

<b>Meeting Date</b>	<b>11 December 2023</b>
<b>Report of</b>	<b>The Police and Crime Commissioner</b>
<b>Subject</b>	<b>Police and Crime Commissioner's Update (Including decisions made since the last meeting)</b>

## **EXECUTIVE SUMMARY**

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

This report provides members of the Police and Crime Panel (the Panel) with an update on key PCC activities and decisions, and key OPCC activities against the OPCC's Delivery Plan.

## **RECOMMENDATION(S)**

Members of the Panel are recommended to: -

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

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- *Main Report*

## INTRODUCTION

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

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

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

## **Ethical, Transparent Leadership**

### **Effective and timely strategic and financial planning**

9. Preparations continue for the transfer of PCC functions to the Mayor for South Yorkshire with effect from 8 May 2024. The required Statutory Instrument (Transfer Order) is expected to be laid before Parliament on 7 December 2023 and made in early 2024. As well as the transfer of PCC functions, the order will seek to:
  - transfer property, rights and liabilities of the PCC to the South Yorkshire Mayoral Combined Authority
  - reduce the current mayoral term in order to align with PCC election cycles

- cancel the PCC election in South Yorkshire, and
- abolish the role of PCC in South Yorkshire from the date the transfer occurs.

A Programme Board has been established to oversee the transfer, and a Programme Director appointed. A high-level project plan sets out the workstreams, timescales, risks and any interdependencies. A separate briefing document on the Programme has been presented to the Panel.

10. The Home Secretary met with the PCC on 16 October. In preparing for that meeting the PCC provided information in relation to three things: SYP's 'legacy issues' and associated costs; proposed transfer of PCC functions to the South Yorkshire Mayor in May 2024 and our approach to Violence Against Women and Girls supported by additional Home Office funding.
11. Work is progressing in line with the PCC's strategic and financial planning timetable. Key products in relation to the assessment of policing and crime need have been provided and discussions are currently underway regarding the financial resources required to meet that need, including savings, efficiencies and growth proposals and a draft capital programme.
12. The PCC and the OPCC's Chief Financial Officer participate in regular national finance update meetings with the Home Office in preparation for the following year's policing budget settlement.

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

13. The Home Office hope to present the results of the review at the same time as the settlement is announced in December.

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

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

- PCC Review - Part 2

- *Offender Management*

**Community Payback:** The Probation Service published their Community Payback Autumn 2023 newsletter which highlights a number of projects that have taken place in South Yorkshire in recent months. These include:

- restoration work at of an overgrown pond and wildlife area enabling children from Brinsworth Manor Infant School to visit the area to study wildlife, ecosystems and work on science projects
- Honeywell Playground in Barnsley
- work for the Canals and River Trust - Sheffield and South Yorkshire Navigation restoration work carried out on the Lock at Kilnhurst, Rotherham
- urgent repair work highlighted by Sheffield City Council regarding a local stream, and
- as part of Autumn Clean, clear up work at Narrow Twitchell Playpark and adjoining Whybourne Grove and Terrace.

In the period July to September 2023, 18,982 hours have been completed in Group Placements supervised by Community Payback Supervisors, 4,192 Hours of Education, Training and Employment have been completed and 2,344 Hours have been completed in Individual Placements (such as working in Charity Shops).

### *Data Sharing in the Criminal Justice System*

In Part Two of the PCC Review, published in March 2022, the government agreed to develop Guidance on data sharing for criminal justice partners, alongside a Memorandum of Understanding (MoU) template for local level data sharing across local partners, predominantly for the purposes of performance improvement and strategic monitoring.

In October 2023, Government published the guidance, together with a template MoU, which have been endorsed by stakeholders.

Work will be undertaken in the coming weeks to examine the data sharing guidance and prepare a position statement for consideration by South Yorkshire's Local Criminal Justice Board when it next meets in January 2024.

- Fire Reform

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

- Levelling Up

OPCC staff have continued to participate in the South Yorkshire Mayor's Homelessness Round Table discussions and the PCC has agreed to provide some funding to support research into homelessness being co-ordinated by the South Yorkshire Mayor, through the South Yorkshire Mayoral Combined Authority.

