

Meeting Date	25 April 2022
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) in delivering his Police and Crime Plan, and in effectively discharging 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 (Panel) with an update on key PCC and OPCC activities against the new Delivery Plan since the Panel's last meeting on 4 February 2022.

This report also provides members of the Panel with information on the decisions taken by the PCC since the Panel's last meeting.

The key activities reported for this period are:

- Finalising and publishing the PCC's Police and Crime Plan for 2022-2025, the Budget for 2022-23 and associated strategies
- Understanding the implications of Part Two of the government's PCC Review
- Setting the OPCC's Delivery Plan for 2022/23
- Developing a revised PCC Commissioning Strategy
- Finalising a 'Violence Against Women and Girls' Statement of Intent for partners and a communications campaign
- Welcoming the funding announcement for the Violence Reduction Unit for 2022/23 and beyond
- Financial end of year, developing the PCC's Assurance Framework and preparing for the Annual Governance Statement as part of the Annual Statement of Accounts

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.

INTRODUCTION

1. The OPCC developed a Delivery Plan for the financial year 2021/22, which is designed to help the PCC achieve his Police and Crime Plan priorities and discharge his legal responsibilities.
2. This report provides members of the Panel with an update on key PCC and OPCC activities since 4 February 2022 (the date of the last Panel meeting).
3. This is the last report against the OPCC's Delivery Plan for 2021/22. A new Delivery Plan is currently being drafted to respond to the PCC's latest Police and Crime Plan, and therefore future reports will be against that new Delivery Plan once it has been approved at the PCC's Public Accountability Board (PAB) in May.
4. This report also provides members of the Panel with information on the decisions taken by the PCC since the last meeting.
5. This update report follows the headings within the OPCC's new Delivery Plan, as follows:

ETHICAL AND TRANSPARENT LEADERSHIP

Effective and timely strategic and financial planning

6. Since the Panel's February meeting, the final steps of the PCC's strategic and financial timetable have been completed. The resulting new Police and Crime Plan, final annual revenue and capital budget, council tax precept proposal and medium-term resource strategy (MTRS) were approved by the PCC at the PAB on 28 February 2022. Several associated strategies were also approved at that meeting, including the reserves, capital and treasury management strategies.
7. Discussions have now commenced in the OPCC and with South Yorkshire Police (SYP) colleagues around 'lessons learnt' from the strategic and financial planning process, so as to refine and improve the process for future years.

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

8. As previously reported, the PCC has been involved in the government's review of the funding formula - the method by which government funding is distributed to policing, nationally. There will be winners and losers in this. This work is continuing, the overarching parameters having been agreed, and the academics involved are now working on the modelling process.

Responding to the PCC Review and Fire Reform

9. On 7 March 2022, the Home Secretary delivered a Written Ministerial Statement (WMS) on Part Two of the government's PCC Review. A link to the WMS, with recommendations set out in Annex A, can be found here: [Written statements - Written questions, answers and statements - UK Parliament](#)
10. The focus of Part Two is on the 'and crime' element of the PCC role, and broadly covers the following recommendations:

- a. To cement the PCC's role in offender management – with a new statutory duty to 'lock-in' collaborative working between PCCs and local Probation Service to break chain of re-offending.
 - b. To improve the way PCCs work in partnership with others to fight crime and support victims – with strengthened Home Office and Ministry of Justice guidance to support the PCC's convening powers to fight crime and drug misuse.
 - c. To improve public confidence in policing. PCC core guidance will be amended to outline the importance of, and provide advice on, a PCC's role in holding the Chief Constable to account for their responsibility to understand and act to build public confidence.
 - d. To improve PCCs' access to criminal justice data – new Crime Performance Data Pack (and other support to PCCs around information on national measures. The Home Office will work with HMICFRS to develop a police efficiency data set and improve ability to compare forces.
 - e. To help ensure there is effective local scrutiny – Police & Crime Panels to act as critical friends, helping public understand how PCC is doing in areas that matter to them.
 - f. To help ensure the public can complain about their PCC if needed and trust that their complaint will be handled fairly and consistently.
11. The OPCC has had discussion around these recommendations and on the implications of the 'Levelling Up' White Paper as part of its Delivery Plan deliberations for the 2022/23 Plan.
 12. Meanwhile, the PCC and key OPCC officers are involved in the consultation on, and implementation of, recommendations arising out of Part One of the PCC Review.
 13. We are still awaiting consultation on Fire & Rescue Reform, which seems to have been delayed by government.

