

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.

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"
- ✓ Focussed 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.

Protecting Vulnerable People

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)

Source:

(1) Victim Support Service (2) ISVA service (3) Sexual Assault Referral Centre (4) SYP – South Yorkshire Police data is from a live system so subject to change and audit. SYP data cannot be reproduced without permission from SYP (5) ONS

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

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.
- ✓ I 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 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.
- ✓ 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 than the £688,000 to 43 organisations across South Yorkshire supporting young people and preventing them becoming involved in violence and supporting women 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.

- ✓ 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⁾

Local Criminal Justice Board (LCJB)

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:

- ✓ 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.	

Finance and Resources

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/>