

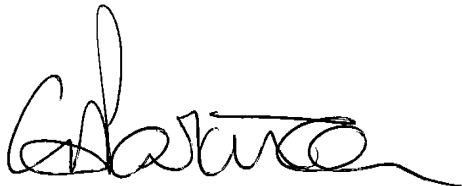
Date:- Friday, 11 September
2015

Venue:- Town Hall, Moorgate Street,
Rotherham. S60 2TH

Time:- 11.00 a.m.

POLICE AND CRIME PANEL AGENDA

1. To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies for Absence.
4. Questions from Members of the Public.
5. Minutes of the Previous Meeting held on 29th June, 2015 (herewith) (Pages 1 - 8)
6. Budget Monitoring - First Quarter 2015/16 (report herewith) (Pages 9 - 15)
7. Annual Report (herewith) (Pages 16 - 36)
8. National Child Protection Inspection - Post Inspection Review (report herewith) (Pages 37 - 46)
9. Date of Next Meeting
Friday, 16th October, 2015, at 11.00 a.m.



CATHERINE A. PARKINSON,
Interim Director of Legal and Administrative Services.

**POLICE AND CRIME PANEL
29th June, 2015**

Present:-

Barnsley Metropolitan Borough Council:-

-

Doncaster Metropolitan Borough Council:-

Councillor C. McGuinness

Rotherham Metropolitan Borough Council:-

Councillor Emma Wallis

Councillor Caven Vines

Sheffield City Council:-

Councillor Jenny Armstrong

Councillor Isobel Bowler

Councillor Joe Otten

Co-opted Member:-

Mr. Alan Carter

Apologies for absence were received from:-

Councillor John Campbell, Sheffield City Council

Councillor Martin Dyson, Barnsley Metropolitan Borough Council

Councillor Alan Jones, Doncaster Metropolitan Borough Council

F1. APPOINTMENT OF CHAIR FOR THE MUNICIPAL YEAR 2015/16

Resolved:- That Councillor Isobel Bowler be appointed Chair for the 2015/16 Municipal Year.

(Councillor Bowler in the Chair)

F2. APPOINTMENT OF VICE-CHAIRMAN FOR THE MUNICIPAL YEAR 2015/16

Resolved:- That Councillor Emma Wallis be appointed Vice-Chair for the 2015/16 Municipal Year).

F3. QUESTIONS FROM MEMBERS OF THE PUBLIC

3.1 A member of the public asked the following questions:-

“How can effectiveness of this scrutiny panel be improved and how can transparency with the public and community groups throughout South Yorkshire be enhanced?”

Very few people were aware of the Panel and interested in attending. The membership of the Panel had changed at a very rapid rate leading to confusion as to who was on the Panel and whether sufficiently up to speed.

Alan Carter was the only remaining independent person on the Panel so the independent voice was depleted at the moment and it was hoped that the second post could be resurrected.

The webcasting of the meeting was welcomed.”

3.2 The Chair agreed with the importance of focussed scrutiny and also that representatives were much more effective when they had been on a Panel for a while. It was hoped that the Panel's membership would now stabilise.

The webcasting of meetings was a good step forward together with the website which would be kept up-to-date

Action: Engagement to be explored at a future meeting.

3.3 Deborah Fellowes, Scrutiny Manager, confirmed that there was a vacancy for an independent co-optee Panel member. The recruitment process had commenced some time ago but for numerous reasons had been stalled. Now that the elections were over and the Panel had its full complement of Local Authority members it was hoped to resume the process as a matter of priority.

Action: Chair, Vice-Chair and Alan Carter to take recruitment forward - Immediate.

F4. MINUTES OF THE PREVIOUS MEETING HELD ON 19TH MARCH, 2015

4.1 Consideration was given to the minutes of the previous meeting of the South Yorkshire Police and Crime Panel held on 19th March, 2015.

Resolved:- That the minutes of the previous meeting held on 19th March, 2015, be approved for signature by the Chair.

4.2 Arising from Minute No. J35, it was noted that the previously circulated financial information would be recirculated due to the number of new Panel members.

Action: Deborah Fellowes, Scrutiny Manager - Immediate

4.3 Arising from Minute No. J37 (Putting Safety First), it was reported that the Police and Crime Commissioner had provided the independent co-optee information on the Independent Ethics Panel. However, it would be helpful to have information on their work.

Action: Office of the Police and Crime Commissioner (OPCC) to provide Independent Ethics Panel work plan - Immediate

4.4 An invitation had also been extended to Panel members to visit Atlas Court, the home of the “101” number.

Action: OPCC and Deborah Fellowes to liaise with regard to arrangements for a visit, before the next meeting

F5. INTRODUCTION AND OVERVIEW BY THE POLICE AND CRIME COMMISSIONER

5.1 Consideration was given to the report presented by Dr. Billings, Police and Crime Commissioner, which detailed the role and responsibilities of the Commissioner, a summary of his Police and Crime Plan, Putting Safety First, and information on the Performance Framework being used to measure performance against the Plan.

The report also set out the last position in relation to the legacy issues facing South Yorkshire Police.

5.2 In particular, Dr. Billings highlighted:-

- Cultural change
The Police Force needed to move to a better way of measuring what they did – outcomes rather than targets. It was a big change in the way of working and would take time
- Challenges facing the Police
As with the public sector, there were enormous challenges facing the Police Force and it was known that the period of austerity measures would continue. The forthcoming emergency budget may have an impact on budgets
- Hillsborough Inquests
The Commissioner had a legal obligation to support both the current Chief Constable and 8 former and serving Police Officers who had been granted ‘interested person’ status and called to give evidence at the inquests. Up to the end of the 2014/15 financial year, the costs were approximately £16M+. A submission had been made to the Home Secretary for a special grant to cover the costs; £10.7M had been awarded leaving a gap to be funded by South Yorkshire Police. Unless agreement was reached between South Yorkshire Police, the Home Office and the legal office, there would be more costs that would fall onto the Police Force
- Orgreave
The Independent Police Complaints Commission (IPCC) had declined to investigate the events at Orgreave but had implied that there should be an inquiry which the Government should fund. If there was an inquiry, the costs must not fall onto South Yorkshire Police budget

- Child Sexual Exploitation
A number of Police Officers had been referred to the IPCC. There were ongoing negotiations by the National Crime Agency and the IPCC. The Commissioner had commissioned Professor John Drew to lead an independent review of South Yorkshire Police's handling of reports of child sexual exploitation across all 4 districts. He would be working across the region from September to the end of December, 2015
- Engagement with the wider public/community
The Commissioner attended numerous meetings with the Chief Constable and Senior Command Team as well as with Police Officers and PCSOs.