Understanding our strategic response and what is working in the areas of Violence Against Women and Girls, Road Safety and Equality, Diversity and Inclusion

Violence Against Women and Girls

14. As we have reported previously, the PCC has set out in his Police and Crime Plan his commitment to bringing together partners to ensure everything that can be done locally is being done so that women and girls in South Yorkshire feel safe. To do this, he has asked SYP and partners to focus their activity in this area on preventative action, education and safety messages to potential victims as well as work with the perpetrators of violence.
15. The OPCC and the Violence Reduction Unit (VRU) are leading work with the police and partners to influence attitudinal and societal change, especially around attitudes of men and boys in South Yorkshire to women and girls, their notions of masculinity and who they look to as role models. The Communications leads in SYP, the OPCC and VRU are all involved in work to secure the South Yorkshire Communications campaign.
16. On 10 November 2021, the PCC hosted a round table partnership event for statutory partners to begin the development of a South Yorkshire response. A virtual 'Networking and Listening' follow up event was held on 28 January 2022, with more than 90 people attending. The information gathered is helping devise how the OPCC and VRU should progress with next steps. The OPCC is developing a 'Statement of Intent' asking South Yorkshire organisations to sign up to a public statement of their commitment.

17. The OPCC has successfully bid for over £0.5 million of extra funding to help make women and girls feel safer in public spaces through the Government's Safer Streets Fund. This funding has also enabled a gritty communications campaign to be developed to highlight violence against women, particularly in the night-time economy. The concepts for this campaign have been received and are being finalised. A launch date is to be confirmed shortly.
18. Around £460,000 of the money will be used to install innovative lighting and CCTV within four parks – one in each of the districts:
 - Dearne Valley Park, Barnsley
 - Edenthorpe Park, Doncaster
 - Clifton Park, Rotherham
 - Ponderosa Park, Sheffield
19. The Partnerships and Commissioning team continue to work closely with partners to monitor delivery of the projects to improve safety in the four parks. Monitoring returns have been submitted as required to the Home Office outlining the good progress made to date.
20. In April 2021, the Local Criminal Justice Board (LCJB) chaired by the PCC, approved a recommendation which focused on tracking the real time journey of a sample of rape victims in cases where the incident had been reported to Police. The aim of the tracker was to gain a better understanding of what the picture looked like locally for victims of rape across key stages of the criminal justice journey with a view to identifying areas for improvement that could be shared with partner agencies at the earliest opportunity. This work is particularly important work given that national reports and data have continued to highlight the decline in charges, prosecutions, and convictions for rape cases against a backdrop of increased recording of rape offences. To date, findings from the report have been shared with key stakeholders to support their ongoing work aimed at improving their response to Rape and Serious Sexual Offences. The background, methodology and next steps from the work to date, has been shared more widely with the Association of Police and Crime Commissioners (APCC), the Ministry of Justice and The Office of the Victims Commissioner, in case this might assist others in responding to Violence Against Women and Girls.

Road Safety

21. Following a partnership event at the end of last year, the OPCC is in the final stages of producing a leaflet to better inform the public about the different roles and responsibilities of the agencies involved in road safety in South Yorkshire.
22. The OPCC now has a seat on the Safer Roads Partnership, so the PCC can be an active part of the partnership in support of his prioritisation of this area in his latest Police and Crime Plan.

Disproportionality in the Criminal Justice System

23. As previously reported, a round-table discussion took place with criminal justice partners on 5 October 2021. The overall aim of the round table was for partners to better understand the extent to which there is over or under representation of ethnic minority suspects/offenders and victims within the local criminal justice system (CJS).

