surveys to help inform future commissioning of services and to publicise the Stalking Perpetrator Programme.

65. The team has also worked with SYP colleagues around improving joint promotion where possible, including the Baton of Hope, planned closure of Carver Street and ASB Hot Spots funding.

66. The team has produced and published 20 proactive media releases and PCC Blogs which have resulted in extensive media coverage and interviews across South Yorkshire and beyond, and have responded to 15 reactive media enquiries on emerging issues.

67. The Community Engagement & Communications Manager has been working with OPCC and SYP colleagues to understand how SYP understands the drivers of public trust and

confidence in policing and how this is reported to PCC's PAB meetings. Discussions are also taking place with the Independent Ethics Panel around how their work can also support this.

68. The team has re-established a regular newsletter that is distributed to stakeholders on a bi-monthly basis.
69. Finally, the PCC has met with editors of The Star and the Barnsley Chronicle to improve media relations.

Targeted campaigns to raise awareness of issues aligned to the priorities within the Police and Crime Plan

70. The OPCC's Community Engagement & Communications team has devised, organised and promoted a series of engagement events on rural crime issues which attracted over 250 residents to attend. The team is now working closely with SYP's Rural Crime Team to take forward actions and raise further awareness of the issues, including additional regular engagement events and opportunities.
71. The team has assisted with rebranding the PCC's 'Grants Scheme (now called 'Giving Back') to encourage applications and working with recipients to highlight that the money is funded through the proceeds of crime.
72. The team has promoted and supported the following:
 - Crimestoppers campaign - to help communities spot the signs of cyber crime through targeted media support and social media messaging, as well as the campaign to raise awareness of Romance Fraud
 - A range of online safety messages and resources from key partners through our social media sites
 - The views of the PCC in relation to so-called 'Smart motorways' in the context of national comment on the issue
 - The national Drowning Prevention Week campaign to promote water safety
 - National Neighbourhood Watch Week
 - The work of the South Yorkshire Safer Roads Partnership - by promoting their campaigns around: drink driving, seatbelt wearing, Vision Zero, Project Edward
 - SYP messages around Police and Crime Plan priorities including domestic abuse, appropriate reporting, serious and organised crime, police officer recruitment, VAWG #NoMore, rural crime, stalking awareness and cyber crime.
73. The team has also started the planning process for the development of the statutory consultation around the setting of the council tax precept and the annual priorities survey.

Promoting and embedding sustainability in all we do

74. Following a change in Office Manager, the new postholder will continue to be the sponsor for sustainability activity, and attend SYP's quarterly Sustainability Advisory Board to align the OPCC's approach with SYP's, in support of the PCC's and Chief Constable's joint Sustainability Strategy.

75. The Sustainability Improvement Lead updated the OPCC's action plan in February 2023. Social value is now built into the standard tender process, sustainability being one component of the measures against which evaluation is undertaken

Valuing our People

Understanding how the OPCC can be a “great place to work”, and what makes a difference

76. The OPCC engaged with staff to understand what a “great place to work” looks like in their minds via discussions at a Staff Quarterly Away Day (February 2022) and Staff Surveys (December 2021, repeated in January 2023). The latest staff survey results are being analysed and compared so we can better understand the results and take appropriate action.
77. Following specific staff feedback, in May 2023, we organised a staff away day off site with a focus on staff wellbeing. The day included inputs on stress management, personal resilience and managing change. We will look to repeat a wellbeing session or sessions this in the coming year.
78. The Office Manager is the OPCC wellbeing lead and four members of OPCC staff have volunteered to be wellbeing champions. They link in with SYP's wellbeing network and meet regularly to discuss any issues reported and plan wellbeing activities and resources. There is a virtual wellbeing notice board to sign post to and a monthly newsletter is sent to all staff.
79. The new Office Manager will attend appropriate health and safety courses provided by SYP to provide the health and safety knowledge for the role including how to do premises inspections.
80. There has been separate staff engagement and communications about the transfer of PCC functions to the Mayor. It is anticipated that the transition programme will be reported to the Panel separately.

Implementation of Microsoft 365 (M365)

81. Conversations have been ongoing with SY Pensions IT and SYP IT to ensure the security aspect of a migration to the cloud can be facilitated and meet the requirements of SYP for email traffic and document/information sharing. An agreement and way forward has been agreed.
82. We are currently awaiting a proposal from our implementation partner, but we are also leading discussions with the Combined Authority about the migration in the context of the transition programme for PCC functions to transfer to the Mayor.

PCC DECISIONS MADE SINCE THE LAST MEETING

83. The PCC is under a statutory obligation under the terms of the Specified Information Order to publish details of decisions of significant public interest. In more general terms under Section 13 of the 2011 Act, the PCC is obliged to ensure that he provides the Panel with any information that it might reasonably require to allow it to carry out its functions. This would include the provision of information regarding decisions and actions, irrespective of whether they were to be considered to be of “significant public interest”.
84. The PCC made 64 decisions between 1 April 2022 and 31 March 2023. Further information about these 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>.
85. The PCC has made 12 decisions between 1 April 2023 and 7 July 2023. The details of which are below:

Egress – Data Migration	Approved a partnership to support and deliver the Data Migration workstream.	11/04/23
OPCC Pension Policies	Approve the implementation of three new OPCC policies associated with the Local Government Pension Scheme	18/04/23
Amendment to Reserves Strategy	Approved the following new earmarked reserves: a. The creation of a Proceeds of Crime Act reserve b. The creation of a Safety Camera Operations reserve	03/05/23
Joint Corporate Governance Framework	Along with the Chief Constable agreed the content of the newly updated Joint Corporate Governance Framework	18/05/23
Variation to the Integrated Multi-Channel Customer Contact and Resource Management Solution Contract with Sopra Steria	Approved the one of charge of £17,882 for additional functionality to increase the productivity of the Netcall Queuebuster product by way of a Rest API call	06/06/23
Proceeds of Crime Act Community Grant Scheme 2023/24 - January 2023	Agreed to fund 16 bids with a total value of £133,182	06/06/23
Special Services Charging Rates	Approved the national special policing services rates as per the National Policing Guidelines for Police Services	08/06/23

Unity Bike Ride Tour	Agreed to provide a financial contribute of £1000 towards South Yorkshire's participation in the Police Bike Ride Tour	09/06/23
Alteration Works to Wombwell Station	Approved additional works to Wombwell station	15/06/23
Revised Capital Programme for 2023/24 to 2027/28	Approved the slippage of £10.2m and other adjustments to the capital programme	16/06/23
Police Pensions Administration Software	Approved: <ul style="list-style-type: none"> the capital scheme brief for the renewal of the Police Pensions Administration Software contract the DRF of the pensions support & maintenance budget totalling £64,242 for year 2023/24 and £3,858 for year 2024/25 the addition of the revenue shortfall from 2025/26 to be added to the Medium Term Resource Strategy as a cost pressure - £17,695 for year 2025/26 and £18,962 for year 2026/27 	30/06/23
South Yorkshire Contingent Labour contract	Approved the South Yorkshire Police 'Contingent Labour' contract to be awarded to Adecco UK Limited estimated at £5.8m	04/07/23

List of background documents

- Police and Crime Plan 2023-25

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South Yorkshire PCC's Police and Crime Plan 2023-2025

Working together for a Safer South Yorkshire

Protecting Vulnerable People		Tackling Crime and Anti-Social Behaviour		Treating People Fairly	
Focus on:		Focus on:		Focus on:	
Working in partnership to understand and recognise vulnerability early. Working together to help those who need safeguarding, including people with mental health needs, drug users and those who go missing from home. (Working in Partnership)	Tackling violence against women and girls including crime committed online and that specifically focused on certain minority groups. Ensuring women and girls feel safe by preventing crime in the first place and changing the attitudes of men and boys. (VAWG)	Using Neighbourhood Policing Teams to tackle the crimes & anti-social behaviour that people say cause them the most anxiety. Ensuring easy access for reporting crime. Effectively managing offenders. (Neighbourhood Crimes and Policing)	Focusing on gang related activity around drug supply and demand and enforcement around dealing. Ensuring drug prevention, intervention and treatment services are available. Working together in the Combating Drugs Partnership (Drug Supply and Demand)	Treating people with courtesy and respect and ensuring ethical standards of police behaviour. Addressing disproportionality and discrimination and reviewing police complaints. (Treating Members of the Public Fairly)	A workforce that is representative of South Yorkshire's population (Championing Equality)
Helping victims of all types of domestic abuse (DA), including through effective use of protection orders. Ensuring support services are in place and are easily accessible and providing a DA perpetrator programme. Understanding the effect on children (Domestic Abuse)	Tackling the exploitation of children and adults by criminal gangs for example, through County Lines and Modern Slavery/Human Trafficking. Continuing to support Youth Offending Teams and relevant prevention work in the VRU (Tackling the exploitation of adults and children)	Using enforcement and prevention approaches to tackle gangs and serious violence including through the VRU, Armed Crime Team and Roads Policing. Addressing the Serious Violence Duty (OCGs and Serious Violence)	Working together to tackle crime and ASB including through Community Safety Partnerships, the Local Criminal Justice Board and the Yorkshire and Humber Rehabilitation Partnership (Local Partnerships)	Ensuring communities feel safe and re-assured through a visible policing presence (Fair Allocation of Police Resources)	
Protecting children at risk of child sexual exploitation in whatever form that might take and working to prevent it in the first place. Listening to victims to make sure support services meet their needs and children are not criminalised as a result of exploitation. (Child Sexual Exploitation)	Helping those vulnerable to cyber crime including fraud and exploitation and working with business to take a preventative approach to potential cyber attack. (Cyber Crime)	Gain an understanding of the specific issues and make effective use of the off-road bike teams and roads policing to deal with rural and wildlife crime (Rural & Wildlife Crime)	Work with the Roads Safety Partnership and local communities to tackle speeding and inappropriate driving. Campaign. Opposing Smart Motorways (Speeding and Road Safety)		
		Contribute to regional resources to deal with national threats. (National Threats)			

Four Fundamental Principles in Addressing the Above

Put Victims First Focus on prevention and early intervention. Listening to victims, providing support and tailoring services to victims' needs	Maintain Public Trust and Confidence in Policing Address issues of disproportionality and ensure fair treatment for all. Treat people with courtesy and respect ensuring ethical standards of behaviour. Learn from complaints. Ensure a visible policing presence.
Demonstrate Value for Money Maximising Economy, Efficiency and Effectiveness in all that we do. Taking opportunities to make savings through reducing our carbon footprint	Support Sustainability Working to the sustainability strategy

Office of the Police and Crime Commissioner (OPCC) 2023-24 Delivery Plan

Vision: Making South Yorkshire safe for everyone through services that work hard for all
Mission: To reflect the voices of our communities in the Police and Crime Plan, commission services that support victims of crime and create positive opportunities to help tackle and reduce crime

ETHICAL, TRANSPARENT LEADERSHIP		WORKING WITH, AND SUPPORTING, PARTNERSHIPS AND COMMUNITIES		VALUING OUR PEOPLE	
1. Effective and timely strategic and financial planning	2. Supporting the PCC as National Finance lead in the funding formula review	10. Working in partnership to deliver and sustain South Yorkshire's approach to reducing serious violence	11. Working with Community Safety Partners (CSPs) to reduce crime and disorder	18. Understanding how the OPCC can be a "great place to work", and what makes a difference	19. Implementation of Microsoft 365 (M365)
3. Responding to the PCC Review, Fire Reform and the Levelling Up Agenda	4. Supporting the delivery of the Police and Crime Plan Priorities	12. Working with partners to tackle drugs in our communities	13. Leading and supporting the Local Criminal Justice Board in securing an efficient and effective criminal justice system for South Yorkshire		
5. Ensuring robust systems of governance, risk management and control	6. Embedding the use of our assurance arrangements to identify the right areas for questions and further assurance activity, including evaluation and scrutiny	14. Working in partnership within Yorkshire and the Humber (YaTH) to support successful rehabilitation	15. Proactive and reactive external communications aimed at improving public trust and confidence in policing and crime services across all our communities		
7. Pursuing appropriate external funding	8. Commissioning value for money, needs based services to deliver the PCC's priorities, including victims' services and early intervention and prevention activity	16. Targeted campaigns to raise awareness of issues aligned to the priorities within the Police and Crime Plan	17. Promoting and embedding sustainability in all we do		
9. Meaningful reporting to the public on whether Police and Crime Plan outcomes and National measures are being achieved and how much policing and crime services are costing					

OPCC Delivery Plan for 2022-24

Office of the Police and Crime Commissioner Delivery Plan for 2023/24

(for activity May 2023 to 31 May 2024 (just beyond the 2024 PCC elections))

Introduction

The Police and Crime Commissioner (PCC) published his latest Police and Crime Plan – Working Together for a *Safer South Yorkshire Streets, More Police (2023-25)* - in April 2023.

The PCC has maintained the same overall aim for South Yorkshire: to be a safe place to live, learn and work. The PCC also retained the same three strategic priorities:

- Protecting vulnerable people
- Tackling crime and anti-social behaviour
- Treating people fairly.

The Police and Crime Plan was informed by last year's strategic and financial planning process, conversations with the Senior Command Team in South Yorkshire Police, and what we have learnt from the global Coronavirus pandemic and the Government's response to it.

The Office of the Police and Crime Commissioner (OPCC) has developed this Delivery Plan to respond to the PCC's new Police and Crime Plan. The Delivery Plan consists of a '*Plan on a Page*' and a supporting narrative (this document). It replaces the previous Delivery Plan for 2022-24.

The Delivery Plan narrative describes in high-level terms the activity the OPCC will undertake in the period until just beyond the next PCC elections (in May 2024); activity that will help the PCC achieve his Police and Crime Plan areas of focus and discharge his legal responsibilities.

Underpinning this Delivery Plan are more detailed work programmes and plans, from which individual staff objectives will be set.

As shown on the '*Plan on a Page*', the OPCC has a Vision and Mission Statement, with three Strategic Pillars which are designed to support their achievement. The three Strategic Pillars are – '***Ethical and Transparent Leadership***', '***Working with, and Supporting, Partnerships and Communities***' and '***Valuing our People***' and the OPCC's activity will be organised and co-ordinated under each of these three broad headings.

Strategic Pillar 1 - Ethical, Transparent Leadership

The PCC has a leadership role in the policing and crime landscape.

The PCC is responsible for the totality of policing and holds the Chief Constable to account for the exercise of her functions (a governance role).

The PCC leads the commissioning of services, including victims' services and the PCC plays a leadership role across systems and partnerships – e.g. in the criminal justice system, and with community safety and violence reduction partners.

In supporting the PCC, the OPCC aims to lead by example and be open and transparent in all that it does.

1. Effective and timely strategic and financial planning

As in previous years, the OPCC will support a defined strategic and financial planning process and supporting timetable, and provide evidence-based advice and support to assist the PCC in determining and setting the:

- Police and Crime Plan priorities
- Medium Term Resources Strategy
- Capital Strategy
- Reserves Strategy
- Treasury Management Strategy
- Annual Budget for policing and crime services
- Commissioning Strategy

and to set the OPCC's:

- Delivery Plan
- Annual Commissioning Programme
- Wider Delivery Plans, project plans, and grant and commissioned services' agreements and contracts
- Monitoring arrangements

This coming year, the OPCC will work to ensure:

- the timetable runs to plan
- SYP identifies and delivers its savings and efficiencies plan, including delivery of its Priority Based Budgeting programme (PBB)
- SYP's legacy issues and arising costs are effectively managed towards a completion point.