Communication with the public was via the media, website, letters etc. and attendance at meetings

5.3 Issues raised following the presentation included:-

- Hillsborough – The costs also included the archives for the inquests. The legal representation was for those most likely to be in jeopardy for the statement they had made at the inquests. Negotiations were ongoing with regard to the costs
- Referral of Police Officers to the IPCC – the Force picked up the costs if there was an investigation
- Terms of Reference for the Independent Review by Professor Drew – there had been a press release containing a summary. Once signed off, they would be published on the website
- Vulnerability was a priority for the Force in its widest sense of the word and Police Officers asked to push the boundary of what they understood as “vulnerable” and its many definitions
- The IPCC's decision was awaited as to whether the referred Police Officers were to be investigated or not
- Consideration was still being given as to how to consult with the public on the Performance Framework

5.4 Action:- The OPCC report on the new Performance Framework, to the September Meeting

5.5 Action:- That Panel members receive general training on performance management to enable them to gain an understanding and ability to comment on the Framework. Deborah Fellowes to liaise with OPCC to agree date and format

F6. BUDGET UPDATE

6.1 Alan Rainford, Chief Finance and Commissioning Officer, presented a report detailing the Police and Crime Commissioner's 2015/16 budget.

He drew attention to the following issues:-

- £9.6M reduction in Government funding compared to 2014/15 but still the requirement to make sufficient budget provision (£8M) for the effect of price inflation, pay awards and the planned resources required to address the heightened emphasis given to Protecting Vulnerable People
- £17.4M had had to be found to balance the 2015/16 budget – made up of a combination of savings and additional income
- Net revenue budget of £240M of which 85% represented employees costs
- Increased collaboration working – strategic partnership formed with Humberside Police to deliver services particular support and back office services
- £27.4M Capital Programme 2015/16 comprised of 3 key elements:
 - Ensuring equipment was replaced at the most efficient time in its lifetime in line with the agreed Asset Management Strategy, Information Systems Strategy and Vehicle Fleet Strategy
 - Ensuring the estate was fit for purpose and sustainable and developed in accordance with the Commissioner's Accommodation Strategy
 - Supporting and investing in new technology which would allow the Force to deliver a better service at reduced cost
- £11M of Reserves utilised to support the investment in Capital schemes for the 2015/16 budget
- Cost of legacy issues – an assumption had been made when determining the budget and precept for 2015/16 that all costs associated with the Hillsborough inquests would be offset by Home Office Special Grant. There remained a risk that the level of Special Grant may fall well below the level of expenditure incurred and the available reserves may not be sufficient to meet the cost
- Reserves could not be allowed to fall below £5M
- The budget would be updated to reflect the emergency budget and the Spending Review when it was released later in the year

6.2 Discussion ensued on the report with the following raised/clarified:-

- The Chief Constable's budget did receive contributions from other funding sources but any awards of funding had to be agreed by the Police and Crime Commissioner
- Letters were being drafted to the lawyers and the Home Office explaining South Yorkshire Police's position with regard to the costs of the Hillsborough inquests and the position going forward
- The Home Office Circular set out in broad terms provision of financial assistance to those officers involved in legal proceedings. However, the Home Office had not envisaged anything of the size of the Hillsborough inquests. The Circular gave the presumption in favour of financial assistance to those officers involved in legal proceedings until they were seen to have acted in bad faith or unreasonable judgement in their duties. At no point did the Circular define what "reasonable costs" were in terms of financial assistance and guidance had been sought from the Home Office on what was reasonable e.g. hourly rate, types of costs. A recommendation from the cost review commissioned by the Commissioner's Office was that the Home Office Circular was not fit for purpose and suggested that they might want to amend it to make clear what "reasonable costs" meant
- A large proportion of the Capital Programme was going into IT schemes which produced short term savings
- Although South Yorkshire Police was not alone in facing financial pressures, its situation was more critical given the legacy issues. It was not known what it meant for the Police Force but, if there was less funding, it may be that certain services had to be stopped altogether or done more efficiently

6.3 Action: That the OPCC submit quarterly budget updates highlighting any budget pressures. First report to the September meeting

6.4 Action: That the OPCC include business planning around the Capital Programme in the next budget update

F7. UPDATE ON THE OPERATION THE COMPLAINTS PROCEDURE

7.1 Consideration was given to a report of the Legal Adviser which provided an update on the handling of complaints received against the Police and Crime Commissioner.

It was clarified that the 3 complaints referred to the former Police and Crime Commissioner.

Since the previous meeting the following matters had been considered:-

1. A complaint about the way the Commissioner had dealt with racist and homophobic complaints.
2. Complaints from 1 complainant in relation to a possible conflict of interest of the Commissioner, how the former Commissioner completed his register of interests and a further complaint relating to expenditure on security for the former Commissioner's house
3. A complaint that the Commissioner did not reply to the complainant for 80 days.

7.2 The Legal Adviser had also received a further 6 complaints in relation to routine policing issues which had been referred to the Police as appropriate.

7.3 The IPCC had recently notified the Legal Adviser that it did not intend to investigate the 3 complaints relating to the former Commissioner as the letters did not provide any actual evidence to support the claim that the previous Commissioner had committed a criminal offence.