24. A Task and Finish group was established to examine what actions would be taken. The group reported back on progress achieved to the Local Criminal Justice Board (LCJB) when it met on 18 January and on 5 April 2022. It was acknowledged that, for a number of partner agencies, the pace and extent of race disproportionality activity, including data collection and data analysis, is being driven at a national level.
25. To ensure momentum is kept up for the PCC in South Yorkshire, a draft Action and Impact Plan has been developed, based on the following key thematic areas and is being progressed by individual agencies:
- Victims and witnesses
 - Suspects, defendants, offenders and prisoners
 - Internally focused activity – inward looking within organisations, such as recruitment or retention policies; or developing data capture capability
 - Externally focused activity - such as arrangements to build links with local communities; incorporating a 'lived experience' perspective
26. The Task & Finish group have updated the plan with progress achieved so far, and prepared a roadmap of suggested LCJB-directed activity over the course of the next 2 years. The main focus will be to build understanding of local race disproportionality in the criminal justice system. This is reflective of the ambition stated in the new Police and Crime Plan. Once again, it is acknowledged that the process and progress is likely to be an iterative one.

The work of the PCC's Independent Ethics Panel (IEP) – disproportionality in stop and search data and SYP's efforts to improve workforce diversity

27. In respect of the external scrutiny of stop and searches, SYP has been successful in recruiting members of the public to sit on a stop and search scrutiny panel. Their role is to review body worn video of stop and search incidents to ensure they have been carried out legitimately, fairly and professionally. The first meeting of this new panel took place on 17 February, with an officer from the OPCC attending to observe.
28. The first meeting reviewed 5 stop and search examples with corresponding body worn video. Panel members are provided with a template which poses a series of questions helping them to determine whether stop and searches have been conducted properly. There is also time for group discussion following the review of the case. It is expected that the numbers being reviewed will increase as the group becomes more familiar and confident with the process.
29. Feedback from panel members was generally positive with regards how the stop and searches had been conducted. Issues discussed included:
- a) the disproportionate use of stop and search on people from minority ethnic communities;
 - b) the number of stop and searches conducted without the use of body worn video; and
 - c) the use of language by police officers.
30. Comments and observations from the meeting will be discussed with SYP and good practice disseminated through SYP's Stop and Search Chief Inspector Lead. SYP's own internal scrutiny panels will also be informed of the external panel's feedback. The second meeting of the group is due to be held on 13 April 2022.

31. SYP's focus on improving workforce diversity continues. The current recruitment campaign, which commenced in March 2022, will remain open until early May. SYP recognises the importance of Positive Action in the attraction, recruitment and retention of both staff and officers and have committed four full time officers alongside the dedicated Positive Action Officer and Positive Action Neighbourhood champions, to maximise on the opportunities presented in this latest round of recruitment.
32. As well as seeking to increase officer diversity, SYP recognises that this needs to be improved throughout the workforce and are utilising the additional resource in targeted activity across SYP portfolios including the Force Control Room.
33. A detailed update on the work taking place to improve SYP's workforce representation was provided at the IEP meeting in early March 2022. SYP highlighted that, as well as focusing on visibility of the Positive Action teams, officers and staff have been given more printed promotional materials, such as flyers and posters – available in a variety of formats where requested, so the information is accessible to the public.
34. There has also been a continuation of targeted Police 'familiarisation events' held both virtually and in person providing information on SYP and recruitment pathways. This real-life interaction with officers is seen as being a key link between someone 'thinking about it' or committing to the application process.
35. Benefits from the Positive Action work taking place in SYP, is starting to be realised in internal recruitment campaigns. Most recently, this has translated to the internal recruitment for surveillance teams, with a significant increase in successful female applicants (60%) and non-white applicants (16%).
36. The work to improve workforce representation and importantly to retain officers and staff must continue as SYP is not yet representative of the community it serves. This work takes time to be fully realised and momentum needs to be maintained. The most recent Detective Recruitment Campaign which was open through January 2022 shows applications from people with an ethnic heritage other than white reaching approx. 12%. This is significantly higher than the previous campaign and almost three times the level of SYPs current workforce representation.
37. Workforce diversity data continues to be made available to the OPCC and shared with the IEP. The most recent SYP workforce diversity data (Q3 21/22) identified a proportionately higher rate of ethnic minority officers leaving the organisation compared to white officers, with officers from these groups representing 7.5 per cent leavers and 7.0 per cent joiners. SYP is keen to understand the reasons for this and have made improvements in the exit interview process. All leavers are offered the opportunity to share reasons for leaving directly with the People & Organisation Development Team with the aim of capturing themes and learning including officers and staff from groups that are statistically disproportionately leaving the force. SYP have also commissioned a series of focus groups looking into 'Inclusion within SYP'. The focus groups were held in December 2021 and a working group has since been established to further explore the themes raised. The OPCC will be seeking an update on this work.