2. Supporting the PCC as National Finance lead in the funding formula review

The PCC is the Vice-Chair of the national Association of Police and Crime Commissioners (APCC) / National Police Chiefs' Council (NPCC) Spending Review Board, supported by the PCC's Chief Finance Officer and other officers within the OPCC.

The group is currently working on the national review of the funding formula for policing – i.e., the formula used by the Home Office to determine which area gets what amount of core Government grant for policing (with the budget shortfall being met by council tax precept in that area). The PCC's CFO is supporting the PCC in this area and she will also assess the impact of the Funding Formula on South Yorkshire.

3. Responding to the PCC Review, Fire Reform and the Levelling Up Agenda

The OPCC will continue its 'watching brief' on developments nationally as part of its normal horizon-scanning activity and will support local implementation of any announced changes to government policy, decisions or initiatives.

4. Supporting the delivery of the Police and Crime Plan Priorities

The PCC has set out in his Police and Crime Plan four Fundamental Principles that will underpin all OPCC activity:

- Put victims first
- Improve public trust and confidence in policing
- Demonstrate value for money
- Support sustainability

These principles are picked up in later sections of this Delivery Plan narrative.

5. Ensuring robust systems of governance, risk management and control

An organisation must have adequate arrangements for governance, risk management and internal control, to keep the organisation safe and achieve its objectives and strategies.

A refreshed Joint Corporate Governance Framework (JCGF) describes the roles and responsibilities of the PCC and Chief Constable and how, as separate legal entities, they each govern their respective organisations, control their activities, manage risks, and work together.

On the PCC's behalf, the OPCC monitors SYP's systems of internal governance, risk management and control, as part of supporting the PCC in his role of holding the Chief Constable to account for the exercise of her statutory functions. The PCC's 'holding to account' arrangements (published on the PCC's website) are continually reviewed and refined.

Each year, the OPCC (and SYP separately) conducts an Annual Governance Review, from which it produces an Annual Governance Statement (AGS). Significant governance issues are identified as part of this review, and the OPCC plans remedial actions to address both significant and non-significant governance issues - in a Governance Improvement Plan.

This year, the following activity has been identified under this Delivery Plan heading:

- Amending the PCC's Standing Orders as to Contracts, to better balance business need with internal control requirements
- Finalising a financial resilience assessment
- Supporting the PCC's governance arrangements, including the support to governance meetings
- Ensuring compliance with various PCC/OPCC legislative responsibilities including: the effective administration of the Independent Custody Visiting scheme; processing freedom of information and subject access requests; responding to HMICFRS inspection report findings; processing requests for a review of a SYP determination of a complaint against the police (PCC complaint reviews); processing applications for financial assistance from police officers and former police officers and staff; and processing pension forfeiture cases
- Reviewing funding arrangements for OPCC commissioning and the VRU
- Identifying and monitoring the delivery of SYP's savings and efficiencies plan, including delivery of the PBB programme
- Setting and delivering the Information Governance project by 30 April 2024
- Managing the recruitment of members of the Joint Independent Audit Committee (JIAC)
- Mobilisation of a new Internal Audit Tender
- Supporting the transition to a new External Audit Team

6. Embedding the use of our assurance arrangements to identify the right areas for questions and further assurance activity, including evaluation and scrutiny

In recent years, the OPCC has developed a PCC's Assurance Framework (PAF). Work will continue to embed the PAF to ensure arrangements are working effectively to support the delivery of the PCC's strategic objectives:

- 1) To properly discharge the PCC's legal responsibilities; and
- 2) To achieve the priorities in the most recent Police and Crime Plan

The PCC relies on various sources of assurance to validate, or otherwise, the effectiveness of the organisational controls in place to support the PCC in achieving these strategic priorities. These sources of assurance include:

- the PCC's Police and Partners Performance Framework (PCC's Dashboard)
- Internal Audit activity
- the PCC's, and joint, assurance panels (most notably the IEP and the JIAC)
- externally, through peer review, HMICFRS, External Audit, the Police and Crime Panel, etc.

But ultimately, South Yorkshire's communities are the most important and influential sources of assurance - what the public tell the PCC and OPCC about policing and crime services at community meetings and visits, through correspondence (and complaints), and through media and social media comment.

In terms of our assurance arrangements, the focus of activity for the OPCC's Evaluation, Scrutiny and Performance staff this year will be driven by the four Fundamental Principles of the Police and Crime Plan:

- Put victims first
- Improve public trust and confidence in policing
- Demonstrate value for money
- Support sustainability.

7. Pursuing appropriate external funding

The Partnerships & Commissioning team will carry out horizon scanning and research activity to identify external funding opportunities.

The OPCC's SLT will use an agreed process to consider external funding opportunities. Where decisions are taken to pursue funding bids, the team will conduct research, needs assessments, gap analyses, liaison with SYP colleagues and partners, and draft a robust bid. The intention is to maximise the funding available for policing, crime, preventative and/or victim-focused activity in South Yorkshire.

The PCC-led Violence Reduction Unit (VRU) works on behalf of partners towards a long-term 'public health' approach to reducing serious violence, pursuing additional funding to bring into South Yorkshire. The Home Office requires the VRU to lead some bids with partners and can be asked to lead additional Home Office and Youth Endowment Fund grant rounds, when required. The Partnerships & Commissioning team will continue to support such bids this coming year.

8. Commissioning value for money, needs based services to deliver the PCC's priorities, including victims' services and early intervention and prevention activity

The Partnerships & Commissioning team will continue to be driven by:

- the PCC's Commissioning Strategy that sets out his commissioning principles, approach and the commissioning cycle
- obligations from various grant funding agreements
- the PCC's Police and Crime Plan, specifically the areas of focus within the Plan
- the PCC's 'Value for Money Strategy'

The team will progress its 'business as usual' activity carried out to manage and/or maintain services and activities the PCC commissions, co-commissions or co-funds. In addition, the 2023/24 Commissioning Work plan covers the areas of focus highlighted in the PCC's Police and Crime Plan. The Partnerships & Commissioning team each have a portfolio of responsibility for certain commissioned services, grant funded activity and the work relating to these areas.

In particular, work will continue in 2023/24 to re-commission or scope the county-wide Victim Support service, the Restorative Justice service the future Child Sexual Assault Assessment services. Work will also be carried out to commission other services, including work to improve Hackenthorpe Lodge (Victim Centre), an out of court disposal service(s) for female offenders, and a number of commissions on behalf of the VRU.

There are then other services, where the PCC is not the lead commissioner, but co-funds services which require re-commissioning or re-negotiating this coming year. The relevant Partnerships & Commissioning team member will be fully involved in these processes, ensuring that policing needs are considered, and the PCC's wider requirements are met.

9. Meaningful reporting to the public on whether Police and Crime Plan outcomes and National measures are being achieved and how much policing and crime services are costing

SYP reports its performance against the Police and Crime Plan to the PCC's monthly PAB.

From the PCC's Dashboard, the OPCC produces a quarterly performance report on progress against the PCC's Police and Crime Plan, covering activity by SYP, the OPCC, commissioned service providers, grant recipients and partners.

The OPCC also produces a quarterly consolidated resources report which includes comment on SYP's budget monitoring report as to how the Chief Constable is using her resources against the budget set by the PCC at the start of the financial year. The report also comments on the progress of the capital programme and on the PCC's overall budget.

These two reports are published on the PCC's website for the benefit of South Yorkshire's communities, and they also go to the Police and Crime Panel whose role it is to review, scrutinise and support the PCC in the exercise of his functions.

Following the introduction of the National Priorities for Policing and associated National Crime and Policing Measures, the OPCC publishes on the PCC's website a statement on the contribution of SYP to achieving these priorities. This statement is reviewed each quarter and updated where necessary. The Governance and Compliance Manager oversees the content of the PCC's website, in terms of its openness and transparency and its compliance with the government's Specified Information Order.

Strategic Pillar 2 - Working with, and supporting, Partnerships and Communities

The OPCC supports the PCC in working with key partners to deliver policing and crime outcomes, most notably in the areas of violence reduction, community safety and criminal justice.

Our partnership working includes maximising opportunities to improve the efficiency and effectiveness of policing services through emergency services' collaboration.

As a voice of South Yorkshire's communities, it is important that the PCC connects with our diverse communities and that our communities feel connected to the services we provide.

The PCC and OPCC are committed to supporting resilient and sustainable communities.

10. Working in partnership to deliver and sustain South Yorkshire's approach to reducing serious violence

Established in 2019, South Yorkshire has an effective and efficient VRU that works well with a wide range of local partners to reduce serious violence through a 'public health' approach to tackling the causes of crime.

Each of the four Community Safety Partnerships (CSPs) in South Yorkshire has Violence Reduction Actions in their Partnership Plans – and these are the delivery arm of the VRU strategy based on the area profiles and the priorities that flow from it.

Our structure across South Yorkshire has been a good starting point to implement the 'Duty to Cooperate' to address serious violence, introduced in January 2023. The requirements of the Duty will strengthen and broaden the partnership approach to serious violence in South Yorkshire

We have indicative Home Office funding until March 2025, and so continue to commission and support work with young people to divert them away from involvement with violence. Our aim is to build the capacity of community groups, schools and youth services to improve the offer we can make to young people from the communities most adversely effected by violence.

11. Working with Community Safety Partnerships (CSPs) to reduce crime and disorder

The Head of Partnerships & Commissioning and PCC's Strategic Criminal Justice Lead attend CSP meetings from their different perspectives, to ensure the PCC is represented on all four district CSPs.

In addition, using his statutory convening powers, the PCC has an established Countywide Community Safety Forum which is attended by the chairs of all four CSPs and others to enhance proactive partnership working, communication and co-commissioning opportunities on a countywide basis.

Throughout 2023/24, we will continue to use this Countywide Forum to explore good practice and co-commissioning/co-funding opportunities. We will consider the frequency of the meeting and the medium in which it is held to maximise attendance and value for money.

The PCC provides funding each year to enable CSPs to meet their priorities and support the delivery of Police and Crime Plan priorities and VRU priorities. At each Countywide Forum meeting, the CSPs provide updates on how the funding is being used and to what result.

Work will be undertaken this year to participate in the government's CSP Review and the Anti-Social Behaviour Powers consultation exercise, having considered partner views. The government's Anti-Social Behaviour Action Plan and supporting funding will also be considered as to any additional work that will be required in the area.

12. Working with partners to tackle drugs in our communities

In support of the PCC's Police and Crime Plan commitment and the government's new Drugs Strategy, the OPCC will undertake the following activity:

- continue to fund at a Local Authority level drugs intervention and treatment services for custody
- attend the Combatting Drugs Partnership meetings in each Local Authority area
- conduct the assurance activity outlined in section 6 of this Delivery Plan
- continue to work with SYP and other partners on ensuring out of court disposal referral pathways are available.
- work with partners to evaluate the use made of Community Sentence Treatment Requirement orders, throughout the county.

13. Leading and supporting the Local Criminal Justice Board in securing an efficient and effective criminal justice system for South Yorkshire

SYCJB continues to be chaired by the PCC.

SYCJB is supported by two delivery groups - the Victim-focused Efficiency group and the Rehabilitate & Reduce Reoffending group.

There are also two countywide subject-matter expert partnership groups which focus on Violence Against Women and Girls.

SYCJB looks to synchronise its Delivery Plan and work programme planning with that of the PCC in producing his Police and Crime Plan for the area. SYCJB will consider refreshing its plans in light of recently refreshed guidance for criminal justice boards and the local Police and Crime Plan.

The PCC, Chief Executive and the OPCC's Strategic Criminal Justice Lead will continue to focus on leading effective delivery of an annual work programme for SYCJB.

Staff within the OPCC support the work of SYCJB which is formalised through a Service Level Agreement – e.g. strategic management, performance, evaluation and scrutiny, finance and business support staff.

The PCC Review Part Two acknowledged the need to improve PCCs' access to criminal justice data, to support a more data-confident culture going forward. With this context in mind, we hope to re-examine the performance data we rely on to monitor activity and progress against desired outcomes – both in relation to delivery of Police and Crime Plan objectives and those of SYCJB.

SYCJB may request additional assurance work to that planned (including problem-solving 'deep dive' work) that the OPCC will prioritise alongside other risk-based assurance activity required.

14. Working in partnership within Yorkshire and the Humber (YaTH) to support successful rehabilitation

The OPCC's Strategic Criminal Justice Lead assists the PCC in supporting successful rehabilitation of offenders and young people who commit crime.

Included in the PCC Review Part Two were recommendations to cement the PCC's role in offender management – aimed at strengthening collaborative working between PCCs and the Probation Service. Main aspects of increased collaboration are likely to be:

- the co-commissioning of services by Regional Probation Directors and PCCs
- increased sharing of relevant data to support rehabilitation & a reduction of reoffending
- enhancement of the PCC's role in promoting unpaid work.

South Yorkshire is already well placed to take on these changes.

The Yorkshire and Humber (YAth) Rehabilitation Partnership seeks to progress successful delivery of agreed outcomes and priorities, specific to the YAth region.

The PCC and SYCJB will contribute towards realisation of regional ambitions aimed at successful rehabilitation.

Young people who commit crime are managed by Youth Offending Teams, whose work is overseen by Youth Management Boards in each District. The PCC is represented at each Youth Management Board by OPCC officers.

The South and West Yorkshire Resettlement Consortia focuses on young people sentenced to secure youth custody. The OPCC will continue to support work of the Consortia with the aim of achieving successful rehabilitation outcomes for young people.

The OPCC's Strategic Criminal Justice Lead, the Head of Partnerships & Commissioning and members of her team, will collectively co-ordinate work of SYCJB, CSPs and Youth Offending Teams aimed at successful prevention, early intervention and rehabilitation of adults and children who commit crime in South Yorkshire.

15. Proactive and reactive external communications aimed at improving public trust and confidence in policing and crime services across all our communities

The OPCC's Community Engagement & Communications Team will continue to provide a proactive and reactive service to the media to ensure awareness of the PCC's responsibilities, decisions and views in support of openness, transparency and public accountability.

The Team will continue to produce and develop the PCC's website, the Media Briefing and Engagement Reports.

The views of the public around priorities for policing are an essential part of the continued development of the Police and Crime Plan. These views will be gathered throughout the year by various means, and the results will be fed into the evaluation and scrutiny work that focuses on policing priorities.

The Team will continue to work closely with SYP's neighbourhood policing teams to develop a programme of visits to each neighbourhood to understand the varying community issues they face, and to develop new relationships, undertaking joint engagement where appropriate.

The Engagement Officer will work closely with the Partnerships & Commissioning team to consult with service providers and users to ensure their feedback is considered within any re-commissioning decisions.

To ensure public accessibility, the Public Accountability Board is live-streamed via our You Tube channel. It is also recorded and uploaded to the PCC's website so that it can be viewed at any time. Previous recordings are also available on You Tube (@SYPCC Media). The PCC's Twitter channel is also used to advertise the meetings and to provide live updates and the key headlines as they are being discussed in the meeting. We will also proactively promote the meetings and the agendas and proactively highlight good practice from the reports to the media.

There is ongoing work to improve public accessibility to the PCC's governance arrangements, including meetings and decision-making, partly through further development of the PCC's website.