7.4 Discussion ensued on:-

- the Panel's role in dealing with complaints about the former Commissioner
- role of the Panel in those complaints not resolved by the IPCC
- the Panel's role in resolving complaints
- should all complaints and their responses be submitted to the Panel
- all meetings were now to be webcast so caution must be exercised if reporting an individual's complaint(s)
- possible revised procedure for handling complaints incorporating receipt of complaint, opportunity for Commissioner's Office to respond, Chair and Vice to review and submission to Panel once a resolution had been reached

7.5 Action:- That the Legal Adviser ensures the letter from the IPCC regarding the former Police and Crime Commissioner (subject to IPCC consent) be made available on the PCP's website - Immediate

7.6 Action:- That the Legal Adviser submit a revised procedure for handling complaints taking into consideration the points raised at the meeting - September meeting

F8. MEMBER REMUNERATION

8.1 Consideration was given to a report of the Legal Adviser on the recommendations of the Independent Remuneration Panel of Rotherham Metropolitan Borough Council in relating to allowances payable to members of the Panel.

The Local Authorities (Members' Allowances) (England) Regulations 2003 required Councils to review the remuneration for members. The Panel had also requested that the Council review the allowances paid to Police and Crime Panel members.

8.2 Upon the establishment of the Panel, an allowance for each member of £920 was budgeted for by Central Government. This amount was no longer 'ringfenced' but formed part of the overall budget for the Panel.

The Independent Remuneration Panel had considered the allowance and decided that there should be no change in the amount paid to members.

Resolved:- That the recommendations of the Independent Remuneration Panel be approved.

F9. GOOD PRACTICE FOR POLICE AND CRIME PANELS GUIDANCE

9.1 The Panel noted the Good Practice for Police and Crime Panels produced by the Local Government Association.

F10. DATES AND TIMES OF FUTURE MEETINGS

10.1 It was noted that work was taking place on the drawing up of a schedule of meeting dates and times for the 2015/16 Municipal Year.

Action: Revised schedule of meetings to be circulated by Deborah Fellowes - Immediate

REPORT TO SOUTH YORKSHIRE POLICE AND CRIME PANEL

1.	Meeting:	SOUTH YORKSHIRE POLICE AND CRIME PANEL
2.	Date:	11 SEPTEMBER 2015
3.	Title:	BUDGET MONITORING: FIRST QUARTER 2015/16
4.	Organisation:	POLICE & CRIME COMMISSIONER

Purpose of the Report

5. To provide information relating to the performance of budget monitoring in the first quarter of the 2015/16 financial year.

Recommendation

6. It is recommended that the Police & Crime Panel (“the Panel”) note the projected financial position on the revenue budgets relating to the Police & Crime Commissioner (“the PCC”) and the Chief Constable.

Background

7. One of the main duties of the Panel is to consider the proposed precept for a financial year. In January/February 2016 the Panel will be considering the PCC’s proposed precept for 2016/17. Following discussions with the Chair, it is considered that members of the Panel would benefit from receiving information on the financial position in the current financial year as a prelude to the February 2016 decision. This will enable the Panel to have a more rounded understanding of the financial issues facing policing in South Yorkshire.
8. The PCC has a responsibility to hold the Chief Constable to account and receives from the Chief Constable budget monitoring information showing projected expenditure to the year end. This information is included in this report together with details of the projected spending on budgets that are the PCC’s responsibility.
9. The PCC approved a net revenue budget of £240.128m for 2015/16. This is the amount that is financed by Government grant and Council Tax income. The precept set by the PCC for 2015/16 represented an increase of 1.95%. The level of Government grant fell by 4.7% compared to the amount for 2014/15.

Summary position

10. The current budget monitoring position shows a forecast overspend of approximately £3.8m to the year end. This is based on expenditure to date and projected to the year end. This is summarised in the table below:

	Revised Budget 2015/16 £'000	Forecast Outturn £'000	Forecast Variation £'000
Chief Constable budget	239,226	242,595	-3,369
PCC and OPCC Budget	2,127	2,127	0
Commissioning & Partnership	4,726	4,726	0
Hillsborough Inquest costs	0	400	-400
Debt Charges & interest on balances	7,132	7,132	0
External Funding	-5,847	-5,847	0
Contribution from Reserves	-7,236	-7,236	0
NET REVENUE EXPENDITURE	240,128	243,897	-3,769

11. In terms of the most significant issues behind this projected overspend, these are as follows:
- Costs of Police Officers, Police staff and Police Pensions, forecast underspend of £6m, partially offset by the cost of severance payments forecast to amount to approximately £3m;
 - Costs associated with the investigation of child sexual exploitation allegations, forecast potential overspend of approximately £7m;
 - Provision of National Police Air Service (NPAS) costs are forecast to exceed budget by £0.7m;
 - Hillsborough Inquests costs have currently exceeded grant funding by approximately £0.4m.
12. The South Yorkshire Chief Constable and PCC are dealing with a set of challenges and difficulties that are not being experienced by any single force or PCC elsewhere in England and Wales. There are considerable uncertainties that could mean that the final outturn for 2015/16 is significantly different from that shown above. Decisions of the Home Secretary in respect of Special Grant applications submitted by the PCC will be crucial in providing a degree of certainty about funding, but these decisions will not be known until later in the year. In addition, because of the use of a "1% rule", the decisions may in some cases only have a marginal impact on the final outturn. More detail on these issues is set out in the remainder of this report.