Ensuring robust systems of governance, risk management and control

38. In March 2022, the Head of Governance updated the Joint Independent Audit Committee regarding the progress made in relation to the PCC's Assurance Framework (PAF) for risk, governance and internal control and next steps. A copy of this report can be made

available to the PCP if requested. The PAF seeks to identify where the main sources of assurance come from in relation to the effectiveness of our controls and the action identified to address gaps / weaknesses in achieving the PCC's strategic objectives. Work is also underway to better align the PCC's risk management arrangements with the PAF, SYP's arrangements for risk and internal control and other plans and arrangements within the OPCC.

Pursuing appropriate external funding

39. Since the last Police and Crime Panel meeting, there have been no further successful bids for funding, but progress is being made in respect of those grants awarded with activity underway for all.
40. A further 'Safer Streets' funding round has been announced, and officers are working with SYP and Local Authority partners to plan how we can secure as much funding as possible for South Yorkshire.
41. The Partnerships & Commissioning Manager has been made aware by the Ministry of Justice that there will be additional funding opportunity over and above the core victims' grant, so we await details of the process.
42. Following two successful bids for external funding to address domestic abuse perpetrators in 2021-22, the Home Office had informed the Partnerships & Commissioning Manager of continuation of funding available for 2022-23. The bid for this must be submitted by 8 April, and so officers are working with SYP and Local Authority partners to identify the requirements and ensure a bid is submitted.

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

43. The Partnerships & Commissioning Team continues to support the VRU in managing its various service contracts, in the administration of the Violence Reduction Fund, and in additional grants to Community Safety Partnerships. The Partnerships & Commissioning Manager and Head of the VRU continue to work in partnership to consider services and grants rounds for the next financial year.
44. The Partnerships & Commissioning Manager continues to support the Chair of the Regional Sexual Assault Referral Centre (SARC) Board in respect of the development and delivery of SARC services. The Partnerships & Commissioning Manager continues to convene fortnightly task & finish group meetings to commission the new service. The specification is almost finalised, pending final stakeholder consultation and the tender questions are almost complete. Work to progress a new collaboration agreement is high on the agenda over the next period.
45. Five members of the Police and Crime Panel visited Hackenthorpe Lodge in early March. The members met staff from the SARC service, the victim support service and saw the facilities at Hackenthorpe lodge. Facilities include the video interview suites and a court-based video link which, under special measures agreed at court, enables victims or witnesses to give their evidence to court via the video link.
46. Following a successful tender process, the contract from the new Independent Sexual Violence Advisor (ISVA) service has been awarded. The contract has been awarded to

the incumbent provider. Colleagues from the National Crime Agency have been involved in all stages of the process as the new contract will support all South Yorkshire victims/survivors including those identified through as part of Operation Stovewood – the investigation into non-recent child sexual exploitation in Rotherham following the Professor Jay report findings.