16. Targeted campaigns to raise awareness of issues aligned to the priorities within the Police and Crime Plan

The OPCC has recently joined the Rural Crime Network and will be supporting the work that is undertaken nationally to develop a Communications Strategy and to raise awareness of the effects of rural crime and the work that is done to tackle it.

The Community Engagement & Communications Team will focus on issues surrounding rural and wildlife crime to:

- raise awareness of the crimes and effects it has on our rural communities
- provide support to address these issues

- promote the good work that is undertaken
- consult with communities to gather views and information and to provide feedback.

Cyber Crime is recognised as an area of volume crime that effects many people. We will support local and national campaigns to raise awareness and promote initiatives to help reduce the number of victims.

The Team will support VRU and SYP initiatives wherever possible. This will include the second stage of the #NoMore campaign that was launched successfully last year in support of the focus on tackling Violence Against Women and Girls.

17. Promoting and embedding sustainability in all we do

The PCC and OPCC are fully committed to supporting SYP’s Sustainability Strategy 2020-2025, which commits to seven Sustainable Development Goals (SDGs):

1. **Good health and well-being** – supporting the health and well-being of our employees and those with whom we work
2. **Quality education** – provide our people with the skills, knowledge and confidence to contribute to sustainability and widely share these opportunities
3. **Reduced inequalities** – promote environmental, social and economic equality across everything we deliver
4. **Responsible consumption and production** - embed sustainability considerations into the purchase, use and disposal of all the resources we use
5. **Climate action** - take urgent action to combat climate change and its impacts
6. **Peace, justice and strong institutions** - ensure sustainability is considered in everything we deliver
7. **Partnerships for the goals** - develop effective partnerships to support a positive contribution to the communities we serve.

These goals have been embedded within the Police and Crime Plan and the work of the OPCC.

We recognise that we have a corporate responsibility to:

- act as a fair and supportive employer
- value our people and treat them with respect and promote equality
- enhance the lives of the communities we serve, and
- protect the natural environment.

The OPCC has a Senior Sponsor and Sustainability Impact Lead (SIL) who, in conjunction with SLT members, has developed a sustainability action plan. The action plan is updated on a quarterly basis and refreshed with SLT at least annually.

Progress is also monitored and reported annually to the PCC's PAB, and quarterly to the PCC's Estates Board.

As with all SILs, the OPCC's SIL acts as a sustainability champion with staff, working with the Sustainability Manager for SYP to embed the strategy, drive forward the commitments, inform our decision-making process and monitor and report on progress.

The Partnerships & Commissioning team consider social value and sustainability as part of all their commissioning activity.

Strategic Pillar 3 - Valuing our People

Valuing our People has become one of our Strategic Pillars as a result of discussions and consultation with staff. Including this as a strategic pillar reflects its importance - quite literally, on the face of our Delivery Plan - and draws together work we are already doing, or aspiring to do, for our people.

The activities set out below have emerged through a combination of conversations with staff, and us explicitly recognising the importance of employer, head of paid service and Office Manager responsibilities on the face of our Delivery Plan.

18. Understanding how the OPCC can be a "great place to work", and what makes a difference

We have engaged with staff to understand what a "great place to work" looks like in their minds via discussions at a Staff Quarterly Away Day (February 2022) and Staff Surveys (December 2021, repeated in January 2023). The latest staff survey results are being analysed and compared so we can better understand the results and take appropriate action.

We are committed to offering a diverse and multi-generational workforce a great employment experience so that we can attract, recruit and retain the right 'talent' with the required skillsets to deliver great services.

We know that staff need to feel a sense of purpose and that their contribution is recognised, and we need to focus on the health and wellbeing of our people and offer staff appropriate support and ongoing personal development.

We are aiming to continue building on good work done in the last two years, namely:

- Planning for, recruiting and retaining a diverse and talented workforce
- Prioritising the wellbeing of our staff in the management of health and safety
- Providing the right working environment, practices, and technology to do our best work
- Supporting, developing, and empowering our staff to perform well.

We continue to learn and develop in this area and are committed to providing informal communication and support channels alongside formal processes and arrangements.

The Office Manual (OM) is published on the OPCC SharePoint (intranet) page, and accessible for all staff to view OPCC strategies, policies, procedures and processes. The continual review and refreshing of policies and procedures will continue to ensure legal compliance and the enshrining of learning and good practice.

The OPCC has a recently refreshed and tested its Business Continuity Plan to ensure we are able to cover all our core functions, enabling the PCC to continue achieving the Police and Crime Plan priorities and discharge his legal responsibilities.

19. Implementation of Microsoft 365 (M365)

An upgrade to Microsoft 365 was approved by the PCC and SLT in 2022, to give staff the most up to date software and communication facilities (MS Teams video calling and MS Teams chat) enabling us to communicate better with each other and internal/external stakeholders.

A further project has commenced which involves various stakeholder organisations and OPCC staff working together to enable the OPCC to make further use of M365 to enhance our technological capabilities.

The OPCC has almost completed an Information Governance Project which has seen a significant reduction in the amount of hard copy and electronic documents held by the OPCC, in compliance with our records retention and disposal procedure. This will support the transition to M365, ensuring a smooth transfer of information.



Meeting Date	17 July 2023
Report of	The Police and Crime Commissioner
Subject	PCC's Draft Annual Report 2022/23

EXECUTIVE SUMMARY

This report provides members of the Police and Crime Panel with a copy of the PCC's draft Annual Report.

RECOMMENDATIONS

Members of the Police and Crime Panel are recommended to:-

- a) Receive and comment on the PCC's draft Annual Report, attached at Appendix A
- b) Note the fact that there are a minority of data still to be confirmed once final data is published by the Office For National Statistics on 20th July 2023 (these are currently highlighted in red text in the draft report)
- c) Note that the report is a narrative only draft. The format will be changed in the final published version to a more engaging public facing style and;
- d) Provide the PCC with the Panel's response report (or recommendations) on the Annual Report by 28th July 2023.

CONTENTS

Main Report
Appendix A

BACKGROUND

1. The Police Reform and Social Responsibility Act 2011 ('the Act') requires each police and crime commissioner to produce an annual report on:
 - a) the exercise of the police and crime commissioner's functions in each financial year, and
 - b) the progress made in that financial year in meeting the police and crime objectives in the police and crime plan.
2. As soon as practicable after producing an annual report, a police and crime commissioner must:
 - send the report to the relevant police and crime panel
 - attend before the panel at the public meeting arranged by the panel in accordance with section 28(4), to
 - a) present the report to the panel, and
 - b) answer the panel's questions on the report
3. Police and crime commissioners must:
 - give the panel a response to any report or recommendations on the annual report (see section 28(4) of the Act), and
 - publish any such response
4. It is for the police and crime panel to determine the manner in which a response to a report or recommendations is to be published in accordance with section 12 (4)(b) of the Act.
5. Police and crime commissioners must determine the manner in which an annual report is to be published and arrange for its publication.

PROPOSAL AND DETAIL

6. The Annual Report of the South Yorkshire Police and Crime Commissioner (PCC) for the financial year 2022/23 is attached to this report in accordance with the statutory requirements set out above.
7. There are a minority of performance and outcome data that is yet to be confirmed once final audited data is published. These data are shown in red text in the draft report and will be updated within the report as soon as they are available.

FINANCIAL IMPLICATIONS

8. This report relates to the financial year 2022/23 – detail and outcome of which have already been shared with the Panel.

LEGAL IMPLICATIONS

9. The content of the PCC's Annual Report complies with the requirements of the Police Reform and Social Responsibility Act, 2011.

HEALTH AND SAFETY IMPLICATIONS

10. There are no health and safety implications.

EQUALITY & DIVERSITY IMPLICATIONS

11. Through monitoring delivery of the 'Treating People Fairly' priority of the Police and Crime Plan the PCC considers equality and diversity issues. He receives assurance from the Independent Ethics Panel on such matters.

12. The PCC has a statutory duty to consult the public on policing and crime issues and his engagement plans are designed to ensure he understands the needs of the diverse communities in South Yorkshire.

List of background documents		
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South Yorkshire Police and Crime Commissioner

Annual Report (Draft)

2022/23

DRAFT

Commissioner's Introduction

This Annual Report looks back over the financial year April 2022 to March 2023.

This is the last Introduction I shall write as Police and Crime Commissioner (PCC) as my current term ends in May 2024 and I am not seeking re-election. I am in a position, therefore, of being able to look back not just over one year but over almost ten – I was first elected in 2014 - seeing this year and the year to 2024 as the end point of a remarkable journey that South Yorkshire police (SYP) has been on – something I will return to.

In 2022-2023 I continued to keep the same three overarching priorities for the Police and Crime Plan, and they will remain in place for the rest of my term. I asked SYP to concentrate on

- Protecting vulnerable people
- Tackling crime and anti-social behaviour
- Treating people fairly

Although the priorities remained the same, within each there were some specific issues that had to be addressed.

For some time, there had been an on-going debate about the safety of women and girls in all our communities. But this was given fresh impetus after the shocking kidnap, rape, and murder of Sarah Everard by a serving metropolitan police officer in the summer of 2021. Last year saw a considerable focus on this and on the role of the police. We saw a lot of work around safety in the night-time economy and campaigns to raise awareness of the issues.

In part, as a result of this, new urgency was given to the needs of all victims and across all crime types. There was a recognition that a new police mindset was needed, one where their responsibility to victims was always at the forefront of all their activity.

The case of Sarah Everard and other disturbing issues in the Metropolitan police force raised serious questions about police conduct. They commissioned a review in February 2022 by Baroness Louise Casey into their standards of behaviour and internal culture. She reported in March 2023 and her conclusions were devastating: the Met was 'institutionally' racist, misogynistic and homophobic. The Commissioner, Sir Mark Rowley, could not accept the term 'institutional', and other chiefs said the same. I felt strongly that this was an opportunity missed by the Commissioner to enable his force to move on from what had been revealed and as a result trust and confidence will remain fragile for many years to come.

It also impacted on trust and confidence in policing generally. This is why I have always believed that my Public Accountability Board has an important role to play in giving the public of South Yorkshire confidence that I am holding the force to account and scrutinising their actions. It is why I very much value the work of the Independent Ethics Panel and its chairs; they have continued to give me assurance in the matter of police culture in South Yorkshire. And I acknowledge the willingness of the force to assist panel members in doing this work. Trust is given when a public service is transparent and willing to acknowledge mistakes and learn from them – though 'learning lessons' means more than identifying mistakes; it means changing behaviour and putting things right.

A further feature of the year has been the steady growth in the numbers of police officers - Uplift. South Yorkshire was given a target to meet as part of the government's overall commitment to increase officer numbers by 20,000 nationwide – roughly equivalent to the number of officers lost during the years of austerity. By the year end, the force had reached its target and should be able to sustain total officer numbers at 3039 for coming years. This was an immense effort – recruiting, vetting, training – by many people, including at Sheffield Hallam University where those officers who join without a degree are trained to degree level. But it will be a year or two yet before these new recruits are fully operationally deployable. Managing the expectations of the public around this was not easy. It means that the force has undergone a huge generational shift in a relatively short period. For a while the force will be younger and less experienced.

The recruitment process was an opportunity for the force to become more diverse. While there may be a greater proportion of females, there has been much slower progress in recruiting from ethnic minorities. This was disappointing, not least because the force had made efforts to reach out to some of those communities.

One thing of note during the year was the increasing interest central government took in matters of police performance. They introduced national policing measures as a means of assessing force performance and this became one more measure that police chiefs had to take account of in addition to what was in the local Police and Crime Plan and what the inspectorate required from them.

Overall, however, this was a year of consolidation and building on the good standards that the force reached by the end of the previous chief constable's tenure. And this brings me back to where I began.

When I became PCC in October 2014, South Yorkshire police were in a bad place. In her report on child sexual exploitation (CSE) in Rotherham between 1997 and 2013, Professor Alexis Jay had been critical of SYP's failure to protect those girls that had been groomed and sexually exploited by gangs. She estimated their number at 1400. Shortly after, the Hillsborough inquests concluded and said that SYP were responsible for the death of football supporters in the disaster at the Sheffield Wednesday stadium in 1989. By 2016, Her Majesty's Inspectors found that SYP 'required improvement'. Morale was low and public trust and confidence damaged.

But, by 2022 the force had been rated 'good' and 'outstanding' in terms of its ethical leadership, not least because of the leadership of Chief Constable Stephen Watson. When I asked Lauren Poultney to succeed him in 2021, therefore, the task was different but equally clear: to maintain that progress.

The force was again inspected by HMI (PEEL 2021/22) and the results made known in February 2023. It was clear that SYP had not only consolidated its position but had made further improvements. Of the categories inspected, the force was rated as 'outstanding' in 3, 'good' in 5, and 'adequate' in 1. It was not found to be 'inadequate' or 'requires improvement' in any category. This is now a high bar the force has set for itself.

As we look ahead, the financial situation looks bleak and the force will embark on priority based budgeting in order to find savings. The legacy issues remain a challenge – civil claims arising from Hillsborough and Rotherham CSE and the cost of the National Crime Agency's investigations into non-recent CSE. Without continuing government support at the same level as in the past, the cost of these legacy issues will make it even harder for the force to be properly funded. Whether this is the right moment to change the governance arrangements for policing in South Yorkshire is, perhaps, a moot point.

Throughout the year I continued my dual role: I held the force to account but I also supported them in all the good work they were doing to keep the people of South Yorkshire safe.

I thank my Chief Executive and the Office of Police and Crime Commissioner staff and the Chief Constable and all SYP officers and staff for all they have done this year,

Dr Alan Billings
Police and Crime Commissioner for South Yorkshire

The following is a summary of some of the key activities and achievements during 2022/2023. More detail on all of this is included in the following pages.

Protecting Vulnerable People	Continued to provide a range of victim support services including successfully gaining additional funding to support victims of both sexual violence and domestic violence and secured additional funding of £550,000 to help women and girls feel safer in public spaces.
	Development and launch of the South Yorkshire Violence Against Women and Girls Statement of Intent and a communications campaign “No More” aimed at tackling violence against women and girls in the night-time economy.
	Made sure that vulnerable children and young people remained a priority including SYP introducing a dedicated Child Sexual Exploitation (CSE) analyst role to identify and provide information on the changing and evolving nature of CSE and the introduction of the Philomena Protocol to ensure children who go missing from home can be found more quickly.
	Supported the Force Control Room to make improvements resulting in quicker answer times for 999 and 101 calls and easier access to the police where people may not necessarily need to speak to a call handler to report an incident or crime.
Tackling Crime and Anti-Social Behaviour	Continued to focus on providing an effective Neighbourhood Policing service which has included the introduction of a fourth neighbourhood policing team in Doncaster and in increase in officer numbers in Sheffield’s City Centre policing team.
	Secured continued funding for the Violence Reduction Unit (VRU) to take a public health approach to violence prevention and reduction. The VRU was able to provide funding of almost £700,000 to community organisations in South Yorkshire supporting young people and preventing them becoming involved in violence and supporting woman and girls who were victims and survivors of violence.
	Strengthened the focus on retail crime including having nominated retail crime officers at districts and contributing to Safer Business Days to support local businesses.
	The national police officer uplift programme was implemented successfully, and the target exceeded with the total officer headcount rising to 3,113 from 2,477. The additional officers promised as part of the council tax precept increase were also recruited. It will take time to train recruits, but South Yorkshire communities should be able to see additional officers in their areas during 2023/24.
	Focused on the disruption of Organised Crime Groups through SYP’s specialist Fortify Team which has seen some positive results of disruption work and investigations. This has led to many arrests, the recovery of large amounts of drugs and assets and safeguarding of vulnerable people. The GRIP programme using additional Home Office funding has produced some good results focussing on tackling serious violence.
Treating People Fairly	Continued to strengthen the scrutiny of stop and search through my Independent Ethics Panel who have attended external stop and search scrutiny meetings to view body worn video footage of police stop and search encounters and been able to feedback on findings to SYP.
	Continued to successfully run the Independent Custody Visiting scheme including recruiting additional visitors.
	Continued to use money taken directly from criminals to fund a local grant scheme, with over £300,000 being granted to local organisations
	Expanded face to face engagement with local people and organisations whilst still retaining online engagement where organisations or communities found this to be beneficial.
The Criminal Justice System	Worked in partnership with all criminal justice partners to ensure that effective processes were considered and put in place to deal with the backlog of cases that had built up in the wider criminal justice system because of the pandemic. This has resulted in a reduction of backlogs into magistrates’ courts.