Chief Constable budget

Employee costs

13. In order to achieve a balanced budget for 2015/16, the PCC approved savings amounting to £15m including £2m that were the “full year effect” of previous year’s savings. The medium term financial forecast suggested that further savings amounting to £17m will need to be made in 2016/17. This will increase if the Spending Review 2015 reductions in policing budgets of up to 8% are to be made as suggested recently by the Government.
14. With employee costs representing approximately 85% of revenue costs it is anticipated that a significant proportion of those savings will come from reductions in the numbers of Police Officers, PCSO’s and staff members. At the present time the planned approach is to reduce employee numbers by 492 for 2016/17 and to have achieved a cumulative reduction of 1,542 by March 2020. To avoid the use of reserves to fund severance/redundancy costs, it is intended to release a number of PCSOs and staff as soon as possible so as to fund costs from savings in employee costs in the current financial year.
15. There are a number of initiatives that are expected to deliver the level of savings required in employee numbers and which will form an important element of the new operating model for South Yorkshire Police (SYP) including the following:
 - District Policing Review: the operating model for SYP is being re-designed. The implementation of the model is being phased in across South Yorkshire during 2015/16. The new model will be seen as the foundation of local policing in the years to come.
 - Collaboration with Humberside Police: the PCC has approved a programme of increased collaboration that involves identifying the potential for greater collaboration and increased shared and specialist services. A programme board and collaboration programme team have been established and will be taking this forward.
16. The current financial position is as follows:
 - Police Officers: the budget strategy involved SYP reducing Officer posts by 142 in 2015/16. As a result of the timing of recruitment programmes, secondments and maternity leave arrangements there is the potential for an underspend of about £2.6m by the year end.
 - Police Community Support Officers (PCSOs): on the basis of assumptions about the timing and outcome of the redundancy process, the potential appointment of PCSOs as Officers and natural wastage, it is forecast that the underspend will amount to £0.7m.
 - Police staff: posts are being removed from the establishment as part of the budget strategy. In addition there are vacancies in a number of

departments which are not being filled pending the release of posts and the fundamental service reviews that are part of the collaboration programme. The projected outturn is for an underspend of £2.9m

- Severance/redundancy costs: it is currently forecast that severance/redundancy costs will amount to £2.6m. This is likely to change as further decisions are taken about the posts to be removed from the establishment.

Investigation of Child Sexual Exploitation allegations

17. Following the publication of the report into child sexual exploitation (“CSE”) by Professor Jay in August 2014, the National Crime Agency (NCA) was requested to lead an independent criminal investigation into outstanding offences of non-recent CSE. The NCA investigative work has been termed Operation Stovewood.
18. As Operation Stovewood has progressed, it has become clear that it has the potential to be the single largest CSE investigation ever undertaken in the UK. Discussions are taking place with the NCA regarding the level of resourcing requested for the ongoing investigative work. There are indications that one of the potential NCA resource options could cost approximately £6.9m this year. The costs of the Force’s CSE Team are forecast to exceed budget by about £0.1m.
19. In terms of the funding for Operation Stovewood, the PCC has submitted a Special Grant application and a decision will be made by the Policing Minister after the Parliamentary summer recess. What seems certain is that the Home Office will apply the “1% rule” to any reimbursement: the “1% rule” means that an amount equivalent to 1% of the net revenue budget is deducted from the claim meaning that the South Yorkshire Policing budget will be expected to meet the first £2.4m approximately of the CSE costs or indeed of any other Special Grant application. The Home Office has a £15m special grant budget for 2015/16 and the indications are that there are already significant calls on this budget with potentially very little remaining.
20. The overall forecast therefore presently assumes that costs of CSE activity will exceed budget by approximately £4m to the year end, including the costs of the SYP CSE team, although this may change as issues about the likely NCA costs and the potential Special Grant funding become clearer.

National Police Air Service (NPAS)

21. NPAS provides police forces with air support services and replaced the previous fragmented arrangements which were considered to be poor value for money. West Yorkshire Police (WYP) is the lead force for NPAS and is responsible for the delivery of the service. South Yorkshire Police joined NPAS in April 2013.
22. A review of NPAS operations was conducted to secure better value for money and to meet the threat, harm and risk deployment model adopted by the

National Constables' Council. This review has resulted in decision by the NPAS Board to establish a new operating model involving a rationalisation of bases and aircraft, and the adoption of a new funding model. The latter involves a contribution being made by each force based on assumed usage and an assumed level of income broadly equivalent to the financial contribution made in 2014/15.

23. In previous years, SYP have been provided with a service that is equivalent to 1,200 flying hours, including a "top up" of an additional 500 flying hours to meet local needs for which an additional payment of approximately £0.7m had been paid. The new NPAS financial model has included this additional SYP financial contribution within the NPAS base budget even though in service terms the "additionality" is not being provided from April 2015 and the amount of £0.7m has been removed from the SYP budget for 2015/16.
24. The PCC has made representations to WYP and expressed opposition to the inclusion of the SYP additional financial contribution into the NPAS baseline funding model. Payments to NPAS are being withheld until such time as a response has been received and the PCCs' views have been properly considered. However at the present time there is the risk that costs amounting to £0.7m will be incurred that are not budgeted for.

Hillsborough Inquests Costs

25. In accordance with a Home Office circular, the PCC has been providing financial support for the legal costs of former officers who are "interested persons" in respect of the Inquests that commenced in March 2014. These costs are in addition to those relating to the Chief Constable's legal representation.
26. The financial strategy had assumed that legal costs would be offset by Home Office Special Grant funding and would not impact on the revenue budget. The Home Secretary agreed in July 2015 to the PCC's request for Special Grant funding of £14.5m, as reimbursement of the legal costs incurred in the 2013/14 and 2014/15 financial years. The amount reimbursed was £2.3m less than the actual costs incurred because of the Home Office "1% rule" and, since this cost was not budgeted for in 2014/15, it has therefore impacted on reserves.
27. In terms of Special Grant for the reimbursement of costs incurred in 2015/16, the Home Secretary has limited the level of grant to £1m. There is the possibility of more funding being made available towards the end of the financial year once other calls on the Home Office Special Grant budget are known for certain. At this time therefore, funding exceeding £1m cannot be relied on. On the basis of invoices received from the legal firms for the first quarter of the year, including the costs of the Chief Constable's representation, these costs have already exceeded the £1m of grant funding by approximately £0.4m.
28. In view of this position the PCC has given notice to the legal firms that they need to explore alternative sources of funding for their clients' representation so as to mitigate the risks to the Inquest proceedings.