47. The OPCC continues to represent the PCC at the South Yorkshire Strategic Safeguarding Partnership Board. The Partnerships & Commissioning Manager attends the meetings and information on various related PCC commissions/contracts are presented to the Board to give stakeholders opportunity to comment.
48. The Partnerships & Commissioning Team continue to manage the various contracts held by the PCC through regular contract meetings, and participate in various partnership and stakeholder meetings, particularly around support for victims across the county. Additionally, the team participate in the commissioning activity of other partners to support delivery of local services.
49. A new Commissioning Strategy has been developed and agreed. This is now on the PCC's website and includes a process to manage in-year funding requests/identified needs.
50. Funding allocation letters have been circulated to funding recipients. Each of these will be followed with funding proposal documents and a draft agreement which is currently being developed.

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

51. The PCC's performance framework has been updated to make sure it aligns with current transitional Police and Crime Plan priorities and areas of focus, and the new National Crime and Policing Measures. The PCC's reporting against the national measures has recently been singled out for Home Office praise as 'Best in class'.
52. Work is also ongoing to support the new Police and Crime Plan for 2022 and onwards. This work has included consulting with the Performance Scrutiny members of the Panel on the new approach to public reporting, through a 'Value for Money' lens. This is aimed at making a judgement about VfM either at the top level or in particular areas of policing work. This is still early in its development, but has initiated a number of useful conversations aimed at using finance and performance data together and linking the interactions between sets of data to judge VfM for the public.
53. On 25 March, local Criminal Justice System (CJS) Scorecards were launched by the Ministry of Justice. The scorecards bring together data from partners across the system, presenting data from the police, the CPS and the courts. The government is publishing these scorecards to increase transparency, increase understanding of the CJS and support collaboration, particularly at a local level through LCJBs.

WORKING WITH, AND SUPPORTING, PARTNERSHIPS AND COMMUNITIES

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

54. As reported previously, 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.
55. Each of the four Community Safety Partnerships (CSP) 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 priorities that flow from it. This countywide partnership is a good starting point for the public 'Duty to Co-operate' to address serious violence which is expected to be introduced under the new Police, Crime, Sentencing and Courts Bill later in 2022.
56. Since the last meeting, the VRU has provided a presentation of its principles and activities to PAB members and to the Joint Independent Audit Committee which has generated some interesting discussions.
57. The Home Office awarded the VRU a grant of £1.6m for 2021/22. They have recently announced a 3-year funding proposal with a significant uplift in funds as follows:
- 2022/23 £2.891m
2023/24 £2.163m
2024/25 £2.140m
58. This announcement of a significant increase is very welcome, but has required some quick decisions about how we spend the additional funds as effectively as possible. The allocation of funds is provisional, and we are now in an application process to confirm the funding. Applications are due in on 19th April, with the decision being given in May.
59. The current work of the VRU continues and has included
- Navigators working at the Northern General Hospital offering engagement with people attending A&E with injuries related to violence
 - Navigators working in the 3 South Yorkshire Custody Suites offering engagement to people arrested for violent offences
 - Trauma Informed training – expanding the numbers of people working with young people with a Trauma Informed perspective
 - Managing through a Grant round that provided c£200,000 to 13 projects in areas of higher violence rates
 - Introduction of Mentors in Violence Prevention into 8 South Yorkshire schools which skills up volunteer students to safely challenge other students when they witness bullying, harassment or discrimination.
60. The final initiative listed above received national coverage on BBC Breakfast recently – and it was really encouraging to see the confidence with which the students were working.

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

61. As reported previously, the PCC provides funding each year to enable the four CSPs to meet their priorities and support the delivery of Police and Crime Plan priorities. The Partnerships & Commissioning Team is awaiting Quarter 4 monitoring information, and

will make payments to the CSPs once the required information has been received. The same applies to the funding provided to the Youth Offending Services (YOS) and custody-based drug services.

62. Attendance at CSPs and YOS management boards continues as previously agreed. A single briefing paper to update the CSPs on the new Police and Crime Plan has been drafted. The same report will be shared with each board.

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

63. The LCJB last met on 5 April 2022. The meeting focused on work being undertaken in respect of ongoing CJS recovery through the pandemic, Race Disproportionality (referenced earlier in this report), assurance reports and progress in relation to the LCJB Delivery Plan. The Board were pleased to be joined by Mike Jones, a Defence Solicitor, who offered his perspective on local CJS recovery and proposed changes to criminal legal aid.