## **Supporting the delivery of the Police and Crime Plan Priorities**

15. There is a separate report to the Panel's meeting on progress with performance against the Police and Crime Plan, including contributions from the OPCC and VRU. Performance reports are published on the PCC's website on a quarterly basis and presented to the next available Panel meeting.
16. In relation to SYP's delivery of the Police and Crime Plan priorities, the OPCC has established and supports the PCC's 'holding to account' arrangements. These arrangements consist of formal and informal meetings and discussions and OPCC staff activity to seek assurance for the PCC that SYP is delivering against the Police and Crime Plan and that the Chief Constable is efficiently and effectively running the force and discharging her statutory functions. The formal 'holding to account' meetings with SYP include a bi-monthly Public Accountability Board meeting at which the PCC receives reports from SYP on performance against each of the three priorities in the Police and Crime Plan and against the four fundamental principles underpinning them. Panel members are invited to these PAB meetings to inform their role in reviewing, scrutinising and supporting the PCC in the exercise of his functions and actions.

## **Ensuring robust systems of governance, risk management and control**

15. Work continues on the Information Governance Project and is on target to meet the agreed deadline of 30 April 2024. A recent Staff Away Day included awareness raising and training in relation to Data Protection Impact Assessments.
16. The Panel was informed at the last meeting of a small number of gaps relating to the PCC's compliance with the Specified Information Order. Since then, it is pleasing to note that the OPCC Expenses Data is now up to date. Work is still ongoing in two other areas.
17. The PCC held an Informal Accountability Board meeting in October with members of South Yorkshire Police's (SYP's) Senior Command Team. The focus of that meeting was seeking assurances around SYP's Information Technology (IT) and included discussions around infrastructure, strategy, and governance.
18. The PCC's Independent Custody Visitor (ICV) Scheme has recently been granted 'Code Compliant' status from the Independent Custody Visiting Association (ICVA) as part of the ICVA self-assessment.

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

19. The new Internal Audit service is up and running and an audit plan has been agreed for audit activity in SYP and the OPCC.
20. Work is ongoing to develop a more comprehensive performance framework around police complaints and professional standards issues. Some high level measures are now included in the quarterly performance report brought to the Police and Crime Panel.
21. The OPCC is in the early stages of work with SYP to develop an External Custody Scrutiny Panel to strengthen existing assurance activity carried out by Independent Custody Visitors.
22. The OPCC's Evaluation and Scrutiny Officers have continued to support the PCC's Independent Ethics Panel (IEP). The following activities are in progress:
  - Further focus groups are planned with student officers to gain assurance around knowledge and embeddedness of SYP's Values and Behaviours Framework. The scheduling of these is determined by availability of student officers as they move between study and frontline policing training. Findings from the initial focus group were positive.
  - Reality testing of SYP's organisational culture through work shadowing officers on a response team.
  - Further data analysis of the police use of stop and search powers, focusing on both age and ethnicity. This is almost complete subject to further quality checking. Location data for stop and searches is an area for improvement and something the IEP has raised with the OPCC/SYP. Solutions will involve training as well as potential IT enhancements. An IEP exception report focusing on stop and search was presented to the PCC's Public Accountability Board on 6 November 2023, and is available online.
  - Increased sampling of vetting applications/decisions has commenced.
  - The IEP has discussed SYP's new digital technology strategy and the use of drones. Queries raised by the panel have gone back to SYP for comment.
  - IEP link members videos are being developed for publication on the OPCC website to explain their work, with the aim of improving the public's knowledge of

- the work of the IEP within the PCC's arrangements to hold the Chief Constable to account.
  - IEP member succession planning is underway.
- 23. The Evaluation and Scrutiny team set up and facilitated a partnership event in October which brought together Criminal Justice (CJ) partners and victim support services to help partners better understand their respective roles and responsibilities throughout a victim's journey through the police investigation and court proceedings process. Feedback was positive, and partner agencies were able to increase their knowledge of each other's service provision and share information and best practice, aimed at improving victims' experience.
- 24. Work to address Violence Against Women and Girls (VAWG) continues across the county, with information being gathered to track progress against the recommendations contained within the VAWG scoping report which was referenced in previous Police and Crime Panel reports.
- 25. The next VAWG campaign in November, timed to coincide with the international 16 days of activism against gender-based violence (25 November - 10 December) focuses on encouraging men to take an active role in standing up to harassment and violence against women and girls. Further VAWG knowledge sharing events are planned for 2023/24.
- 26. The main theme from correspondence this period has included dangerous dogs – an area which has seen a national focus and has led to the government announcing a ban on breeding, selling, advertising, rehoming, abandoning and allowing an XL Bully dog to stray, from 31 December 2023. Through the PCC, SYP were involved in briefing the Policing Minister on the policing challenges in the lead up to the ban announcement, following a number of dog attacks in South Yorkshire. He has also been involved in discussions with local MPs to support a Westminster debate.