29. The overall position is further complicated by the fact that Home Secretary decisions are still awaited in respect of additional applications for legal representation (and associated payment of legal costs) from other former officers. This issue adds further uncertainty to the financial position.
30. Given the number of uncertainties, and the difficulties in accurately forecasting the level of activity that will take place from now until the end of the financial year, any estimate of the likely costs is subject to variation. At this time a conservative estimate suggests that legal costs could total approximately £7m by the end of the current financial year: i.e. £6m more than the expected £1m grant income. For the purposes of this forecast, only the shortfall to date is included in the forecast outturn position.

Financial Reserves

31. The level of revenue reserves estimated to be available at 31 March 2016 amounts to approximately £23m as set out below: includes general reserves of approximately £12m and earmarked revenue reserves of £12m. The Insurance Reserve of approximately £11m makes up the majority of the earmarked reserves and will be needed to support any future compensation payments.

	Forecast
	Balance
	at 31/3/16
	£000
General Reserve	11,974
Earmarked Revenue Reserves	11,321
TOTAL	23,295

32. The majority of the earmarked reserve figure relates to the Insurance Reserve which is estimated at approximately £11m. This has been set aside to meet the costs of potential liabilities under current “self-insurance” arrangements. The costs of any compensation claims that may be submitted as a result of some of the issues that South Yorkshire currently faces – including CSE and Hillsborough Inquests – will have to be met from this reserve. At the present time the potential costs of claims, are unknown.
33. The forecast general reserve balance of approximately £12m at 31 March 2016 does not take account of a number of potential calls upon that reserve. The assessment of the adequacy of this reserve therefore needs to take account of the potential risks facing the PCC and the Chief Constable including the following:
- Any overspend at the year-end would be an immediate call on reserves. The present forecast of a £3.8m overspend would equate to a reduction of almost one third in the general reserve unless action is taken to bring

expenditure in line with budget. As previously stated, decisions relating to NCA costs, Hillsborough costs and funding from the Home Office are crucial here.

- The position regarding severance/redundancy payments to staff in the Force affected by VER/VS has not yet been finalised and there may be further potential calls on reserves once these costs are known.
- Any additional costs arising from the requirement to police events such as any EDL marches or those of similar organisations, are not budgeted for and therefore reserves need to be sufficient to meet future expenditures of this nature. The level of funding from future special grant applications is likely to be limited because of the 1% rule.
- There are indications that the level of Government funding for Policing could be cut by up to 8% per annum from April 2016 as a result of the 2016/16 Finance Settlement due to be announced in December 2015. This is greater than the 5% reduction assumed in the Medium Term Financial Strategy. If this were to be the case, there are likely to be one off costs that will require funding in 2016/17 from reserves, including the potential for further severance/redundancy costs.

Conclusion

34. The financial position for Policing in South Yorkshire remains uncertain, and the scale of the issues to be resolved means that the actual outturn could be very different from that currently forecast. The combined effect of funding reductions together with unprecedented legacy issues has put significant pressure on the available financial resources and has the potential to threaten the long term sustainability of police and community safety in South Yorkshire.
35. The management of reserves will be an important part of the financial strategy. In addition, the PCC will continue to apply to the Home Secretary for additional funding to reflect the unique circumstances in South Yorkshire, but the scope for significant funding appears limited due to the financial constraints on the Home Office.

Name: Allan Rainford

Position: Chief Finance Officer to the Office of the Police and Crime Commissioner

Organisation: Office of the Police and Crime Commissioner

Contact number: 01226 772585

REPORT TO SOUTH YORKSHIRE POLICE AND CRIME PANEL

1.	Meeting:	Police and Crime Panel
2.	Date:	11 September 2015
3.	Title:	Annual Report
4.	Organisation:	Office of the Police and Crime Commissioner for South Yorkshire

5. Summary

The Police Reform and Social Responsibility Act (2011) requires the Police and Crime Commissioner (PCC) to produce a report (“an annual report”) on:

- a) the exercise of the body’s functions in each financial year, and
- b) the progress which has been made in the financial year in meeting the police and crime objectives in the police and crime plan.

As soon as practicable after producing an annual report, the PCC must:

- send the report to the relevant police and crime panel
- attend before the panel at the public meeting arranged by the panel in accordance with section 28(4), to
 - a) present the report to the panel, and
 - b) answer the panel’s questions on the report

The PCC must:

- give the panel a response to any report or recommendations on the annual report (see section 28(4), and
- publish any such response

It is for the police and crime panel to determine the manner in which a response to a report or recommendations is to be published in accordance with subsection (4)(b).

The PCC must determine the manner in which an annual report is to be published and arrange for its publication.

6. Recommendations

It is recommended that the Police and Crime Panel receives the draft Annual Report attached at Appendix A and provide comment to the PCC by 18 September 2015.

7. Proposals and details

The PCC's Annual Report on performance against the priorities in the Police and Crime Plan sets out how the PCC has exercised his statutory responsibilities.

8. Finance

This report reflects the 2014/15 budget and not the 2015/16 budget the panel considered at a previous meeting.

9. Background Papers and Consultation

All background papers used in the preparation of this report are available for inspection at the Office of Police and Crime Commissioner, 18 Regent Street, Barnsley, S70 2HG.

10. Contact

Name: Sally Parkin
Position: Assurance Officer
Organisation: Office of the Police and Crime Commissioner
Contact Details : 01226 772925, sparkin@southyorkshire-pcc.gov.uk



ANNUAL REPORT 2014/15

Contents

Introduction	3
My Police and Crime Plan priorities.....	5
<i>Priority One – Reducing Crime and Anti-social Behaviour</i>	5
<i>Priority Two - Protecting Vulnerable People</i>	7
<i>Priority Three - Improving Visible Policing</i>	9
My Role as Police and Crime Commissioner	11
<i>To secure the maintenance of an efficient and effective police force area</i>	11
<i>To prepare and issue a police and crime plan and review the police and crime plan</i>	11
<i>To set the budget and council tax precept</i>	12
<i>To hold the Chief Constable to account</i>	13
<i>To oversee all, and investigate certain, complaints</i>	14
<i>Partnership and collaborative working</i>	14
<i>Information, public consultation and engagement</i>	17
Looking Ahead 2015/16	19

Introduction

This is my first Annual Report since becoming Police and Crime Commissioner for South Yorkshire (PCC) in November 2014.