64. The magistrates' courts have continued to make good progress in reducing the backlog of work, and delay to first court hearing remains within time intervals considered to offer the best prospect of leading to efficient and effective disposal of work. The magistrates' courts trials 'blitz' took place throughout the month of January and successfully dealt with 80% of the trials listed. The volume of outstanding trials are now below optimal levels. Overall, it is a positive and improving picture.

65. Crown Court trials peaked at the beginning of the year, although plateaued in recent weeks. A series of high profile complex trials took place in Sheffield in the last quarter. Most of these cases were custody cases subject to Custody Time Limits. Sheffield Crown Court has sat above its allocated sittings days in 2021-22, one of the reasons this has been made possible is use made of the Fully Remote Court. Permission has recently been granted by the Senior Presiding Judge of England and Wales to continue use of the Fully Remote Court at Sheffield into 2022-23. Other courts have visited Sheffield and are looking to adopt this approach, which is being regarded nationally as good practice.

66. Work has continued to focus on the delivery of the LCJB Annual Delivery Plan, actively progressed through the LCJBs priority Steering Groups:
- The Victim-focused Efficiency Steering Group
 - The Rehabilitate and Reduce Reoffending Steering group,

as well as the subject-matter expert groups:

- The South Yorkshire Domestic Abuse Partnership
- The South Yorkshire Rape and Serious Sexual Offending group.

The Steering Groups report progress to the LCJB each quarter, highlighting achievements, risks, issues and innovations.

67. Attention is now turning towards reviewing achievements in the last year, and developing the new LCJB Delivery Plan for 2022-23.

Working in partnership within Yorkshire and the Humber (YatH) to support successful rehabilitation

68. In relation to adults, the Yorkshire and the Humber Rehabilitation Partnership (YatHRP) is due to meet next on 26 April.
69. Implementation of Probation reforms are continuing to embed.
70. Locally, activity has been progressed to support the ambitions of the YatHRP, including:
- Accommodation – partnership work aimed at preventing those leaving prison ending up homeless
 - Employment and Skills – making connections with the Sheffield City Region Mayoral Combined Authority and effecting join up with nationally commissioned services and the Department for Work and Pensions
 - Women and Girls in or at risk of entering the CJS – a well-attended partnership event took place on 9 February (see the accompanying report for more detail).
71. The Partnerships & Commissioning Manager is a member of the YatHRP's Commissioning Sub-group which meets to consider co-commissioning and co-bidding opportunities to support the rehabilitation/reducing reoffending agenda. The group is exploring areas where a Yorkshire and the Humber approach to reducing re-offending would be viable and also where the Probation Regional Outcomes and Innovations Fund could be considered.
72. Most recently, the group has been considering a regional approach to stalking perpetrators, and have benefitted from a presentation delivered by colleague in City of London where a partnership approach is already in place.
73. As far as young people who commit crime, who are sentenced to secure youth custody, the work of the South and West Yorkshire Resettlement Consortia continues. It too met recently on 6 April. The main area of focus was:
- Evaluation and closure of the Constructive Resettlement Pathfinder project that has taken place against the backdrop of the pandemic, throughout the last 2 years
 - An analysis at Year 7 of this distinct cohort of young people from South and West Yorkshire sentenced to secure custody
 - Examination of a need to refresh the Accommodation Standard agreed by Directors of Children's services across the 9 Youth Offending Team areas within the Consortia.
74. As well as Partnership meetings, work continues almost on a daily basis to make sure that connections are established for new and different partners, good practice shared and systems improved that can and do make a difference to successful rehabilitation. For example, valuable connections have been facilitated as a result of the February event focused on women and girls in or at risk of entering the criminal justice system; the employment focused meeting held in March and follow up enquiries arising from social media, attendance at national meetings and events and correspondence.