### **Pursuing appropriate external funding**

- 27. The OPCC's Partnerships & Commissioning team and Violence Reduction Unit (VRU), have carried out horizon scanning and research activity to identify future external funding opportunities. Successful bids submitted so far in 2023/24, excluding core funding, amount to £2.7m (£1.82m for 2023/24, and £876k for 2024/25).
- 28. Since the last update to the Panel, a 'Safer Streets 5' bid has been awarded, totalling £993k (£459k in 2023/24 and £534k in 2024/25), with a grant agreement having been received for the 2023/24 proportion. The project has been implemented in conjunction with local authority partners. Further bids are being pursued, in line with strategic objectives.

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

- 29. Following a stakeholder event, concerning the future of the Child Sexual Assault Assessment service, a group commissioner meeting took place with a further meeting planned for late January.
- 30. The Adult Sexual Assault Referral Centre (SARC) service agreement and collaboration agreement between commissioning bodies have been signed by all parties. We await

the final version for our records and will commence payments to NHS England for South Yorkshire's contribution to the collaborative service. Revised building improvement works to the SARC premise have been agreed and a preferred contractor identified. The OPCC has continued to attend the Association of Police and Crime Commissioners' SARC Accreditation meeting, with updates disseminated to OPCC colleagues.

31. Work with local authority commissioners is ongoing to review the need for an extension of the 'Inspire to Change' Domestic Abuse Perpetrator Programme and expansion of the offer to include an appropriate service for Children and Young People.
32. We are participating in the evaluation of bids for the Sheffield Domestic Abuse commission. A decision is expected in due course.
33. Returns for the Home Office Perpetrator 5 funding were submitted as required in mid-October and a meeting with the Home Office in November went positively, with the OPCC being thanked for the detail in the return. Monitoring work is ongoing relating to the effectiveness of 'target hardening' materials and equipment supplied to victims of perpetrators to avoid such victims becoming high risk. These victims are supported through local authority domestic abuse victim support services and can be offered target hardening materials/equipment through the local authorities (using PCC funding from us). In the same return we are monitoring and reporting to the Home Office the activities of the Multi Agency Tasking and Co-ordination officers in SYP.
34. Work to finalise the specification for a female offender conditional caution service is ongoing. The service aims to reduce reoffending while providing SYP with an additional, specialised referral route for the new two-tier conditional caution model which is likely to be implemented nationally in late spring 2024.
35. Safer Streets 4 projects have now been successfully completed and all money claimed from the Home Office. Work is underway to produce some positive communication messages about the success of the bids.
36. The Anti-social Behaviour hotspot patrol delivery plan has been agreed by the Home Office, and police patrols commenced in July. Local authorities are now commencing their own complementary patrols in the identified hotspot areas.
37. Numerous grant management meetings and grant visits with community grant recipients have continued to take place during this quarter. The PCC Community Grants' scheme closed at the end of September, and bids are being evaluated – over 70 bids have been received. Panel meetings to moderate the bids are underway.

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

38. Quarterly performance reports continue to be published on the OPCC website for the public and partners to view.
39. The PCC's website now has links to more detailed performance data for the public to access including:
  - Office for National Statistics (ONS) police recorded crime and outcomes.
  - The Criminal Justice Delivery Data Dashboards – data relating to the Police, Crown Prosecution Service and Courts

- The Digital Crime and Performance Pack – allowing the public to view police force performance against the National Measures for Policing
  - His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) value for money profiles, allowing comparisons of costs and performance to be made between police force areas.
40. A review of the accessibility of documents on the website is in its early stages. This involves ensuring documents on the website are uploaded in a format that can be easily read by people with disabilities.