The main purpose of the report is to provide a summary of how I discharged my statutory responsibilities in 2014/15. These responsibilities are set out in the Police Reform and Social Responsibility Act 2011. The report includes an overview of performance against the Police and Crime Plan priorities.

As PCC it is my job to ensure that the policing needs of South Yorkshire's communities are met as effectively as possible in order that those who live, work and learn here may both feel and be safe. I provide the funding for the police to carry out the objectives set out in the Police and Crime Plan. I am also responsible for commissioning services from other organisations to deliver those same objectives and I offer grants to the voluntary and community sector to help them improve safety across the county.

The previous PCC identified the following priority areas which were reflected in his Police and Crime Plan, published in March 2013:

- Reducing crime and anti-social behaviour
- Protecting vulnerable people
- Improving visible policing

Financial situation

The reporting year was another very difficult period for all public services, and policing was not immune from the further significant cuts made by Central Government. The amounts given to Police and Crime Commissioners overall – the Police Grant and Formula Funding allocations – were cut by 5.1% (in cash terms) compared with 2014/15. For South Yorkshire, this represents a reduction in funding of £9.6m (or 4.8%) compared to 2014/15. This is on top of a reduction of £9.5m in the previous financial year i.e. a cumulative reduction of £19m over the last two financial years.

The previous PCC allocated South Yorkshire Police (SYP) a budget of £239.8m for 2014/15. This was some £6m lower than the previous year - the result of the reduction in government funding. The pressures on the police service might have been even greater had not the force found ways of running the service more efficiently. Even so cuts also had to be made and the combined effect of both means that since 2007/08 over £50m of cashable savings and cuts have been made.

Issues facing South Yorkshire Police

When I became PCC serious issues were being raised about the force's failure to act in relation to child sexual exploitation (CSE). At the same time, questions were being asked about police conduct during and after the Hillsborough tragedy and at the time of the Miners' Strike. It was clear that inquiries into CSE were set to continue for a number of years and the inquests into Hillsborough would stretch into 2015 and beyond. It was hardly surprising that public confidence in SYP had been shaken and police morale damaged.

As I have gone around South Yorkshire in the eight months since I became Commissioner, people have told me many things, but two were voiced continuously. First, people said they wanted to see trust restored between the police and the public. Second, they wanted to feel and be safe – in their homes, where they work, on the streets and in public places, by day and by night. These two concerns are reflected in the Police and Crime Plan that I published in April 2015 which I called 'Putting Safety First'.

Police and Crime Plan 2014/15

The Priorities of the Police and Crime Plan.

Priority One – Reducing Crime and Anti-social Behaviour

Crime as a whole increased by 2 per cent over the 12-month period (an increase of 1,784 reported incidents compared with the previous 12 month period). Violence against the person offences increased by 28 per cent and sexual offences by 61 per cent. This reflects the picture nationally. The county has also seen domestic burglary fall by 2 per cent (166 fewer victims), while theft from the person fell by 4 per cent (68 fewer offences).

The outcomes for this priority were identified as:

- Fewer victims of crime and Anti-Social Behaviour;
- Satisfaction levels of victims of crime;
- Lower re-offending rates;
- An enhanced sense of safety on the part of the public

A number of operational improvements have been made in order to deliver these outcomes:

Improving Offender Management

A new County Offending Management Partnership Strategy was agreed in March 2015, which aims to address offending behaviour, ensuring that those who cause harm to themselves and others are dealt with appropriately – through education, Restorative Justice (RJ) support, and enforcement. This should maximise public safety by reducing re-offending.

The force is also moving towards a new web-based offender tracking tool, provided by the Home Office, to support Integrated Offender Management arrangements.

Drug tests in custody

My predecessor and I have given the force funding to carry out drug tests in custody. In 2014/15, a total of 2,919 detainees were given initial assessments by professional drugs workers whilst in custody or shortly afterwards.

Community Trigger

The former PCC decided that the South Yorkshire Partnership should become early adopters of the new 'community trigger', ahead of the national launch in September 2014. This trigger gives members of the public the ability to ask agencies such as the police, the fire service, councils and housing providers to review whether action undertaken for addressing their issues has been adequate based on reasonable expectation. If not, further action can be asked for.

This will be a valuable source of information that will improve the force's service around anti-social behaviour.

In addition to this, and following consultation with the public, I have commissioned a number of interventions which the police can include as part of a conditional caution, such as: Victim Awareness courses and Community Resolution Panels.

Restorative Justice

Restorative Justice is a victim-focused resolution to crime that is being sponsored at a national level. RJ involves bringing the victim and offender together in a safe and managed environment - where both are willing. This gives the victim an opportunity to hear the offender admit the crime, tell the offender how they feel, how the crime has affected them and to receive an apology. Not all victims or offenders want to do this, but some do. It gives back to victims a measure of control and allows offenders to show remorse and sometimes make reparations.

Following receipt of a Ministry of Justice grant, work has taken place throughout 2014/15 to develop South Yorkshire's approach to this initiative.

In June 2015, I launched the Restorative Justice Hub and dedicated website which means more victims will have the opportunity to make an informed choice as to whether RJ is something they wish to consider.

Focusing on crime prevention

In the current financial climate, where the police and partners are required to do more for less, it is important to adopt as far as possible a pro-active, preventive policing model which will help to reduce crime and anti-social behaviour.

In January 2015, the force revised its Crime Prevention Strategy, moving away from a reactive to a more pro-active crime prevention approach to policing.