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Violence Against Women and Girls

In 2021, the nation was shocked by several high-profile murders of women, sometimes in public spaces and sometimes involving a sexual element. It provoked a national debate about the safety of women and girls in contemporary society. Throughout 2022/23, in South Yorkshire Violence Against Women and Girls has been a key focus for my office, the police and all partner agencies.

Work to tackle the issue of violence against women and girls has included:

- ✓ The launch of the “No More” campaign in June 2022. A campaign that I have funded and highlights the many acts of mini aggression that girls and women face every day, not least in town and city centre bars, pubs, and clubs – the night-time economy. All the unwanted sexual comments, ‘banter’, suggestions or touching. The campaign is designed to start a conversation among men as well as women and between men and women in the 18-35 age group about what is and is not acceptable.
- ✓ Leading on the development and launch of the South Yorkshire Violence Against Women and Girls Partnership Statement of Intent. Twenty-eight South Yorkshire organisations have signed up to a shared set of principles and values to tackle Violence Against Women and Girls.
- ✓ Holding a partnership event in November, through the Violence Reduction Unit. The Event was attended by a range of organisations from across South Yorkshire, including the NHS, local authorities, local charities, and community groups.
 - During the Event, the results of my office’s Violence Against Women and Girls Scoping and Mapping Exercise were presented. This was a far reaching and in depth look at the work taking place to tackle the issue of violence against women and girls across South Yorkshire and took 6 months to undertake. The work resulted in identifying gaps in support or service provision for women and girls, as well as identifying examples of good practice and providing recommendations for future progress.
- ✓ The securing of additional funding of £550,000 to help women and girls feel safer in public spaces. £460,000 of this funding was used to install lighting and CCTV in 4 public parks, one in each district of South Yorkshire – each selected after consultation with the public.
- ✓ OPCC attendance at the Violence Against Women and Girls Independent Advisory Group to hear experiences of and get feedback from victims and survivors of violence. The group’s feedback has resulted in the development of a victim booklet specifically for victims of rape and serious sexual offences. The group have been able to contribute to the “No More “campaign mentioned earlier and have been asked for contributions from the Police in their work focussing on police perpetrated domestic abuse.
- ✓ Continued support to local organisations through the Violence Reduction Unit’s Violence Against Women and Girls Reduction Fund. During 2022/23, this has supported 18 organisations across South Yorkshire to the value of over £280,000.

Protecting Vulnerable People.

Any of us might become vulnerable at any time in our lives including due to being the victim of crime. Victim vulnerability needs to be recognised at the earliest opportunity so that the response can be tailored to meet victims' needs. Meeting those needs requires a partnership approach with the police working closely with other agencies including those providing victim support services, local councils, charities, and the wider criminal justice system. Victims of crime and their families want reassurance that what has happened to them is taken seriously, properly recorded and investigated, and that they are kept in touch with developments.

Violence against women and girls including rape and sexual offences are amongst some of the most serious and high impact crimes against a person and victims need to have the confidence to come forward and report to the police, similarly with Domestic Abuse.

Some of our most vulnerable people are children who can become vulnerable through sexual exploitation - on-line, on the streets or be drawn into criminality – by gangs seeking to exploit them.

Part of my task is to ensure that we have a range of services in place to support all victims, including the most vulnerable, such as those services provided through the Sexual Assault Referral Centre (SARC). It is important that we seek feedback from victims if we are to deliver effective victim-led services that continually evolve to meet victim's specific needs taking account of the changing nature of crime. It is vital that we continue to focus efforts on protecting our most vulnerable.

Key Activities and Achievements. During 2022/23 I have:

- Ensured the continued provision of a Victim Support service to the people of South Yorkshire (£567,000). During the past year, the Service:
 - Has strengthened and tailored its support specifically to children and young people. The service in South Yorkshire now has a Children and Young Person specialist who delivers staff awareness sessions to develop knowledge of supporting children and young people who are victims of crime. The sessions delivered during 2022/23 include a focus on supporting children and young people with additional needs, the pathways of referral to further support from partners and an awareness of Education, Health and Care Plans (EHCP)
 - Has been able to create a "Cyber-enabled Triage Champion" role. This means that the cyber-champion has dedicated time to keep up with fast changing trends in this type of crime, including fraud. The role was created to respond specifically to the rising incidences of cyber enabled crime, including fraud, stalking and harassment and image-based abuse.
 - Has continued to link in and provide a range of awareness sessions to partner agencies. This includes a presentation to Age-UK in Sheffield linked to their fraud project to provide support to the most vulnerable and intimidated fraud victims. It also included linking in with South Yorkshire Police to raise awareness with officers of the work of victim support and referrals routes, as well as delivering a presentation to Doncaster Early Intervention Team about Victim Support's service for victims of stalking.
 - Has introduced a dedicated stalking advisor to support victims of stalking and harassment in South Yorkshire
- ✓ Commissioned the Independent Sexual Violence Advocacy (ISVA) Service to offer practical help, advice and information for victims of rape and sexual abuse and their families. Once again, during the year we were successful in obtaining additional funding for the ISVA service which has meant being able to recruit additional ISVAs, ensuring continued high-quality support to victims including with support at Court if needed.

Key Activities and Achievements. During 2022/23 I have:

- ✓ Continued to support the regional Adult Sexual Assault Referral Centre (SARC) as well as co-commissioning the Child Sexual Assault Service in South Yorkshire to support adults, young people and child victims of sexual assault. Support includes with health and forensic needs as well as accessing a criminal justice outcome if that is what the service user wishes. Specific work to address service user needs has included:
 - The child SARC service's support worker and crisis worker have developed tools to support children who struggle to regulate their emotions. This was as a direct result of feedback from a victim who had used the children's SARC. This work was also supported by a clinical psychologist.
 - Improving access to SARC information for users and potential service users through updating leaflets as well as making them available electronically
 - Working on production of a video looking at a child's journey through the paediatric SARC that can be forwarded to service users prior to attendance to support their understanding of what the service does and does not do.
 - Receiving continually good feedback from child SARC service users and partners who regularly describe the service as "friendly", "informative" and "approachable"
- ✓ Discussed on Child Neglect, Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE) and County Lines which has seen:
 - The introduction of a dedicated CSE analyst role within South Yorkshire Police (SYP) who has created a Child Sexual Exploitation profile which provides up to date information to partners and the public. This means a better focus on the current and evolving nature of CSE in South Yorkshire.
 - The appointment of a force wide dedicated Child Sexual Exploitation Officer. The role added to the continual strengthening of both SYP and wider partnership governance arrangements around child exploitation, including through the established weekly Multi Agency Child Exploitation (MACE) meetings. The meetings have included representation from a wide range of partners including Health, Education, Social Care, Police, Probation, Youth Crime Prevention, Youth Offending Services and Psychological Services who discuss those children and young people identified as being at high risk of exploitation. The MACE process allows actions to be set and followed through in relation to safeguarding, diversion, prevention, and identification and provision of additional support.
 - The implementation of a Home Office funded project developed in partnership with SYP and EPIC Doncaster (part of Doncaster's Children's Services) which brings criminal exploitation awareness to life through a virtual reality experience. This headset-based immersion explains the signs, risks and dangers to children who may be vulnerable to exploitation.
 - Continued work on Operation Makesafe, where SYP raise awareness of CSE and CCE to the hotel and leisure industry so that staff are aware of the warning signs and can report quickly to the police. SYP have and are continuing to widen the reach of Makesafe to include taxi firms, fast food outlets and locally identified potential hotspot areas.

Key Activities and Achievements. During 2022/23:

- ✓ I have continued to focus on children who go missing from home, which in itself has potential links to CSE and CCE as discussed above.
 - During the year, there has been a full review of SYP's missing from home return interview process to make sure all opportunities are being maximised to understand the reasons for going missing and potential links to exploitation.
 - The Philomena protocol is now in place across all 4 districts/partnerships which ensures a plan is in place already for children at risk of, or who regularly go missing. The plan is put in place by carers, partners and police and includes things such as a child's description, known contacts, key people in the child's life etc. so that officers to make directed enquiries quickly to enhance the prospect of locating the missing child promptly.
- ✓ I have ensured a continued and evolving partnership approach to addressing Modern Slavery and Human Trafficking (MSHT). The MSHT team have been involved in the national operation "Operation Aidant" – a multi-agency approach to tackling MSHT. The team have also undertaken proactive work with Sheffield University in a research project to further embed the use of a tool already used in South Yorkshire called STIM. This is a risk matrix used to support the identification of trafficking online and is used to target and streamline police activity. Partnership working has also included collaborations with trafficking charity Snowdrop Project as well as other local outreach projects including those working with vulnerable women and girls.
- ✓ I have co-funded and/or co-commissioned domestic abuse services in each local authority area of South Yorkshire to support victims of domestic abuse including being successful in bidding for additional funding from the Ministry of Justice funding which has led to an increase in the number of Independent Domestic Violence and Sexual Violence Advisors across South Yorkshire.
- ✓ I secured £517,00 of external funding aimed at working with perpetrators of domestic abuse to intervene early and prevent further offending.
- ✓ Following the extensive training in "DA Matters" and "Child Matters" training programmes last year, refresher and continuous professional development training has been delivered as well as training being integrated into student officer training.
- ✓ We were also successful in getting additional funding which has been distributed to nine local providers to support vulnerable victims including with counselling/therapeutic support, outreach support as well as providing Domestic Abuse Navigators and Children's Support Practitioners. It has also helped to provide specialist support to male victims/survivors for of domestic abuse as well as support at court.

Key Activities and Achievements. During 2022/23:

- ✓ I have continued to focus on the increased threat to the vulnerable and changing nature of Cyber Crime, including Cyber Fraud. For example:
- South Yorkshire Police (SYP) have developed their response to the seizure of assets held in crypto wallets. Working with the Financial Investigators, the team are now equipped with the skills to freeze assets and recover cryptocurrencies. During 2022/23, the force signed up to Kommanue a dedicated cryptocurrency storage facility.
 - Given that cybercrime can be committed from outside of but have a direct impact on South Yorkshire residents and businesses, the cyber team have work closely during 2022/23 with regional colleagues in terms of supporting operations. For example, 'Cyber Switch Up' which is a digital and cyber skills competition aimed at young people aged 11-16 which is being run by the region and proactively supported by the force. There has been pop up events across South Yorkshire and live events in Doncaster and Sheffield as well as social media cyber protect messaging.
 - Partnership and prevention work has continued with links to companies and organisation in the South Yorkshire area including Sheffield University, Barnsley College, Barclays Bank and Trading Standards together with a number of schools across the region.
 - The force continued to support all officers including non-specialist officers to be able to support victims and to do their jobs effectively in the cyber and digital landscape by further updating the CyberDigiTools app, which is on all force mobile devices.
- ✓ I have liaised closely with SYP to gain assurance around improving access for the public to report non emergencies to the Force Control Room at Atlas Court, including:
- The introduction of automated routing of calls to the most appropriate department so that callers do not have to wait for a switchboard operator to transfer their call. This, together with other initiatives has led to the average wait time for calls to be answered to be reduced.
 - Continued development of the on-line reporting facility which provides people with another way of reporting non emergencies without the need to call 101, including continuation of an on-line domestic abuse reporting portal, introduced as part of the response to the Coronavirus pandemic.
- ✓ I have also continued to support the work of the Youth Offending Teams across the County (£688,000) aiming to keep young people away from crime and re-offending.

Performance and outcomes. South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP

- There was a 3% increase in 999 calls during 2022/23 whereas 101 calls remained almost the same (a slight fall of 0.3%.) Average wait times for 101 calls decreased by just over three and a half minutes from around 10 and half minutes in 2021/21 to just over seven minutes in 2022/23. (4)
- During 2022/23 there were over 39,000 referrals (1) made to Victim Support by SYP, individual self-referrals and from other sources.
- As a result of using Victim Support, people told the service that they felt better informed, had a sense of reintegration, felt safer, had an improved sense of well-being, felt better able to cope and had an improved experience of the criminal justice system.
- Recorded sexual offences have increased by 5% (5) in 2022/23* compared to the previous year. Recorded offences will include a mix of reporting of crimes that have taken place during 2022/23 and crimes which have happened in the past but which the victim has only reported during 2022/23. **(*Data only for 12mths to Dec 22 – to be updated following ONS release 20th July 23)**
- There has been a slight decrease in referrals to the Child Sexual Assault Assessment Service. 151 referrals were received during 2022/23 compared with 168 in 2021/22. Referrals to the Adult Sexual Assault Referral Centre (SARC) saw a slight decrease from 494 in 2021/22 to 450 in 2022/23 (3)
- I monitor closely what SARC service users tell us about their experience. During the year it has been overwhelmingly positive including: “staff helped me feel safe and comfortable as much as possible. It’s not nice circumstances but came across caring” “staff were really caring and non-judgemental” “Friendly, not felt like i had to do anything I didn’t want. I was given plenty of opportunity to change my mind” “Every bit of information was explained, and I was free to make my own choice with no pressure. I felt like I am not alone, like a place I can go for help is there if I need to and I won’t have to suffer in silence” (3)
- During 2022/23, there were over 1850 referrals (2) into the Independent Sexual Violence Advisor (ISVA) service, an increase of about 2% compared to 2021/22.
- Some feedback from users of the ISVA service has included “My advisor has been a constant source of support and guidance, providing me with assistance for any uncertainties and promptly answering any questions I had.” “I felt safe and secure, and I understood all the options I had.” “I felt like I had someone who understood me and respected all my decisions, my ISVA also really supported me with my decisions.” (2)
- Recorded domestic abuse crimes increased by 6% during 2022/23 compared to the previous year (4). Ensuring identification of domestic abuse crimes is a priority for me to make sure that these crimes can be tackled, and victims supported.
- The domestic abuse arrest rate has decreased from 48% in 2021/22 to 46% in 2022/23(4), although the high-risk suspect arrest rate has remained at an average of 90%. South Yorkshire Police make good use of Domestic Abuse Protection Notices to safeguard victims – with one of the highest authorisation rates of all forces during 2022/23
- There was no statistically significant change to the overall satisfaction with the police of victims of domestic abuse – 81% satisfied overall in 2022/23 compared to 82% in 2021/22. (4)

A Day in the Life of a Trainee Police Officer

In 2019, the Government announced plans to recruit an additional 20,000 police officers nationally. As a result, over the past couple of years, all police forces have seen an increase in the numbers of new officer recruits and have had to work quickly to provide training and networks to support those recruits. Here, one new officer recruit tells us what it's like to be a trainee police officer with South Yorkshire Police.