## **Working with, and supporting, Partnerships and Communities**

### **Working in partnership to deliver and sustain South Yorkshire’s approach to reducing serious violence.**

41. South Yorkshire partnership’s Violence Reduction Unit (VRU) is mid-way through a 3-year funding agreement with the Home Office with indicative figures for this year and next, as follows:
- April 2023 to March 2024 - £2,163,720
  - April 2024 to March 2025 - £2,140,937
42. This year’s VRU delivery plan is progressing well. As previously reported, the VRU has awarded grants to the value of £323,433 to 20 organisations in South Yorkshire working to reduce violence and offer diversionary activities. Delivery is underway in all the projects and the VRU’s Project Manager is in regular contact with them. The VRU promotes its work through press releases, via their Newsletter and on the VRU’s website.
43. The VRU’s work with Learn Sheffield to produce high quality and free resources for schools across South Yorkshire continues. The resources are designed to support learning about positive and healthy relationships and has generated a lot of interest. The work was showcased at a virtual event on 27 September, with invitations being sent out to schools and to organisations involved in work to reduce violence towards women and girls. Due to demand, a further virtual event will be held on 12 December.
44. As previously reported, the Head of the VRU was asked to implement the Serious Violence Duty in South Yorkshire. The leads have all now been identified and meet regularly. The VRU is undertaking some surveys and plans street interviews to ask people in South Yorkshire their views on what to prioritise to reduce serious violence. The findings of these interviews which will inform the strategic approach. Work is also progressing on the needs analysis. The Duty comes with a relatively small amount of funding, but the VRU has been able to appoint a lead Project Manager on a temporary contract. There is an ongoing evaluation by the Home Office of implementation of the duty and South Yorkshire’s progress to date is viewed positively.

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

45. OPCC officers continue to represent the PCC at key partnership meetings across the county including Community Safety Partnerships, Youth Offending Boards, Combatting Drugs Partnerships, and local strategic commissioning meetings for domestic and/or sexual violence meetings.



46. Signed grant agreements have been issued for all areas (community safety fund and criminal justice fund); much earlier than in previous years.

### **Working with partners to tackle drugs in our communities**

47. Probation staff are increasing the level of regular drug testing undertaken with people on probation, sentenced by the court to a Drug Rehabilitation Requirement order.

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

48. This quarter, the PCC has responded to national consultations on a code of practice for the use of adult out of court disposals and youth remand funding arrangements, and a local consultation on arrangements for Saturday and Bank Holiday courts.
49. The OPCC has been approached by colleagues working in other areas across the country to share what is regarded as South Yorkshire good practice in relation to our approach to race disproportionality in the criminal justice system.
50. An update was provided to the Sheffield Race Equality Commission on work taking place to address race disproportionality in the criminal justice system. This has helped to facilitate the inclusion of Sheffield in some independent academic research, over 30 months. The research will explore the extent to which decision-making at the gateway to the youth justice system influences racial disparities within that system. This research is being undertaken with the support of a grant awarded to the University of Bedfordshire by the Nuffield Foundation.
51. The OPCC is supporting other work related to Sheffield's Race Equality Commission, including work to establish a Legacy Group as part of the Commission's recommendations. The PCC and Chief Constable have agreed in principle to make a financial contribution to this group moving forwards, with the detail still to be determined.
52. The PCC attended Doncaster Prison in support of a programme of events taking place in relation to Black History month, where he addressed an audience of Prison staff. He visited Equality Street - a new facility that is being established within the prison that aims to support prisoners on equality, diversity, and inclusion issues, offering prisoners support that they may need.
53. South Yorkshire Criminal Justice Board Delivery Plan: Work to progress the Delivery Plan has been undertaken throughout this period. This includes:
  - hosting an event aimed at supporting criminal justice practitioners from across the sector in demystifying the victim journey throughout the criminal justice system
  - Undertaking an audit of South Yorkshire's Youth Remands that occurred during 2022-23.
  - Extending the Domestic Abuse first hearing court approach into the magistrates' court at Barnsley from October.

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

54. The Yorkshire & the Humber Rehabilitation Partnership Board met in October when it completed its review and agreed its priorities and areas of focus in anticipation of the next strategic planning period.
55. The annual refresh of the Yorkshire and the Humber Reduce Reoffending Plan was published in July and will determine key deliverables for the Yorkshire & the Humber Rehabilitation Partnership.