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

75. The PCC and his Engagement Team continues to meet with groups, individuals and organisations to discuss policing priorities. More and more of these events are now taking place in person.
76. Over the last few months, the PCC has attended a number of community meetings to discuss policing issues with communities. These meetings have included a visit to Maltby where the PCC heard about crime and ASB that were causing concerns for residents. As a result of the visit, we were also able to witness a significant amount of litter around the Coronation Park and the surrounding streets. As a result, we arranged for the 'Community Payback' scheme to spend three days tidying the area as part of the national 'Keep Britain Tidy - Great British Spring Clean' event which encourages communities to clean up their local areas. Details of other similar projects taking place as part of this initiative were shared with Community Safety partners across the county.
77. Other visits have included Dinnington - where issues include burglaries on the High Street and ASB - and Braithwell and Micklebring Parish Council - where there have also been a number of recent burglaries as well as rural crime involving off road vehicles tearing up farmers' fields.
78. Increasing reports of concerns about street begging and visitors not feeling safe in Sheffield city centre also led to a visit by the PCC (along with a local resident who has been subjected to verbal abuse) and members of the neighbourhood policing team. The PCC has also expressed his wish to hold a city centre summit to tackle the city centre issues alongside partners.
79. In March, one of the OPCC's longstanding Engagement Officer retired from her role. A new Engagement Officer has been appointed and will be working alongside organisations and communities to listen to and consult with them about policing priorities for South Yorkshire.

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

80. The Communications Team has continued to support national and regional campaigns and SYP's campaigns and key messaging, where appropriate.
81. As mentioned earlier in this report, the OPCC was successful in securing £70,000 from the 'Safer Streets 3' fund to target 'Violence Against Women and Girls' perpetrator behaviour and attitudes, and a further £15,000 to undertake wider consultation to capture the voices of people from all backgrounds and cultures.
82. The 'Violence Against Women and Girls' campaign will include a series of posters and images representing women who are saying "*No more*" to a number of behaviours that they will not tolerate. These messages have been developed with young women to represent behaviours that upset them and make them feel uncomfortable. The messages are quite bold and are designed to show women talking strongly about what they will not tolerate. A short film has also been developed. The media strategy for this is still in production, but it is anticipated that it will be placed across social media platforms that are used by the target audience of young men and women. The launch date is to be confirmed.

Promoting and embedding sustainability in all we do

83. The OPCC is fully committed to supporting the joint PCC and SYP Sustainability Strategy 2020-2025 which commits to seven sustainable development goals (SDGs) which have been included in the draft of the new Police and Crime Plan, the OPCC's Delivery Plan and the work of the office.
84. The goals were selected from the 17 United Nations SDGs in a series of consultations with officers and staff. Progress against them is monitored, reviewed and reported quarterly to the PCC's Estates Board, and annually to the PCC's PAB.
85. Where appropriate the OPCC will ensure the delivery of these priorities recognises and is aligned to existing OPCC / Force strategies and commitments. The seven SDGs are:
- Good health and well-being** – supporting the health and well-being of our employees and those with whom we work.
 - Quality education** – provide our people with the skills, knowledge and confidence to contribute to sustainability and widely share these opportunities.
 - Reduced inequalities** – promote environmental, social and economic equality across everything we deliver.
 - Responsible consumption and production** - embed sustainability considerations into the purchase, use and disposal of all the resources we use.
 - Climate action** - take urgent action to combat climate change and its impacts.
 - Peace, justice and strong institutions** - ensure sustainability is considered in everything we deliver.
 - Partnerships for the goals** - develop effective partnerships to support a positive contribution to the communities we serve.
86. The Sustainability Strategy 2020-2025 articulates the intent against each of the seven SDGs and the OPCC Senior Leadership Team have explored, selected and prioritised our impacts against the SDGs to develop a sustainability action plan which will monitor and report on the sustainability issues most relevant to us. The action plan will be reviewed and updated by the SIL (Sustainability Impact Lead) and reported to SLT leads for review the OPCC's SLT Quarterly Away Days.