Joining as a new recruit

In early 2023 I joined South Yorkshire Police as a recruit on the Police Constable Degree Apprenticeship Programme. My initial 22 weeks training takes place at South Yorkshire Police's training facility. Once the 22 weeks have been completed there, we will, as trainee officers go to one of the districts that make up the region of South Yorkshire and be paired with a Tutor Constable who will then guide us through 2 x 10-week placements. Once these are completed, we will return to the training centre for further study. This will then complete the first year of training with the subsequent years following a similar pattern. No two days at the training centre are the same but here is an overview of a typical 'day' in the life of a trainee officer.

Classroom Learning

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There is a huge amount of legislation, police powers and study that needs to be addressed before we first join our colleagues in districts on placement. It is essential we know and understand the legislation we as officers will be guided by and will be applying alongside the legal powers we hold. The parameters in which we work and the framework to which we as officers are held, such as The Code of Ethics and National Decision-Making Model, are interlinked and woven throughout all our learning journey.

Operational Police Training (OPT)

Together with the classroom learning, the Operational Police Training (OPT) aspect draws on the situations that as officers we will be expected to deal with and the correct procedure for such matters. This has included first aid, sudden death, victim care, vulnerable victims, stop and search, arrests and custody and many other more practical based possibilities. Linking this together with the legislative aspect, legal powers and police procedural framework allows us to gain a comprehensive understanding of our role.

Scenarios

An important aspect of our training is taking the classroom learning and OPT into scenario-based situations. This allows us to put into practice our learning so far and receive feedback from our trainers. Feedback is an important aspect of the overall training schedule ensuring we are meeting the required standards and targeting any areas needing improvement.

Officer Safety Training

As Police Officers we will be faced with challenging situations daily. Some of these may require us to protect ourselves and others. It will also require us to deal with large scale events, public order, night-time economy and people who might pose a risk. To carry out these duties safely and correctly it is vital we learn the procedures and protocols for doing so. Once again, all our activity is underpinned by both local and national frameworks for standards and behaviour.

Sheffield Hallam University Modules and Assessments

Alongside the training delivered by South Yorkshire Police, another important element of training is the modules and assessments set by Sheffield Hallam University. For the degree apprenticeships, the course is a 3-year programme resulting in a degree in Professional Policing upon completion. The other entry route for trainee officers, the Degree Holder Entry Programme, is a 2-year course. Sheffield Hallam University study time is interwoven into our timetable with days spent at university alongside home learning, assignments, and assessments. As students we must complete all that is required by the university and failure to do so would result in being asked to leave the programme. No pressure then!

All in all, as a trainee officer we are undertaking a thorough and intensive training programme that is equipping us to be the best force of the future and the finest version of ourselves.

Trainee officers come from all walks of life. I am a single mother who has changed career now my children are older but other members of my cohort are in their first professional role. There are ex members of the armed services, prison service and people who have worked in other roles within policing. We have shop workers, hairdressers, IT managers, NHS staff, people who have worked in hospitality and security guards. The list is endless. The knowledge, skills and behaviours needed to be a police officer are not found in jobs per se. They are found in people. Joining South Yorkshire Police has been the best decision I have ever made, and I feel excited to continue in my trainee journey and a long career ahead of me.

Tackling Crime and Anti-Social Behaviour

The nature of crime continued to evolve during 2022/23 with recorded crime seeing increases following falls during the pandemic. People's concerns around road safety started to increase and we saw an increase in attacks on emergency workers and those working in retail. Tackling crime and anti-social behaviour needs a high degree of partnership working between the police and other agencies to be effective. Police, Fire and Probation also have a duty to collaborate to keep people safe. Community Safety Partnerships (CSPs) are a key way in which partners across South Yorkshire work together to tackle crime and anti-social behaviour and to keep people safe. CSPs are made up of representatives from local authorities, South Yorkshire Police, health services, housing associations and Fire. During 2022/23, I provided funding of over £585,000 to help them work towards achieving the Police and Crime Plan priorities. Neighbourhood policing relies on good partnership working too with all local agencies, including in Safer Neighbourhood Services where partners are co-located in the same building to address local priorities more effectively. Wider criminal justice partners come together in South Yorkshire as part of the Local Criminal Justice Board. The Violence Reduction Unit has continued to promote a public health approach to tackling violent crime with close partnership working between local authorities, the voluntary and charity sectors, health partners and others.

Key activities and achievements during 2022/23.

- ✓ Through continuing to host the Planning and Efficiency Group meeting between SYP and the OPCC senior leadership teams and OPCC officer attendance at internal SYP meetings, I have continued to focus on ensuring an understanding of the changing nature of demand on policing services and the best use of police resources. The discussions at this meeting, together with public and wider consultation help inform the budget and strategic planning decision making in tackling crime and anti-social behaviour.
- ✓ Ensured the Countywide Community Safety Forum continued to meet quarterly during 2022/23, using a mix of physical and virtual attendance. During the year, the forum has allowed the Community Safety Partnership (CSP) leads from across South Yorkshire to meet with the me and discuss how partnership and PCC priorities are being delivered and the outcomes being achieved including:
 - Achieving positive outcomes in relation to CCTV deployment in key crime and anti-social behaviour hotspot areas, being able to fund specialist co-ordinator posts and delivering prevention and other advice to groups in local communities including to young people in schools.
 - Ensuring effective and timely partnership working in securing bids for additional central government funding to deliver key local priorities.
 - Ensuring flexibility for CSPs in spending PCC funding on projects that might still be being adversely impacted by the pandemic.
 - Focussing on key areas of national as well as local priority including violence reduction and violence specifically against women and girls.
 - Understanding the impact of rises in the cost-of-living and the impact of inflation during 2022/23 on local people and how that is and will impact on the safety of communities and residents in future.
- ✓ I continued to focus on the development of neighbourhood policing. This sustained focus has seen:
 - A fourth neighbourhood team established in Doncaster (Doncaster North) to align with Doncaster Council's localities and improve partnership working and outreach into local communities.
 - An increase in officer numbers in Sheffield's City Centre policing team which has increased the visibility of police in the city centre and allowed more engagement opportunities including crime prevention stalls, pop up police stations and hate crime stalls.
 - Rotherham Central Neighbourhood Team winning the national Tilly Awards partnership category for their partnership working with Rotherham Council in their use of the Problem-Solving methodology in Operation Grow. This joint operation has been successful in tackling the illegal cultivation of cannabis plants which was leading to power cuts and community tensions. The operation has led to the seizure of over £10m of cannabis plants.

Key activities and achievements during 2022/23.

- Continued focus on offender management, with weekly meetings taking place to plan activity around those likely to fall back into criminality within neighbourhoods and increased numbers of curfew checks. Alongside this, offenders have been offered other diversionary activities where appropriate which seeks to help reduce further instances of crime
 - The setting up of Neighbourhood Crime Teams in some areas to allow a pro-active and re-active approach to tackle neighbourhood crime, with a clear focus on the targeting of identified suspects and working in areas of increased and emerging crime hotspots with an view to preventing crime.
 - The successful use of the recognised problem-solving methodology to address specific neighbourhood issues using a partnership approach and monitoring outcomes for residents.
 - Neighbourhood teams working together with other policing teams and partners to assure members of the public in local communities. For example, as part of Operation Sceptre, a nationwide operation highlighting and tackling knife crime, neighbourhood teams held 28 local community meetings so that members of the public could speak to neighbourhood officers directly to raise issues first hand and for neighbourhood teams to provide re-assurance to local residents.
- ✓ I am very aware that victims of anti-social behaviour (ASB) are generally less satisfied with the police response than those who are victims of crime. I have been keen to increase satisfaction and was pleased to see a spotlight put on ASB from the police through the launching of the first ASB Symposium in South Yorkshire by SYP in June with a second in November. The symposium was a chance for the police to re-focus their efforts, taking account of new and revised National Police Chief Council's principles in tackling ASB. This included, ensuring victims are confident in reporting ASB knowing they will be taken seriously and making sure Local Authority and other boundaries do not prevent a co-ordinated response to tackling ASB. Taking account also of the principle that those responsible for ASB should take responsibility for their behaviour and repair the harm they have caused with criminal justice options being used as appropriate.
- ✓ There has been a continual focus on the key priorities for local communities; residential burglary, anti-social use of vehicles and drugs offences including:
- The continued use Operation Duxford across the County. These targeted days of action focus on the things that matter to local people. In one operation in Doncaster over 170 vehicles were checked for speeding with 24 speeding vehicles dealt with, as well as police and partners dealing with the dismantling of drug cultivation properties. In Barnsley 24 arrests were made linked to burglary, vehicle crime, money laundering, robbery and affray. Twenty-eight arrests were made in Sheffield on one operation, many linked to drugs and vehicle offences and in Rotherham, 18 arrests were made with 26 speeding drivers dealt with, drugs and cannabis plants seized and suspects of domestic abuse dealt with.
 - The roll out, force wide, of a Barnsley initiative (7 x 3 Burglary Reduction Plan) which directs burglary reduction activity across all district policing teams and the continued use of problem-solving approaches in key burglary hotspot areas together with the use of property marking with SmartWater resulting in a reduction of burglaries in those areas.
 - The police using an HGV on the County's motorways to tackle the illegal use of mobile phones in cars.
 - The introduction of the Roads Policing Proactive Team in June which has contributed to tackling vehicle crime, recovering £1.8m of cloned and stolen vehicles and making 52 arrests in connection with these crimes. The specialist team has been able to work collaboratively with neighbourhood teams, officers focussing on rural crime and on cross-border operations to tackle car crime including helping stop a series of Land Rover thefts.

Key activities and achievements during 2022/23.

- ✓ I have also supported the work of drug treatment services who conduct drug testing in custody (£893,000) in relation to certain offences. The services work in the custody suites to engage with detainees who test positive for the use of opiates. During the year, these services have proactively engaged with detainees who may be using other substances or alcohol to provide them with routes into treatment services. All of which aims to address substance misusing behaviours that could be a cause for offending behaviour. In addition, a Drug Testing on Arrest Co-ordinator has been appointed to increase the numbers of drug testing being done on arrest, focussing on specific crimes where drugs are known to feature as an issue in offender behaviour.
- ✓ As a result of my request for a focus on retail crime, SYP have now fully implemented the new digital asset management system (DAMS) across all of South Yorkshire. The system gives the force the ability to handle CCTV footage obtained from retailers more efficiently. All districts now have nominated officers who are tasked to focus on retail crime who have built up good relationships with retailers during the year and have encouraged retailers and business partnerships to subscribe onto the system, provided advice and training to retail staff and advised on evidence gathering, information sharing and the reporting processes. As part of Safer Business Actions (SaBA) days which are a joint approach by police, business, private security and business partners, South Yorkshire Police participated with activities across the force area. This included engagement stands offering crime prevention advice and reassurance to retailers, test purchases for fireworks and joint patrols.
- Page 68 ✓ I have maintained the focus on rural crime with:
 - The amalgamation of the work of the police off-road bike team with rural crime including a changed shift pattern to better align the teams' working hours with rural crime demand so that the team were more proactive with operations during the hours of darkness.
 - Over 40 nationally trained wildlife crime officers being embedded into front line response and neighbourhood policing teams with support from a dedicated rural/wildlife crime sergeant and a co-ordinator.
 - Specific rural and wildlife crime training being delivered for officers as part of their continuous professional development (CPD)
 - The building of strong relationship with the Crown Prosecution Service's regional specialist wildlife crime prosecutor
- ✓ The focus on disrupting the activity of Organised Crime Groups (OCG) has been maintained through the work of the Fortify Teams at districts. The teams have seen some significant results in respect of taking drugs worth thousands of pounds off the streets, seizures of cannabis plants, investigating firearms offences, serious assaults and exploitation including through County Lines ⁽¹⁾ and identification of modern slavery. As a result of focussed activity, Doncaster saw a 33% increase in trafficking and possession of drugs offences in one particular quarter of the year. Fortify teams have also been pro-active in tackling the exploitation of adults and children by OCGs. Sheffield's team, for example, have met with partners every other week including Social Care's Child Exploitation Team as well as with other organisations and have taken a lead in investigations linked to exploitation. This closer partnership working has lead to Increased identification of modern slavery as well as the successful re-location of 2 young girls being exploited by OCGs.

(1) County Lines is where illegal drugs are transported from one area to another, often across police and local authority boundaries (although not exclusively), usually by children or vulnerable people who are coerced into it by gangs. The 'County Line' is the mobile phone line used to take the orders of drugs. Importing areas (areas where the drugs are taken to) are reporting increased levels of violence and weapons-related crimes as a result of this trend.

Key activities and achievements during 2022/23.

- ✓ 2022/23 also saw the expansion of the Armed Crime Team which now covers all 4 districts in South Yorkshire after starting in Sheffield. The team have worked closely and successfully alongside colleagues in the Fortify Teams and Neighbourhood teams to tackle and reduce armed criminality. The work of the team has seen reductions in firearms discharges, a large number of suspects being charged as well as prison sentences being increased for criminals where additional linked crimes have been successfully investigated. As an example of the pro-active work of the team, in just one quarter of the year, the team were holding 60 investigations, 18 linked directly to firearm discharges / violence, 18 linked to recovery / found firearms with the remaining linked to drugs or modern slavery.
 - ✓ Throughout the year, I have monitored closely the additional resource allocated to tackle serious violence through the GRIP funding programme provided by the Home Office. The programme requires South Yorkshire Police to run additional intensive, high-visibility foot patrols in specific "hotspot" areas where data shows a risk of serious violence. This is in addition to normal policing activity delivered by the neighbourhood policing teams in those areas. Results during 2022/23 were very positive. Independent evaluation by Cambridge University showed that the additional "GRIP" patrols had led to 12 hotspot areas seeing statistically significant reductions in crime and 46 of the 60 hotspot areas seeing mean levels of crime fall compared to before additional patrols took place. Cambridge University have concluded that South Yorkshire's residents have benefited from the implementation of the programme and suggested that all forces nationally should look to follow South Yorkshire's example of how GRIP funding has been used.
- I continued to develop and strengthen the South Yorkshire Violence Reduction Unit (VRU). (The addition GRIP funding mentioned above, was available only to those police forces with a Violence Reduction Unit.) There is more about the unit in the following page.

Violence Reduction Unit

The South Yorkshire Violence Reduction Unit (VRU) was established in September 2019 and continued its work during 2022/23 following a further successful bid for funding. This three-year funding deal saw the Unit receive £2.89m in 2022/23, to be followed by £2.16m and £2.14m in the following two years. The VRU takes a Public Health Approach to preventing and reducing violence in South Yorkshire. This means that the Unit plays a co-ordinating role, drawing together key partners and aiming to promote a whole-system approach. The Unit aims to understand the causes, and the causes of the causes of violence, and supports projects which aim to prevent violence before it happens, stop violence once it has started, and find a way out for those entrenched in violent behaviour. The Unit further aims to promote attitudinal change and alter the long-term societal norms and behaviours which contribute to violence in the first place.