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

56. The Community Engagement & Communications team has attended 39 engagement events throughout the months of September and October where they have had the opportunity to speak with members of the public and partners about policing and crime services and priorities.
57. These visits have been spread over the four districts and the team has engaged with approximately 1,795 people. They have included a range of public meetings, 'pop-up' engagement stalls (some jointly with neighbourhood policing teams) and events. For the first time during this period, the team has attended the Penistone Show and St Leger Festival - both high footfall events with members of the public keen to talk to OPCC staff and hear more about our work. Throughout these events the team has shared crime prevention items such as faraday key pouches, anti-spiking stickers, purse bells and more.
58. The Precept and Priorities Survey launched in November, with the aim of ensuring that as many people living and working in South Yorkshire have the opportunity to complete this. The survey is an opportunity for residents and businesses to share their views on the level of Council Tax precept and the policing and crime priorities they would like the PCC to focus on in 2024/25.
59. The team continues to work closely with neighbourhood policing teams and SYP's strategic Neighbourhood Policing Board. Feedback recently shared focused around the accessibility and accuracy of information on neighbourhood web pages. It is extremely important that the neighbourhood web pages remain up to date, particularly when it comes to events and contact information.
60. Proactive and reactive media work has been undertaken in relation to a range of local and national issues.
61. The government's announcement of a ban on XL Bully dogs, mentioned earlier in this report, was covered by media and social media channels widely, influenced by the work that has been undertaken in South Yorkshire following an increase in attacks on members of the public. The PCC has been vocal in his support for this ban, and the team has facilitated meetings with local MPs to influence work that has been undertaken at a national level.
62. The team also officially launched the Anti-Social Behaviour Hotspots project in Sheffield – Op Civitas – jointly with SYP and colleagues from Sheffield City Council.
63. Following the terrorist attack on Israel on the 7 October, the PCC has issued statements and fielded media enquiries and interviews and has worked closely with SYP and with members of the Independent Advisory Panel for Policing Protests to ensure the panel is fully briefed on the ongoing pro-Palestine protests.

64. Proactive media releases have also been prepared and sent to the media on the HMICFRS's vetting report and on the Safer Streets 5 announcement.
65. The team has also been heavily involved in the work to prepare the OPCC for transferring to the South Yorkshire Mayoral Combined Authority in May next year, with work ongoing to develop the workstream around communications and staff engagement.
66. The Team was involved in designing the Sheffield Race Equality Community Event that took place in October. On the day, members of the team hosted, alongside SYP, the discussion table in relation to the policing and crime response to the Race Equality Commission's report, and the work that has been undertaken since it was published in Summer 2022.
67. Development of the OPCC website is taking place to ensure all the information is relevant and up to date. A distinct piece of work is underway to ensure the website is compliant with the accessibility guidelines.

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

68. During the month of October, a number of awareness campaigns such as Black History Month, Hate Crime Awareness Week and Safer Business Action Week took place. During this period, the OPCC supported as many of these as possible through social media engagement or face-to-face engagement events.
69. The Engagement Officer undertook specific engagement events alongside the Hate Crime Coordinators working within SYP in both Doncaster and Rotherham.
70. The team is also working closely with senior officers within SYP regarding a business forum where strategic leaders from retailers can come together and discuss ways forward to reduce retail crime. This event is due to be held in December, prior to the festive period.
71. Work has continued with the Force's Rural Crime Team and the OPCC attended the Penistone Show in September. The team was able to engage with many people from across the district and promote the work of the Rural Crime Team as well as hearing the views of people on the importance of tackling rural crime and their other policing priorities. The OPCC undertook media work and social media messaging during Rural Crime Week.
72. The team has supported a number of external and partner campaigns aligned to the priorities in the Police and Crime Plan. Some of these have involved detailed briefings, including with the PCC, such as the work around dangerous dogs. Others have been a lighter touch but have involved sharing messages across our social media platforms. These have included:
  - South Yorkshire Safer Roads Partnership on topics around road safety and advice for motorists, speeding and Vision Zero
  - Action Fraud – cyber-crime and online safety
  - Safer Business Action Week
  - Neighbourhood Watch
  - SYP – dark nights, child criminal exploitation, online safety, International Control Room Week, retail crime
  - Home Office – anti-social behaviour
  - Hate Crime Awareness Week
  - Doncaster Council
  - Crimestoppers

- National Rural Crime Network – Rural Crime Action Week
- Victim Support

### **Promoting and embedding sustainability in all we do**

73. The OPCC's Office Manager attends SYP's quarterly Sustainability Advisory Board to align the OPCC's approach with SYP's, in support of the PCC's and Chief Constable's joint Sustainability Strategy.
74. The Sustainability Improvement Lead (SIL) updated the action plan in July 2023.