VALUING OUR PEOPLE

87. Key activities this period, alongside 'business as usual' for this area, are:
- a) Staff Survey - The OPCC carried out a staff survey in December 2021 to understand how staff perceive the employment experience in the OPCC. The results were shared with staff at the Staff Quarterly Away Day on 11 February and key topics were further discussed in working groups, relating to future working arrangements, office layout, work style and demands, appraisals and development, health and wellbeing and communication. The OPCC's Senior Leadership Team is now progressing with the implementation of many suggestions and actions from the day.
 - b) Recruitment - the OPCC has improved its recruitment processes for staff and assurance panel members over the last year. Following the support of a recruitment agency for a targeted element of the process, two appointable candidates have been

identified for the Joint Independent Audit Committee. It has been agreed that future recruitment exercises for Executive roles will also follow this format.

- c) Health and Safety - The Office Manager continues to comply with the PCC's health and safety obligations as employer and represents the OPCC at both the Strategic and Local Health and Safety Boards. The Office Manager has taken on H&S responsibilities in conjunction with the providers at the SARC – Hackenthorpe Lodge, in order to ensure compliance with SYP's H&S requirements for the building.
- d) Communication - The Office Manual (OM) is a newly developed document, published on the OPCC intranet for all staff to view OPCC strategies, policies, procedures and processes.

PCC DECISIONS MADE SINCE THE LAST MEETING

88. The PCC has made 72 decisions between 1 April 2020 and 30 March 2022.

89. Between 17 January 2022 (the date of the last report) and 30 March 2022 the PCC has made the following decisions:

Subject	PCC Decision	Date
Emergency Services Network (ESN) Control Room Costs	Approved externally funding from the Home Office of £132,147 for 2 years to assist forces with ESN costs	20.01.22
Variation to the Integrated Multi-Channel Customer Contact and Resource Management Solution Contract with Sopra Steria	Approved changes to a number of contracts totalling £156,377.74	25.01.22
Meeting Room Technology	Agreed the capital spend of £36,635 from the existing Digital Fund to facilitate improvements to the meeting room technology at Force Headquarters	28.01.22
Occupational Health	Approved additional funding of £302,165 to provide proactive services to staff in areas such as counselling, occupational therapy and reasonable adjustments	28.01.22
Force Control Room	Supported an increase of revenue budget of £493,369 per year (2022/23 to 2024/25) associated with formalising a new structure for the Force Control Room. This includes an increase in staff and changes to shift patterns	28.01.22

Subject	PCC Decision	Date
Oracle Making Tax Digital (MTD) – Invoice Automation	Agreed to fund a new Invoice Automation product. This will be funded from the Digital Technology Fund (£69.6k capital), existing budgets (£11.8k revenue) and savings in Corporate Finance (£15.8k revenue).	28.01.22
IT Target Operating Model	Approved the IT target operating model subject to the OPCC's identified governance issues being addressed	24.02.22
Digital Forensics Unit	Agreed revenue funding to purchase a new Digital Forensics Unit (DFU) Case Management System and ISO 17025 Quality Management System	25.02.22
Smarter Ways of Working	Approved the smarter ways of working business case	02.03.22
Commissioner's Proceeds of Crime (POCA) Community Grant Scheme	Approved allocations from the Commissioner's POCA Community Grants Scheme budget for 2020/21 totalling £36,016	04.03.22
Invitation To Become An Opted-In Authority	Accepted the Public Sector Audit Appointments (PSAA) invitation to become an opted-in authority participating in its national scheme for external audit appointments from 2023/24 onwards	08.03.22
Support to Make Improvements to Hackenthorpe Lodge	Approved the purchase of a replacement colposcope for the examination suite at Hackenthorpe Lodge and approved building works to provide additional family/supporter waiting room facilities at Hackenthorpe Lodge	14.03.22
Variation to the Integrated Multi-Channel Customer Contact and Resource Management solution Contract	Approved the change request for the Integrated Multi-Channel Customer Contact and Resource Management solution Contract	18.03.22
Microsoft Enterprise Agreement	Approved the entering into a new 3-year Enterprise Agreement for Microsoft Office Software	30.03.22

List of background documents		
<ul style="list-style-type: none">• Transitional Police and Crime Plan• OPCC Delivery Plan 2021/22		
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