Key Activities and achievements

During 2022/23 the Unit's achievements included:

- ✓ The management of two grant funding rounds, the Violence Reduction Fund, which focused on supporting young people and preventing them from becoming involved in violence, and the Violence Against Women and Girls Reduction Fund.
- ✓ Contribution to the inclusion of a Violence Reduction Action Plan within each of the four Community Safety Partnership's strategies. These plans address the priorities identified in the VRU's Area Profile and help ensure multi-agency commitment to reducing violence in local communities.
- ✓ Delivery of the Plan B Custody Navigator and A&E Navigator schemes, which offer people in police custody or at A&E for incidents relating to violence an opportunity to make positive changes in their lives.
- ✓ The delivery of Trauma Informed Training. This programme has trained staff who work with young people across South Yorkshire. The evidence shows many young people who get involved in violence and criminality have had adverse childhood experiences growing up, which has affected them and how they subsequently behave. The aim of this project is for all staff who work with young people to be 'trauma informed', and to include the possibility of childhood trauma when making assessments and engaging with young people.
- ✓ The launch of an Interactive Trauma Hotspot Heatmap. This was put together alongside researchers from Sheffield Hallam University, and maps trauma hotspots across South Yorkshire.
- ✓ Supporting South Yorkshire Police in its delivery of the GRIP programme, using Home Office funding to target violence hotspots.
- ✓ Holding several Violence Against Women and Girls engagement events with partners.
- ✓ Supporting Operation Sceptre, a national week of police action to tackle knife crime, which took place twice in 2022/23.
- ✓ Working with two creative campaign agencies to develop Violence Against Women and Girls communications campaigns, focused on positive male role models and behaviours. These campaigns will be launched in the 2023/24 financial year.
- ✓ The agreement of partners for the VRU Executive Board to become a Serious Violence Executive to oversee the responsibilities of the Serious Violence Duty (SVD)⁽¹⁾ introduced on partners in 2022/23. This allows the executive to direct the VRU's activities and performance in this area. The SVD partners have started work on a needs assessment to inform a new Serious Violence Strategy to be delivered in January 2024.

(1) In January 2023 the Government introduced a Serious Violence Duty placing a responsibility on key organisations – described as specified authorities – to work together to address and reduce serious violence.

Performance and Outcomes. South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP.

The coronavirus lockdowns and restrictions have impacted on levels of recorded crime and ASB, performance and outcomes. This needs to be taken into account when looking at decreases or increases in recorded incidents and crime.

➤ During 2022/23 compared to 2021/22*

- Total recorded crime in South Yorkshire (excluding fraud) increased by 12% compared to an 8% increase across England and Wales (1). *
- The recorded level of residential burglary has increased by 16% compared to a 3% increase across England and Wales. (1) *
- Recorded levels of drug offences have decreased by -10% compared to a decrease of -4% in England and Wales (1) *
- Recorded levels of Anti-social behaviour recorded by SYP have fallen by -8% (2).
- Total recorded knife crime increased by 8% (1) *
- Recorded firearms offences (excluding air weapons) increased by 42% compared to an increase in England and Wales of 11%. *
- Recorded levels of violence against the person crimes increased by 10%. There was a 5% increase in levels in England and Wales (1). *
- Recorded levels of vehicle offences have increased by 24%, compared to an increase of 14% in England and Wales (1) *
- Recorded volumes of hate crime have risen by 4%. (2)
- Adult re-offending has fallen by 1.7 percentage points. Juvenile re-offending has decreased by 2.6 points (3)
- The percentage of victims of selected crimes who are satisfied with the overall service from the police saw no statistically significant change – 72% satisfied in 2022/23 compared to 74% satisfied in 2021/22 (4)

➤ The South Yorkshire Violence Reduction Unit:

- Provided grants of more the £688,000 to 43 organisations across South Yorkshire supporting young people and preventing them becoming involved in violence and supporting woman and girls who were victims and survivors of violence.
- Used GRIP funding from the Home Office to allow an additional 260 days of police patrols to 7,726 hotspot areas of violence. Forty-nine arrests were made, and fifty-eight other offences identified. Ninety nine percent of the hotspot areas that were due to be visited were visited with 94% of those being patrolled twice each day in line with the programme aims.
- Has seen 28 organisations sign up to the Violence Against Women and Girls Partnership Statement of Intent launched during 2022/23 and which sets out a shared set of principles to tackle violence against women and girls in South Yorkshire.
- Engaged with 275 police custody detainees with the Plan B Custody Navigator Programme including 83 who continued to engage with the programme after release.
- Were able to accept 175 referrals onto the Accident and Emergency Navigator Programme – an increase of over 180% on the previous year

*** Data only for 12 months to December 2022. Data will be updated for the 12 months to March 2023 following the ONS release on 20th July 2023**

(1) Source: Office for National Statistics: Police Recorded Crime

(2) Source: South Yorkshire Police - South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP

(3) Source: Ministry of Justice proven re-offending statistics. (Comparing July 19 – June 20 cohort with July 20 to June 21 cohort - latest data as at April 2023.

(4) Source: SYP Victim Survey – samples views from vulnerable victims plus victims of burglary, hate crime and vehicle crime

Treating People Fairly

The fair treatment of individual residents and communities in South Yorkshire is essential to maintain the public's trust and confidence in the police and partner organisations. Whoever the police engage with, they should seek at all times to treat people with courtesy and respect. This includes understanding and addressing such issues as racial and cultural differences. SYP's workforce needs better representation of women and those from ethnic minority groups at all ranks and in all roles – something that has been a focus throughout 2022/23. South Yorkshire is a mix of communities – urban and rural, inner-city and suburban. All deserve a fair share of police resources. Focus for this priority during the year has been to not only make sure people are kept safe, but making sure people feel safe with the force focussing on how communities can feel reassured, especially in those places that are more remote or are smaller townships.

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- ✓ I have continued to convene the Independent Ethics Panel (IEP) whose role is to contribute to the overall level of assurance around the ethical culture within South Yorkshire Police. The Panel provide specific assurance to me on equality and diversity and fair treatment issues.
 - ✓ The Panel's lead member profiles were refreshed during 2022/23 with lead member roles focussing on particular areas of work in more detail outside of the quarterly meetings. There are Lead Member roles for:
 - Stop and Search
 - Equality, Diversity, and Inclusion
 - Complaints and Professional Standards
 - ✓ The lead IEP member has continued to attend the external scrutiny panel for Stop and Search following its successful re-launch in late 2021/22 using body worn video to scrutinise stop and search encounters. IEP members have received updates on stop and search panel findings and assurances on the effective operation of the panel. The focus most recently has been on working towards a panel that is representative of South Yorkshire communities, particularly those who may be impacted most by stop and search.
 - ✓ The stop and search lead has also focussed attention on understanding further the issue of disproportionality. In particular through analysing data by age group (more 17-35 year olds are stopped than other groups) and by location to understand how these two aspects are impacting on disproportionality. The work to analysis location has been impacted by IT issues during 2022/23 but will be a continued focus into 2023/24.
 - ✓ The Chair of the IEP has helped support SYP's Use of Force lead in testing arrangements for the setting up of an external public scrutiny panel looking at use of force by officers – the Chair's experience of supporting SYP with the Stop and Search panel has been particularly beneficial.
 - ✓ During the year, the Panel leads have sought assurance from SYP on pro-active work being undertaken to improve representation from those whose ethnicity is other than white in the SYP workforce. Leads found some good examples of pro-active positive action to attract interest in a career in policing from under-represented groups including the provision of additional resource in this area to support the lead positive action officer. Whilst there are some signs that this work has increased the number of applications from ethnic minorities, this has still to translate into increased representation in the workforce overall. There is still more work to do and something that I will continue to focus on through the work of the Panel
 - ✓ The Panel agreed a culture work programme during 2022/23 which is a medium-term piece of work seeking assurance on the implementation in May 2022 of SYP's Values and Behaviours Framework. Panel members commenced work on the programme which has involved speaking to focus groups with the workforce, presentations from managers and testing out the culture as part of panel members' lead role work.

Key activities and achievements during 2022/23

- ✓ The Panel have also followed progress during 2022/23 of the implementation of SYP's Leadership Academy courses which launched in 2021/22 both in respect of their work on the culture of the organisation and also with a view to seeking assurance around increased leadership skills including supportive leaders within the force.
- ✓ To understand the issue of over-representation of some minority ethnic groups within the wider criminal justice system, I have continued the work of the group I set up as part of the Local Criminal Justice Board to consider the issue. The group includes representation from the police, CPS, the prisons, Youth Offending Teams and Probation who have continued work looking at understanding partner data in respect of the ethnicity of those in the criminal justice system and where the data show racial disparities, then looking at whether the disparity can be explained or if not, then committing to reforming. The group has also drafted a Statement of Intent currently being shared with communities for their input. Some partners have held listening events which will also feed into the work of the groups as they are held.
- ✓ I actively engaged with Sheffield's Race Equality Commission in their work to provide an independent strategic assessment of the nature, extent, causes and impacts of racism and race inequality within the city. The Commission put forward a number of actions under the heading of Proportionality and Equity in Crime and Justice which did dovetail with the work already being undertaken by my office and the Independent Ethics Panel. I continue to offer my support to the Commission as it moves forward with its work into 2023/24.
- ✓ I have led a partnership with the Probation Service which sees us continue to provide a Restorative Justice Service in South Yorkshire (£198,172). The Restorative Justice Service helps set up communication between those harmed by crime and those responsible for the harm. The aim is to give victims an opportunity to let those responsible know of the full impact of the offence. It also allows people committing offences the opportunity to take responsibility for their actions.
- ✓ I have continued to successfully run the Independent Custody Visitors scheme, by which random checks are made on the custody suites in South Yorkshire to ensure that detainees are being treated fairly and properly. As well as physical un-announced visits to custody suites, a desk top check of custody records has also taken place to supplement the visits.
- ✓ I have been able to recruit new Independent Custody Visitors as well as having the pleasure of awarding some long service certificates; 6 ICVs have been an ICV for over 5 years and one ICV has been in post for over 10 years. Five new custody visitors were welcomed onto the team during the year.
- ✓ Three training events and conferences took place to support custody visitors. This covered general awareness raising in relation to visitors' roles, the role of the Liaison and Diversion team in Custody and the Custody Navigator Scheme. Two training sessions have focused on Dignity in Custody which has covered Juveniles, Transgender people in custody and Physical Disabilities in custody.
- ✓ Regular meetings have been held between my office and the Chief Inspector for custody whereby any issues found as a result of custody checks and actions to address these are discussed and monitored. Issues raised and progress monitored as a result of visits and checks include, for juvenile detainees, a focus on more timely provision of appropriate adults and checks in place to ensure safeguarding referrals are made to partners where needed.

Engagement with South Yorkshire's Communities.

As the year has progressed, I have continued to return to face-to-face engagement with communities but have continued to utilise virtual meetings where necessary in order to meet with as many people and organisations as I can

During 2022/23 I have:

- ✓ Made better use of social media to share visits or events that I am attending but also to source new events and opportunities for me and my office to take part in and attend if possible.
- ✓ Established new community contacts and a new contacts tracker has been created and continually updated to collate details and share information at relevant periods throughout the year. For example, to publicise the precept and priorities survey.
- ✓ Continued to produce a weekly Blog to keep members of the public, partners, and communities up to date with how I have been carrying out my role. This has generated comments and questions from members of the public each week, allowing me another way of having regular and direct conversations with individual members of the public and community groups and has also led to follow up meetings and events.
- ✓ Consulted widely with the public during the latter half of 2022 to understand what was important and what the priorities were for residents and businesses of South Yorkshire. This also included gathering views on the level of council tax precept for 2023/24.
- ✓ Attended community, parish, and town council meetings as well those held by the 4 local authorities and public meetings to keep up to date with emerging themes and concerns.
- ✓ Met with representatives from hard-to-reach communities such as within local mosques, on occasion with Violence Reduction Unit colleagues. The aim is to continue developing these throughout 2023/24.
- ✓ Held a number of engagement stalls in communities, often alongside neighbourhood policing teams and voluntary groups, to speak to members of the public about the policing and crime issues that affect them in their areas.
- ✓ Undertaken re-active engagement following issues raised directly with me through correspondence or phone calls. These issues have been successfully resolved by joint working with other partners by undertaking visits with local neighbourhood policing teams.
- ✓ Attended Internal meetings such as the neighbourhoods board, together with OPCC officers supporting me, to share with the police the information and feedback that I get from my visits on the ground and seek assurances that the views of local people are being taken into account and issues dealt with.

In addition:

- ✓ I have received, analysed, and replied to correspondence from local residents and councillors to take account of the views expressed and issues raised and have taken issues up with SYP as appropriate. Themes from correspondence during the year tend to mirror topical issues at any particular time including national issues but have included delays in vetting and DBS checks, the off-road bike team and dangerous dogs.
- ✓ I also received compliments about SYP; typically, these are from people expressing gratitude for the support individual officers have given them.

The Commissioner's Community (POCA) Grants Scheme.

Community Grants of up to £10,000 are available to those community groups that can help me achieve the priorities set out in the Police and Crime Plan. The scheme sees money confiscated from criminals as part of the Proceeds of Crime Act (POCA), form part of the budget available for charities and organisations to apply for.

During 2022/23:

- ✓ I was able to allocate over £300,000 to community groups. Some of the grant allocations included:
- £10,000 to the Snowdrop Project to help provide a long-term holistic casework support programme for people who have been victims of modern slavery. Support in this area is normally only available on a short-term basis, so a long-term programme is essential. Support is provided on a one-to-one basis and includes advocacy as well as practical and emotional support for survivors. Caseworkers help create a plan for survivors to move forward. Whilst the success of the programme specific to this grant will be monitored during 2023/24, the casework already undertaken by the project shows that 49% of people worked with were able to enrol into education and 45% move into permanent housing.
 - £7,500 to Aspire Amateur Boxing Association in Sheffield to allow them to deliver 10 interactive workshops for young people as well as their parents over and above the usual boxing club activities. The workshops have used drama, spoken word artists and guest speakers and covered issues of Child Sexual Exploitation, County Lines and Knife Crime. Monitoring outcomes of the workshop has shown some extremely positive feedback from participants in respect of raising awareness and allowing further exploration of issues with young people and parents alike.
 - £4,000 to Healey City Farm in Sheffield to undertake weekend supervised activities for young people who are at risk of crime. The offer of activities can be targeted through local Police Community Support Officers who are able to identify local young people who are at risk and offer them alternative engagement activity through the weekend project. Other organisations can also refer onto the weekend project. Feedback from participants and their families has been monitored and has been very positive, especially around helping young people communicate more confidently about any particular issues they might be experiencing.
 - £10,000 Edlington Hilltop Associates in Doncaster to be able to continue and expand their work supporting women at risk of violence due to domestic abuse. The support focuses on wellbeing therapy sessions and on making the sessions as accessible to those needing them as possible. The funding was awarded late in the 2022/23 year and outcomes from the work will be monitored during 2023/24.
 - £9,990 to Angling For All in Barnsley to provide coached angling sessions as a diversionary activity for those at risk of offending or have been involved in criminal activity previously. Outcomes of the activity are being monitored during the next 12 months.
 - £10,000 to Active Regen Community Foundation in Rotherham to deliver activity group sessions to those people deemed high risk and vulnerable in Kimberworth and Dinnington. The sessions include physical as well as mental health activity sessions. The sessions also incorporate positive role modelling and mentoring not only by staff but also previous participants in the sessions/programme.