Serious and Organised Crime

Organised Crime Gangs ('OCGs') operate at a local, regional and national level, and are linked to many different types of crime including drugs, firearms and money laundering. Over the last year, the force has been successful in causing disruption to these gangs, with arrests and, under the Proceeds of Crime Act, large seizures of drugs, firearms and money laundering of £2.1m.

Priority Two - Protecting Vulnerable People

Protecting the public is one of the most important aspects of policing. The police have a duty to safeguard those who are less able to protect themselves. Vulnerable people are potentially more at risk of becoming a victim of crime, and police and partners must consider all areas of vulnerability when committing their resources.

To assist in delivering this priority the following outcomes were identified:

- Partners working together to deliver joined-up services which focus on meeting the needs of the most vulnerable in South Yorkshire
- Services that are accessible and available to those who need them most
- Vulnerable people feeling safer in their homes and in their communities
- Victims feeling more confident in reporting incidents of crime and anti-social behaviour.

The following initiatives and investments have been undertaken to deliver these outcomes.

Additional Resources in the Public Protection Unit

I have put extra resources into work with vulnerable people, including victims of child sexual exploitation. However, I recognise that more needs to be done, particularly in relation to the training of officers and staff who work with vulnerable victims.

Victims, Survivors and their Families Panel

I set up a 'Victims, Survivors and their Families Panel' after being approached by a victim and her parents who said they wanted to help improve the police response to victims of CSE. The Panel enables me to better understand the way victims and survivors experience the work of the police (and other agencies), and how that can be made better. The Panel does not discuss individual cases but how the police can make their practices and procedures more 'victim friendly'.

The survivors have identified improvements to training for the force in child sexual exploitation as a key area for development. Police officers are now working with the

Panel to hear directly from them about their experiences. This will enable the police to learn how to improve their response to victims, so that victims and survivors are treated with sensitivity and respect.

Changes to Ways of Working

A new Public Protection Unit (PPU) structure is currently being implemented across the force. This includes increasing the number of police investigating Child Abuse and Child Sexual Exploitation, developing Safeguarding Adults Teams and creating a new PPU Policy Unit.

In addition to this, Multi Agency Safeguarding Hubs (MASH) are being established. This will see police officers working alongside Social Care, Health and other partner agencies to manage child protection referrals across the four district authorities. Two are already running with the other two following shortly.

Independent Review of the Force's handling of child sexual exploitation

In March 2015, BBC News reported that further allegations about the force's handling of child sexual exploitation in Sheffield prior to 2007 were being made by a retired police officer. The public were understandably alarmed.

Since the reports by Professor Alexis Jay and Louise Casey were focussed on Rotherham, I wanted to assure myself that nothing was being missed in the other districts of South Yorkshire. I therefore decided to commission an Independent Review of South Yorkshire Police's handling of reports of child sexual exploitation across the whole of the county.

The review will be led by Professor John Drew, and will establish whether South Yorkshire Police (together with partners) has understood and acted upon the findings of reports and inspections and whether the force's response to safeguarding children and young people is now as it should be.

Encouraging reporting from vulnerable victims

It is important that victims of crime are given the confidence to report the crimes against them. The way in which they are first dealt with is critical. Since most make contact through the call centre it is important that staff there are able to identify those callers who are especially vulnerable and 'at risk' and they are responded to appropriately first time.

Enhanced services for young victims of crime

I have provided funding for Victim Support who will give enhanced services to some of the most vulnerable victims and witnesses of crime through the establishment of a Young Witness Service.

More successful outcomes for victims

I recently became Chair of the multi-agency Victims and Witnesses Steering Group, a subgroup of the Local Criminal Justice Board. The aim of this Group is to improve victim satisfaction, in line with the victim focus approach, which underpins all aspects of the Police and Crime Plan.

Priority Three - Improving Visible Policing

The previous PCC made Improving Visible Policing one of his policing priorities. He identified the following outcomes:

- People feel more safe
- Fewer incidents of crime and anti-social behaviour
- More officers and volunteers who are reflective of the communities they service
- Improving public confidence and victim satisfaction with the police
- The right people, in the right place, at the right time, doing the right thing.

The following initiatives and investments have been undertaken to ensure progress is made towards the delivery of these outcomes:

Securing Neighbourhood Policing

Wherever I go in South Yorkshire, people tell me how much they value neighbourhood policing. They want highly visible, dedicated police teams, who know an area well, supported by locally based police community support officers (PCSOs).

The biggest threat to neighbourhood policing in every part of the country is the continuous erosion of government funding – the Police Grant. Savings have to be made, and since 85% of the police budget goes on salaries, it is hardly surprising that police numbers have fallen across the country and within South Yorkshire.

But we have to find ways of securing the commitment to neighbourhood policing at less cost. I believe we can do that with a new Local Policing Model – and new technology is what helps make it possible.

Previously, two teams delivered uniformed policing: response policing provided 24-hour cover; and safer neighbourhood police officers with PCSOs. By combining these into single Local Policing Teams (LPTs), we can make substantial reductions in supervisory and other costs, while maximising the commitment to neighbourhood policing and increasing police visibility.

The new LPTs will have responsibility for solving community problems and managing demand. Named Inspectors will be the principal point of contact for elected members and partners.

In addition, LPT officers and PCSOs will receive assistance from a Local Support Unit that specialise in the pro-active investigation of crime, anti-social behaviour problem solving, children and school-related matters, together with offender management.

Use of Technology to Improve Visible Policing

A strategy is in place to develop technology to support visibility. The strategy not only uses technology to show that the right resources are in the right place at the right time, but also uses a problem profile developed with partners to address areas of high anti-social behaviour and crime, and to provide disruption activity whilst remaining visible to local communities.

Improving visibility by social media

The force currently has 80,000 followers on Facebook, and just under 57,000 followers on Twitter. 1000 of the Twitter followers are signed up to Twitter alerts so the force can push emergency information to them. The force also utilises YouTube (for videos), CoverItLive (webchats), and is now looking to use Instagram for a younger audience.