### **Valuing our People**

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

75. The Office Manager is the OPCC wellbeing lead and five members of OPCC/VRU staff have volunteered to be wellbeing champions. They link in with SYP's wellbeing network and meet regularly to discuss any issues reported and plan wellbeing activities and resources. Three wellbeing champions are now Mental Health First Aiders. There will be a wellbeing focus at the next staff away day in January.
76. The Office Manager attends appropriate health and safety courses provided by SYP to provide the health and safety knowledge for the role including how to do premises inspections.
77. The OPCC's Senior Leadership Team (SLT) has undertaken 'Designing out Racism' training to develop skills around language and framing conversations to work towards becoming an anti-racist organisation. This was then rolled out to staff in November with an all staff reflective session taking place in December.
78. A comparison of answers from the last two staff questionnaires is being carried out so that the SLT can get an understanding of how staff are feeling, what improvements have been made and areas where improvements can still be made.
79. There has been separate staff engagement and communications about the transfer of PCC functions to the Mayor. SLT has undertaken Change Management Training to develop their existing skills and experience to support staff through the transition. Aspects of this training will be rolled out to staff at the appropriate time.

#### **Implementation of Microsoft 365 (M365)**

80. A migration proposal in relation to M365 is currently being reviewed and incorporated in to a wider IT strategy.
81. An Information and Communications Technologies (ICT) working group has been established between the OPCC, the South Yorkshire Mayoral Combined Authority and SYP to ensure the smooth and secure migration of, and access to, information and continuity of ICT provision during and post the mayoral transfer.

### **PCC DECISIONS MADE SINCE THE LAST MEETING**

82. The PCC is under a statutory obligation under the terms of the Specified Information Order to publish details of decisions of significant public interest. In more general terms, under Section 13 of the 2011 Act, the PCC is obliged to ensure that he provides the Panel with any information that it might reasonably require to allow it to carry out its functions. This would include the provision of information regarding decisions and actions, irrespective of whether they were to be considered to be of “significant public interest”.

83. The PCC has made 31 decisions between 1st April 2023 and 21<sup>st</sup> November 2023.

84. Between 11th September 2023 (the date of the last report) and 21st November 2023, the PCC has made the following decisions:

Commissioning (collaboration) of Sheffield Domestic Abuse Services	Supported collaborating on the re-commissioning of the Domestic Abuse Support Service for Sheffield with Sheffield City Council and the Integrated Care Board	26/09/23
Alteration works to Wombwell Station	Approved the additional costs due to inflationary pressures	03/10/23
Stock Condition	Approve funding for the proposed works under the stock condition project to replace existing single glazed windows (end of life) with double glazed windows	03/10/23
Decarbonisation funding: Solar Photovoltaic (PV)	Approved the installation of 4 x solar PV arrays to contribute to the decarbonisation of the estate	05/10/23
Extension of the current contract for a victim service for South Yorkshire	Approved the option to extend the current contract held with Victim Support	09/10/23
Purchase of SYP (Federation) Welfare Vehicle	Approved the purchase of a Shared Welfare Vehicle, which will be funded by the SYP Federation	16/10/23
Refurbishment of the former Ecclesfield Training Centre for the Digital Forensics Hub	Approved the undertaking of capital works to refurbish the former Ecclesfield training centre	30/10/23
Priority Based Budgeting (PBB)	Supported the request to engage Price Waterhouse Cooper (PWC) for the next stage of PBB	30/10/23
Joint Corporate Governance Framework – Contract Standing Orders	Agreed the content of the newly updated Standing Orders relating to Contracts	09/11/23
Joint Data Centre	Approved to commit the capital spend of £473,000 in 2023/24 for new IT hardware	16/11/23

	residing within the force(s) core data centres of Humberside and SYP	
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<b>List of background documents</b>
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| <ul style="list-style-type: none"><li>• Police and Crime Plan 2023-25</li></ul> |
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