Performance and Outcomes - South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP.

Stop and Search

SYP’s stop and search activity during 2022/23 is shown in the table below. The table shows some disproportionality in the rate of stop and searches on people from minority ethnic groups with a slightly higher positive outcome rate. The Independent Ethics Panel have sought and continue to seek re-assurance around this as part of their work, looking particularly at how locations of searches and breakdown by age affects disproportionality. (See earlier in the report).

South Yorkshire April 2022 - March 2023 ⁽¹⁾ (Person searches only – self defined ethnicity)				
Ethnicity	No. of searches	% of searches	Rate per 1000 population*	% Positive outcome**
White	7040	64%	5.8	31%
Black	454	4%	13.4	36%
Asian	750	7%	9.5	32%
Other	135	1%	5.3	42%
Mixed	263	2%	8.6	40%
Not Stated	2309	22%	-	19%

*Rate per 1000 population is based on 2011 population census data. These are the latest official statistics available that break down the ethnicity of the UK population and so need to be used as a guide only as population demographics may have changed.

** A positive outcome includes outcomes such as arrest, warning, caution and summons/charge by post or penalty notice

Data Source:
 (1) SYP:
 Data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP
 (2) OPCC

SYP Workforce

✓ As of 31st March 2023, the percentage of SYP’s whole workforce from an ethnic minority background stood at 5.3%, this was a small increase on the figure as at the end of March 2022 of 5.0% ⁽¹⁾

During 2022/23 my engagement team and I have:

- ✓ Engaged with a total of 4,830 local people across 217 events between May 2022 and March 2023, including almost 500 people from minority ethnic communities.
- ✓ Collected and analysed the views of over 2800 people to understand their policing priorities and views on the level of Council Tax Precept in December 2022 ⁽²⁾
- ✓ Used the views collected to set the level of Council Tax Precept for 2022/23 and to determine the priorities and areas of focus for the 2022-2025 Police and Crime Plan “Safer Streets, More Police”.

In addition:

- ✓ I have received and responded to almost 1,452 pieces of correspondence giving me insight into current issues for residents. ⁽²⁾
- ✓ Under the new complaints review process, I received 175 requests for a review – a 27% increase on last year ⁽²⁾. This increase is allowing us to work closely with SYP in improving responses to complainants. ⁽²⁾
- ✓ Independent Custody Visitors undertook 83 visits to custody suites ⁽²⁾ and 8 visits to kennels ⁽²⁾ to check on animal welfare. There were 237 custody records checked ⁽²⁾

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The police service is just one part of a wider system bringing people to justice, known as the criminal justice system (CJS). As well as police, other organisations play their part – from prosecuting cases to providing a court venue for cases to be determined; from supporting victims and witnesses throughout the criminal justice journey to supervising offenders whilst serving their sentence. The role of the police is to investigate the crime, catch the offender and provide evidence for the Crown Prosecution Service (CPS). The CPS decides whether to prosecute the offender depending on the strength of the evidence and whether it is in the public interest. Sometimes, frustration with apparent lack of action is focussed on the police, or other agencies, when in fact it is a result of this very complex system. We must make the system as responsive as possible, therefore I support and chair a Local Criminal Justice Board (LCJB), which brings local criminal justice agencies together to work through those complexities to achieve common goals and priorities pertinent to South Yorkshire. The key objectives for the South Yorkshire LCJB are to help bring about:

- A service that supports victims and witnesses throughout the process.
- The rehabilitation of offenders, including young people, who commit crime, and the reduction of reoffending.
- A more efficient and integrated criminal justice system.

Shown below is some the work that has been undertaken by the South Yorkshire Local Criminal Justice Board during 2022/23.

During 2022/23:

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- The LCJB has continued to focus on victims and their experiences through the Criminal Justice System with two key pieces of work including:
- a continuation of work started last year tracking the journey through the criminal justice system (CJS) of victims of rape who reported to the Police during a period in April 2021. Phase 2 of the work is looking in depth at additional cases that have been charged with findings being used to improve the experience for victims and enhance the support available during their journey through the criminal justice system.
 - The convening of a Task and Finish Group with key people from all partners in the criminal justice system which has identified and will aim to address those things that victims tell us make it difficult for them to navigate the complex criminal justice system. Many victims don't always feel able to progress their cases fully and thereby fail to get the justice they may deserve. The group started work in 2022/23 and is hoping to finalise and make recommendations during the summer of 2023/24.
- ✓ As part of our prevention and early intervention approach to tackling crime, collaborative work has been done to introduce a Countywide Substance Misuse Conditional Caution.
 - ✓ With support from the LCJB partners, a countywide Community Sentence Treatment Requirements Service has been introduced – addressing Drug Alcohol and Mental Health treatment. To understand the impact of this new service, I have co-commissioned independent evaluation.
 - ✓ South Yorkshire LCJB's approach to using and presenting data from the new Criminal Justice Delivery Data dashboards has been seen as good practice and has been taken on and used in other parts of the country aimed at driving improvements in efficiency and effectiveness in relation to Adult Rape and All Crime. The data in the delivery dashboards are available to the public here: [Home - CJS Dashboard \(justice.gov.uk\)](https://www.justice.gov.uk/home-cjs-dashboard)
 - ✓ As part of the Government's Police and Crime Commissioner review, the South Yorkshire OPCC and LCJB helped in the development of national guidance in relation to PCCs role in convening LCJB partners. South Yorkshire's Identified good practice around offender management included promoting Community Payback and working together to co-commission services.
 - ✓ Setting up of partnership group to look at how the whole of the criminal justice system can better work together for women and girls in or at risk of entering the criminal Justice System (called The Whole System Approach). The group has defined a Blueprint of ambition for South Yorkshire and is working to implement the blueprint over the coming year.

Transparency, Scrutiny and Holding to Account

One of my key responsibilities is to make sure the police and partners are delivering against the priorities, objectives, and outcomes I have set out in the Police and Crime Plan. Some of the ways in which I do this are outlined below and more information is provided on my website <https://southyorkshire-pcc.gov.uk/>. In turn, I am held to account by the South Yorkshire Police and Crime Panel who I meet with regularly throughout the year.

The Police and Crime Panel for South Yorkshire

I am ultimately accountable to the public at the ballot box at Police and Crime Commissioner elections, held every four years.

During those four years, I am held to account by the Police and Crime Panel. Councillors from each of the four districts in South Yorkshire, plus independent members of the public.

It is the Panel's job to make sure I am making decisions in the best interest of the public, including decisions about what priorities are in the Police and Crime Plan, how much the policing precept in the Council Tax should be and the recruitment and dismissal of the Chief Constable.

I must report regularly to the Panel to account for the decisions I make, or to be questioned by them and members of the public.

During this last year, my officers and the Panel have continued to work closely together in the budget working group, where panel members gain further insight and understanding in respect of decision making and meeting priorities outside of the normal Panel meetings. My officers have also held induction sessions for members new to the Panel to help them gain an insight into the work of Police and Crime Commissioners and the office.

I would like to take this opportunity to thank the Panel for their continued help and support during 2022/23.

More information about the Panel can be found on their website at : <https://www.barnsley.gov.uk/services/south-yorkshire-governance/south-yorkshire-governance/south-yorkshire-police-and-crime-panel/>

Transparency, Scrutiny and Holding to Account

Arrangements	Purpose	Activity April 2022 to March 2023
Monthly Public Accountability Board meetings	An opportunity for the PCC and members of the public to question the Chief Constable and his team	12 meetings held
Joint Independent Audit Committee. (Meet quarterly)	Provides assurance to the PCC and Chief Constable on the effectiveness of the governance, risk management and internal control arrangements – exception reports to the Public Accountability Board meetings.	5 meetings, 1 workshop, and 1 induction session held
Independent Ethics Panel	Set up by the PCC and providing independent challenge and assurance around integrity, standards, and ethics of decision-making in policing	5 meetings held
One to one meeting with the Chief Constable	To ensure regular communication to discuss strategic matters and current issues.	Weekly meetings
Independent Custody Visiting Scheme	OPCC run scheme where volunteers visit unannounced to check that those being held in police custody are being treated properly. (Custody visitors also do animal welfare checks at police dog kennels.)	83 custody visits have been undertaken. 8 visits to kennels 237 custody logs scrutinised
Attendance at SYP performance meetings including: <ul style="list-style-type: none"> Force Performance Day (FPD). (Monthly) District and other Quarterly Performance Review Meetings (QPR). 	To understand and gain assurance in relation to work going on to meet the priorities of the Police and Crime Plan.	FPD – 12 attended QPR – 24 attended
Decision Log	In line with the Decision-Making Framework, decisions made by the PCC and the OPCC of significant public interest are published on the OPCC website.	53 decisions published
Dealing with complaints against the Chief Constable	The PCC is responsible for investigating complaints against the Chief Constable following statutory guidance.	There were no complaints against the current Chief Constable
PCC's Assurance Framework	The Assurance Framework includes the Joint Corporate Governance Framework and Holding to Account arrangements to make sure the PCC and Chief Constable conduct business in the right way, for the right reason, at the right time and in the best interests of the public.	

Financing the Police is a combination of grant funding received from central government plus additional funding raised locally through a policing precept on the Council Tax. When deciding on the level of precept, I am always acutely aware that South Yorkshire residents face difficulties in meeting the rising costs of day-to-day living, more so during 2022/23 with the cost-of-living pressures and rising levels of inflation. I am conscious that the precept is an added financial burden on them. I therefore consult as widely as possible on the level of any increase that I propose to make and any decision I make on increasing the precept must be agreed by the Police and Crime Panel who hold me to account.

Key activities & outcomes

- ✓ For 2022/23, the Police and Crime Panel supported my proposed annual increase in the policing element of the Council Tax (the precept) for 2022/23 of £10 for a Band D property, taking the precept to £223.04 for the year for a band D property. Over half the properties in South Yorkshire fall in band A. The £10 annual band D increase translated into a £6.78 annual increase for band A properties. The modest increase allowed the force to focus on focus on getting the basics right and building strong foundations after a period of substantial change over a sort period, whilst at the same time managing the largest change in officer numbers for several years.
- ✓ The national police officer uplift programme was implemented successfully in South Yorkshire, the total officer headcount rising to 3,113 as of 31 March 2023 compared against 2,477 when the Uplift Programme commenced. The force has exceeded the National Uplift Target (3,039 officers) and recruited sufficient officers to also cover precept commitments, which has required significant investment in supporting areas across the force.
- ✓ The in-year savings target was exceeded by £1.16m. Achieved savings of £2.92m against a target of £1.76m (£2.37m full year effect).

Finance and Resources

During 2022/23, the Government announced some additional funding which PCCs were able to bid for. This was in addition to a regular annual grant from the Ministry of Justice used to commission victim services. The OPCC's Partnership and Commissioning Team, working with many local partners saw the external funding, totalling over £1.7m, come into South Yorkshire. Information in the table below.

I would like to thank all those involved for all their hard work in securing these additional funds to help victims of crime in South Yorkshire.

Funder	Scheme	Amount	Aims and objectives of funding
Ministry of Justice (MoJ)	Core Grant	£1,780,452	Regular annual grant from MoJ to commission victim services in South Yorkshire. This also includes for 2022/23 an additional £142,169, which was distributed to five providers of DA/SV support services. The funding commitment for this and the next financial year has yet to be confirmed by the MoJ, however the PCC has committed to continue funding for 2023/24 and 2024/25.
Additional funding over and above the Core Grant secured during 2022/23			
Home Office	Safer Streets 4	£737,560	South Yorkshire PCC successful bid to the Home Office for funding for a project to reduce ASB in hotspot locations across Barnsley and Rotherham. This has seen significant investment in new CCTV cameras and systems in the identified areas and the conversion of a specialist CCTV vehicle that can respond to emerging issues and be used to improve safety at temporary community events. The project will also see two parks undergo improvements to lighting and CCTV coverage to help the public, particularly women, feel safer when walking after dark. The park works and some more CCTV installation will fall in the 2023-2024 financial year.

MoJ	National Independent Domestic Violence Advisers (IDVAs) and Independent Sexual Violence Advisers (ISVAs) Fund. Commenced 2020-21, combined with continued Critical Support fund 2022-23	£590,574	<p>South Yorkshire PCC successfully bid to MoJ to increase the number of IDVA and ISVA's across the county. The bids centred around development of specialist posts that would support harder to reach victims and survivors. This grant includes multiple funding bids that have been successful since 2020 and have since been extended until 2024/25.</p> <p>This funding supported the recruitment of an additional 6 ISVA's and 3 CHISVA's and 9 IDVA's (Complex Needs, BAME, Children's, LGBT).</p>
MoJ	Funding for additional IDVAs and ISVAs	£427,092	<p>South Yorkshire PCC successful bid to MoJ to increase the number of IDVA and ISVA's across the county. The bid centred around development of specialist posts that would support harder to reach victims and survivors. The new posts will specialise in supporting victims/survivors that are BAME, Disabled, and Male, in addition to specialist's posts to engage and raise awareness within the Gypsy Roma Traveller community.</p> <p>Funding from this grant is also supporting victims/survivors of Operation Stovewoods National Crime Agency Investigation.</p>
Home Office	Perpetrator Phase 4	£656,069	<p>South Yorkshire PCC successful bid to Home Office. The funding is set to be delivered over two years and will support increasing and developing new schemes, such as behaviour change programmes that aim to improve victim safety and reduce the risk posed by abusers.</p>
MoJ	Community-based services for victims of Domestic Abuse or Sexual Violence	£636,564	<p>South Yorkshire PCC successful bid to MoJ. The funding has been distributed to nine local providers. Support includes counselling/therapeutic, DA Navigators, Outreach support, Children's Support Practitioners, IDVA's providing specialist support for male victims/survivors, older persons, children's, and Court based support.</p>

Finance and Resources

2022/23 Summary

Income	£000
Core Government Grant	£93,248
Other Grant Income	£10,860
Police Grant	£123,718
Council Tax	£83,306
TOTAL	£311,132

Revenue Outturn	£000
OPCC	£ 1,851
Partnerships & Commissioning	£ 2,613
Capital Charges	£ 1,080
Delegated to Chief Constable	£297,824
Legacy Costs	£ 2,396
Reserves	£ 5,368
TOTAL	£311,132

Workforce	Full Time equivalent
OPCC	26.5
Violence Reduction Unit	6.5
Custody Visitor Volunteers	17
Police Officers	3,043
PCSOs	103
Police Staff	2,259
Special PCs	80
Cadets and Leaders	91
Volunteers	97
TOTAL	5723

How to Get Involved

Independent Custody Visitors

Independent Custody Visitors are volunteers who check on the treatment of people in police custody, the conditions in which they are held and ensure that their rights and entitlements are being observed.

A visitor will attend a custody suite a couple of times a month for up to two hours and report their findings back to the Office of the Police and Crime Commissioner. They work as part of a team and are always accompanied by a fellow Independent Custody Visitor.

Custody visitors must be over 18 years of age, and live or work in South Yorkshire. For those who wish to become a custody visitor, full training is given and reasonable out of pocket expenses paid.

For more information about the role and an application form see the OPCC website: <https://southyorkshire-pcc.gov.uk/get-involved/icvs/> or telephone the OPCC on 0114 296 4150

Public Questions at Public Accountability Board

The bi-monthly Public Accountability Board meeting is where the Police and Crime Commissioner seeks assurance from the Chief Constable and their team on progress by SYP in achieving the Police and Crime Plan Priorities. Members of the public are encouraged to ask questions at the meeting.

More information about submitting a question can be found on the OPCC website [here](#) or by contacting the OPCC on 0114 296 4150.

Sign up for SYP Alerts

SYP Alerts offers information about local policing issues by text, email or voice message. Sign-up at www.sypalerts.co.uk

Independent Advisory Groups

The Independent Advisory Groups (IAGs) are a way for communities to work with South Yorkshire Police to help improve services. They advise on policing issues that may cause concern to local people and communities.

IAG members are volunteers from our communities and from various backgrounds who have an interest in policing and its effect on our communities and offer independent advice.

If you live within the South Yorkshire Police area, you are eligible to apply to become a member of an IAG. SYP are keen to expand membership of the IAGs and would like to hear from people from a variety of different backgrounds, gender, disability, age, race, religion/belief and sexual orientation. More information can be found on the SYP website: <https://www.southyorks.police.uk/find-out/independent-advisory-group-iag/>

Stop and Search External Scrutiny Panel

There are regular external scrutiny panel meetings looking at cases of Stop and Search, many through viewing actual body worn video recorded by police officers at the time. The external scrutiny panel is made up of members of the public who can feedback their thoughts on what they have seen directly to the SYP lead for Stop and Search so that the force can strive always to use best practice when using stop and search. If you would like to join the external scrutiny panel, please see the information on the SYP website: [Scrutiny Panel - SYP \(southyorks.police.uk\)](https://www.southyorks.police.uk/scrutiny-panel)

Special Constabulary

“Specials” are volunteer police officers who give some of their spare time in this way because they want to make a contribution to their communities. They are a vital part of the police service, working alongside regular officers to reduce crime and protect vulnerable people. Being a special constable is a way of developing new skills while serving the local community.

If you are interested in becoming a special constable, please visit: <https://www.southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-special-constable/applying-to-be-a-special-constable/> for more information.

Police Support Volunteers

There are a number of volunteer roles within the police, such as Customer Satisfaction Volunteer, Rural Crime Volunteer or Digital Outreach Worker. Each role plays a vital part in supporting South Yorkshire Police and is a way of giving back to the community.

If you are interested in a Police Support Volunteer role, please visit: <https://southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-police-support-volunteer/> or call 01709 832353 and ask for the Police Support Volunteer Project Officer.

Police Cadets

South Yorkshire Police currently run a Cadet scheme where young people aged 15-17 volunteer to help their local community, find out more about how the police work and have the opportunity to work towards awards and qualifications. South Yorkshire Police Cadets have been involved in various aspects of policing such as participating in test purchase operations.

If you are interested in becoming a Police Cadet, please visit: <https://www.southyorks.police.uk/sign-up/join-team-syp/to-volunteer-with-syp/to-be-a-cadet/>

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ACTION LOG (Version 07-07-23)

Meeting Date	Minute No	Action/ Resolution	Who?	By when?	Status / Comments
05.12.22	9	<u>Police and Crime Commissioner's Update</u>			
		iii) Noted that K Wright had agreed to share the value for money framework once it is ready.	K Wright		<u>Update 26/01/23, 13/04/23, 24/04/23 & 12.06.23</u> Ongoing. <u>07/07/23 Update</u> Ongoing
12.06.23	16	<u>Lead / Link Members – Review</u>			
Page 87		ii) Agreed that arrangements be made with the OPCC for all Panel Members to attend a Performance Induction Briefing later in the year.	OPCC / A Shirt		<u>07/07/23 Update</u> Ongoing

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Meeting Date	17 JULY 2023
Report of	THE PANEL'S SUPPORT OFFICER
Subject	LEARNING & DEVELOPMENT UPDATE

EXECUTIVE SUMMARY

This report is provided to update Members on current events – national, regional and local – together with future plans in respect of learning and development for the Panel.

RECOMMENDATION(S)

Members of the Police and Crime Panel are recommended to:-

- a) Note the update.
- b) Provide suggestions for future learning and development.

CONTENTS

Main Report

BACKGROUND

1. This report provides an update on learning and development related issues for the Police and Crime Panel.

LEARNING & DEVELOPMENT TO DATE

2. As always, the Panel would like to give thanks to the OPCC for their continued support for the Budget Working Group and general PCP support.

OPCC Public Accountability Board (PAB) meetings

3. As part of the Induction Members were provided with information on the Public Accountability Board (PAB), and the Panel should have started to receive the agenda packs for meetings direct to their inbox. Future meeting dates are provided at Item 12 of this agenda pack.

As a reminder, if any Member wishes to observe the PAB meeting, could they please notify Andrew Shirt. It is recommended you attend if at all possible, or go through the agenda pack, as this will provide you with additional operational information that will be of help to you in your role on the Panel.

The next PAB meeting is scheduled for Thursday 7 September 2023 at 2:00 pm.

Attendance at PAB 9 January 2023	Cllr Milsom, Cllr Garbutt & Cllr Ransome
Attendance at PAB 2 February 2023	No PCP attendance
Attendance at PAB 27 February 2023	No PCP attendance
Attendance at PAB 8 March 2023	Cllr Ransome (virtual attendance)
Attendance at PAB 4 May 2023	No PCP attendance
Attendance at PAB 6 July 2023	Cllr Ransome (virtual attendance)

Countywide Community Safety Forum

4. This is a Forum involving Lead officers from the four District Community Safety Partnerships and is Chaired by the PCC. The PCP were given observer status (in the same way as PAB). Dates of future meetings are given below and, as with PAB, Members are asked to notify Andrew Shirt of their attendance.

25 July 2023, 10:00 am
17 October 2023, 10:00 am
20 February 2024, 10:00 am

EVENTS & FUTURE PROPOSALS

5. The following future events are scheduled:

Induction Session for new Panel Members with the Panel's Support Officer - A virtual Induction Session for new Panel Members (Councillors Wright, Peace, Muddiman-Rawlins, Saeed an Haybe) will be held on 24 July 2023 with the Panel's Support Officer, where an overview of Panel governance will be provided. A separate induction session for Councillor Miskell will be held on 8 August 2023.

July/August 2023 (TBC) – Induction Session for new Members with the OPCC – Arrangements are currently being made with the Commissioner's Office for new Members to attend an Induction Session. A date will be confirmed shortly.

September / October 2023 (TBC) - Annual Session with Frontline Consulting to review the Panel's activities over the year and to discuss any issues and plan for the year ahead. It will also provide an additional opportunity to discuss the Panel's role and remit, work programme and the challenges facing the PCP in the coming year.

Frontline Consulting – 12th Annual Police, Fire and Crime Panels Conference on 8 – 9 November 2023, to be held at Scarman House, Warwick. The conference will be held hybrid, with the option to attend virtually or face-to-face. Further details will be circulated shortly to Members.

Budget Working Group – Virtual meeting 21 November 2023

The Budget Working Group will receive a report on the Consolidated Budget Monitoring Report 2023/24 as at 30 September 2023. There will also be an update on the budget process for 2024/25.

Budget Familiarisation Session – A full Panel Budget Familiarisation Session will be held on Wednesday 24 January 2024 at 10:00 am – 12:00 pm.

FINANCIAL IMPLICATIONS

- 6. Learning and Development has a cost attached to it – including Members' travel and subsistence - but the Home Office Grant is provided for this purpose. For transparency, the utilisation of the Grant is published annually on the PCP website.
- 7. The year-end grant claim submission for 2022/23 was submitted to the Home Office on 8 June 2023 in line with the Grant Agreement.

LEGAL IMPLICATIONS

- 8. There are no direct legal implications arising from this report.

HEALTH AND SAFETY IMPLICATIONS

- 9. There are no direct health and safety implications arising from this report.

EQUALITY & DIVERSITY IMPLICATIONS

- 10. Learning and development is open to all, and necessary adjustments can be made to accommodate any requests associated with equality and diversity.

List of background documents		
Report Author:	Name:	Andrew Shirt, Council Governance Officer
	e-mail:	andrewshirt@barnsley.gov.uk
	Tel no:	01226 772207

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DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 17 JULY 2023	<i>Friday 7 July 2023</i>			
<i>PCC pre-agenda – 29 June 2023 - 11:30 am</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
		PCC’S DRAFT ANNUAL REPORT 2022/23	OPCC	Written
Page 93		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written

*All reports should be with the Joint Authorities Governance Unit by **no later than 1.00 pm** on the date of despatch.

Please send to: charlottesmallman2@barnsley.gov.uk & andrewshirt@barnsley.gov.uk

DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 25 SEPTEMBER 2023	<i>Friday 15 September 2023</i>			
<i>PCC pre-agenda – 5 September 2023 – 1:00 pm</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
Page 94		MONITORING DELIVERY OF THE POLICE AND CRIME PLAN – QUARTERLY REPORT - QUARTER 1 (APRIL TO JUNE 2023)	OPCC	Written
		QUARTER 1 – CONSOLIDATED BUDGET MONITORING REPORT 2023/24	OPCC	Written
		COMPLAINTS: QUARTERLY UPDATE	PCP Legal Adviser	Written <i>(Only if there have been complaints)</i>
		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written

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DATE OF MEETING	FRONTLINE CONSULTING – SESSION (ANNUAL)			ADDITIONAL NOTES
<p>SEPT / OCT 2023</p> <p>Page 95</p>	<p>N/A</p>	<p>Future sessions – 2023 onwards - Informal meeting – work planning / reflection & planning for year ahead</p> <ul style="list-style-type: none"> • Take stock of what went well • To look at work programme and year ahead • What do Members want in terms of L&D? • Any other issues to cover 	<p>Frontline Consulting</p>	<p>Sessions already run with Frontline Consulting (Dave Burn) – 19-4-18 29-4-19 (with OPCC) 2020 – postponed due to COVID-19 11-9-20 – Session with Chair / Vice-Chair / Performance Lead (Cllr Grocutt) / Deputy Lead (Prof Adrian James) 10-8-21 – New Members (Role of PCC, PCP, work programming etc 20-10-22 – Induction of recently appointed Members to the Panel, including a refresh and development activity for Panel Members to assist with direction setting.</p>

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SOUTH YORKSHIRE POLICE AND CRIME PANEL – WORK PROGRAMME



DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 25 SEPTEMBER 2023	<i>Friday 15 September 2023</i>			
<i>PCC pre-agenda – 5 September 2023 – 1:00 pm</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
		MONITORING DELIVERY OF THE POLICE AND CRIME PLAN – QUARTERLY REPORT - QUARTER 1 (APRIL TO JUNE 2023)	OPCC	Written
Page 96		QUARTER 1 – CONSOLIDATED BUDGET MONITORING REPORT 2023/24	OPCC	Written
		COMPLAINTS: QUARTERLY UPDATE	PCP Legal Adviser	Written <i>(Only if there have been complaints)</i>
		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written

*All reports should be with the Joint Authorities Governance Unit by **no later than 1.00 pm** on the date of despatch.

Please send to: charlottesmallman2@barnsley.gov.uk & andrewshirt@barnsley.gov.uk

SOUTH YORKSHIRE POLICE AND CRIME PANEL – WORK PROGRAMME



DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 11 DECEMBER 2023	<i>Friday 1 December 2023</i>	CHIEF CONSTABLE ATTENDANCE (PRIVATE SESSION WITH THE PANEL)		PCP Support officer to discuss with OPCC – timing (usually at the start of the meeting) / topics to be covered
<i>PCC pre-agenda – 22 November 2023 – 10:30 am</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
		MONITORING DELIVERY OF THE POLICE AND CRIME PLAN – QUARTERLY REPORT - QUARTER 2 (JULY TO SEPTEMBER 2023)	OPCC	Written
		QUARTER 2 – CONSOLIDATED BUDGET MONITORING REPORT 2023/24	OPCC	Written
Page 97		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written

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SOUTH YORKSHIRE POLICE AND CRIME PANEL – WORK PROGRAMME



DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 5 FEBRUARY 2024	<i>Friday 26 January 2024</i>			
<i>PCC pre-agenda – 17 January 2024 – 10:30 am</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
		PROPOSED COUNCIL TAX PRECEPT AND REVENUE BUDGET FOR 2024/25	OPCC	Written
Page 98		COMPLAINTS: QUARTERLY UPDATE	PCP Legal Adviser / PCP Support officer	Written <i>(Only if there have been complaints)</i>
		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written
		POLICE & CRIME PANEL MEETING DATES 2024-25	PCP Support Officer	Written

*All reports should be with the Joint Authorities Governance Unit by **no later than 1.00 pm** on the date of despatch.

Please send to: charlottesmallman2@barnsley.gov.uk & andrewshirt@barnsley.gov.uk

DATE OF MEETING	AGENDA DESPATCH DATE	AGENDA ITEMS	AUTHOR	ADDITIONAL NOTES
MONDAY 29 APRIL 2024	<i>Friday 19 April 2024</i>			
<i>PCC pre-agenda – 9 April 2023 – 10:00 am</i>		PCC UPDATE (INCLUDING DECISIONS MADE SINCE THE LAST MEETING)	OPCC	Written
		MONITORING DELIVERY OF THE POLICE AND CRIME PLAN – QUARTERLY REPORT - QUARTER 3 (OCTOBER TO DECEMBER 2023)	OPCC	Written
		QUARTER 3 – CONSOLIDATED BUDGET MONITORING REPORT 2023/24	OPCC	Written
Page 99		LEARNING & DEVELOPMENT UPDATE	PCP Support Officer	Written
		WORK PROGRAMME / PAB DATES	PCP Support Officer	Written

OTHER ISSUES FOR CONSIDERATION

Proactive Scrutiny (from PCC Functions)

- Commissioned reviews (PCC)
- Post-implementation review reports
- Confirmation Hearings (appointments to SY Police)

*All reports should be with the Joint Authorities Governance Unit by **no later than 1.00 pm** on the date of despatch.

Please send to: charlottesmallman2@barnsley.gov.uk & andrewshirt@barnsley.gov.uk

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Appendix A

PUBLIC ACCOUNTABILITY BOARD (PAB)		
Questions to be submitted 3 working days in advance of meeting To: info@southyorkshire-pcc.gov.uk		
PAB Meeting	PCP Attendee	Comments
2023		
Mon 9th January 2023 2.00 pm <i>Sheffield District</i>	Cllr Ruth Milsom Cllr Peter Garbutt Cllr Cynthia Ransome	
Thurs 2nd February 2023 2.00 pm <i>Doncaster District</i>	No PCP Member attendance	
Mon 27th February 2023 1.00 pm <i>NONE – budget & precept</i>	No PCP Member attendance	
Wed 8th March 2023 3.00 pm <i>Rotherham District</i>	Cllr Cynthia Ransome	
Thurs 4th May 2023 2.00 pm <i>Barnsley District</i>	No PCP Member attendance	
Thurs 6th July 2023 2.00 pm <i>Sheffield District</i>	Cllr Cynthia Ransome	Apologies received from Cllrs Wright, Miskell, Peace & Saeed and Miss J Griffin
Thurs 7th September 2023 2.00 pm <i>Doncaster District</i>		
Wed 6th November 2023 2.00 pm <i>Rotherham District</i>		

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