There is also a project underway to review the website aimed at increasing the ability to engage in a variety of ways, which will ultimately reduce demand on frontline services.

The Force also uses an e-mail panel for ad hoc shorter theme based surveys and currently has around 4,000 e-mail addresses signed up to this.

Improving the management and resolution of reported incidents

All staff within the call handling centre have received additional training on the 'National Decision Making Model' front line staff are trained separately and National Decision Making runs through all their general training.

How I have fulfilled my role as Police and Crime Commissioner

The key responsibilities of a PCC laid down in legislation are:

- To secure the maintenance of an efficient and effective police force area
- To prepare, issue and review a police and crime plan
- To set the budget and council tax precept
- To hold the Chief Constable to account
- To oversee all, and investigate certain, complaints
- Partnership working
- Collaboration
- Information, public consultation and engagement

Set out below is how I fulfil these statutory responsibilities:

1. To secure the maintenance of an efficient and effective police force area

I have a duty to ensure that SYP is both effective and efficient. I am required to publish information so that the force's performance can be assessed by the people of South Yorkshire.

I have a legal obligation to publish certain information in a timely manner. During 2014 the Home Office carried out an inspection on the information publish on my website and informed my Office that it was compliant and was highlighted as good practice.

2. To prepare and issue a police and crime plan and review the police and crime plan

One of the key responsibilities I have under the Police Reform and Social Responsibility Act (2011) is planning the strategic direction of the police force through the production of the Police and Crime Plan.

I hold strategic planning meetings which provide me with information that feeds the strategic planning cycle, for example what the latest budget position is for current and future years, how the force proposes to meet such requirements and what future changes in the wider crime and community safety world will impact upon this process and the decisions we take.

However, it is vital that I consider public views when I formulate my plans and priorities. Since taking up office, I have gone around South Yorkshire talking to people about what they want from the police service. A common theme has emerged. Whether people were talking about neighbourhood policing, or doing

something about business crime, domestic violence, burglary, bad driving or anti-social behaviour, the underlying note was the idea of feeling safe.

This therefore is the overriding objective of the Police and Crime Plan 2015/16 and why I have called it Putting Safety First. The Plan has three priorities:

1. Protecting Vulnerable People
2. Tackling Crime and Anti-Social Behaviour
3. Enabling Fair Treatment

3. Budget and council tax precept

The table below sets out the budget for 2014/15 approved by the PCC for both SYP and the Office of the PCC, indicating the sources of finance and the planned expenditure.

	£'000
Net Revenue Budget 2014/15	247,599

Sources of Finance	Actual £'000
Department of Communities and Local Government Funding	80,957
Police Grant	107,770
Precept (including Fund Surplus)	58,872
Total Funding	247,599

Budget	Actual £'000
Chief Constable Budget	244,103
PCC and OPCC Budget	1,994
Commissioning & Partnership	5,114
Debt Charges & Interest On Balances	7,426
External Funding	-4,263
Contribution from Reserves	-6,775
Total	247,599

South Yorkshire Police has focused on how best to manage ongoing funding reductions whilst continuing to maintain policing strength in key areas and indeed increase capacity in emergent priority areas. 2014/15 saw funding cuts of 4.8% (£9.5m) and additional extraordinary costs relating to EDL marches and the Hillsborough inquiry.

4. To hold the Chief Constable to account

The previous PCC had developed oversight and scrutiny systems and processes as part of his corporate governance arrangements. I have built on these. However, I do not wholly rely on written reports and presentations. I also:

- talk to people within local communities about their experiences
- take soundings from advisory panels
- meet with community groups, including local councillors and MPs, to help me understand better how policing and crime services can be improved

I hold a variety of performance meetings, and receive updates on a regular basis from the Chief Constable. The Force also reports on performance against my priorities at monthly Governance and Assurance Boards.

I understand that tackling policing and crime issues cannot be done in isolation and during 2014/15 work has taken place to develop the Police and Partner Performance Framework (Framework), which has been designed to allow me to judge progress against the Police and Crime Plan outcomes for 2015/16. It is structured and filtered in a way that reflects where the majority of resources are provided and to whom they are provided.

I am required to produce an Annual Governance Statement (AGS) for 2014/15 which is being prepared in accordance with statutory time scales. The AGS sets out in greater detail how I operate under the principles of good governance. Alongside the AGS I have developed a Governance Improvement Plan which sets out the areas for improvement within the governance arrangements, along with the actions I and others intend to take to implement the improvements.

I have established an Independent Ethics Panel to provide independent and effective challenge and assurance about the integrity, standards and ethics of decision-making in SY policing. Members of the Panel all reside in South Yorkshire and have a wide range of skills and experience which they will use to help improve transparency, accountability and trust in SYP.

The Strategic Policing Requirement and the duty of the Chief Constable, held to account by me, to ensure the force has the necessary capacity and capability to respond to threats at a local level, and to support the national requirement have been taken into account. National threats, harms and risks may not always manifest themselves in South Yorkshire. However, it is part of the UK policing model that forces support one another in delivering at a national level.

5. To oversee all, and investigate certain, complaints

I am the appropriate authority for complaints against the Chief Constable. During the year of this Report I have dealt with 4 complaints against the Chief Constable and 2 complaint against ex Chief Constables, one of which has been referred to the IPCC and an outcome of this complaint is still awaited. These were dealt with in accordance with IPCC Statutory Guidance. In addition to this, one complaint against an ex Chief Constable has been referred to the IPCC and an outcome of this complaint is still awaited.

I am also responsible for monitoring the number and types of complaints made against police officers and staff, and receive regular information supplied by the Force's Professional Standards Department in this regard. In order to gain a rounded view of complaints against SYP, I receive updates from the IPCC and meet with the Region's IPCC Commissioner who is responsible for providing independent oversight of, and taking ultimate responsibility for, IPCC investigations, casework and the promotion of public confidence in the complaints system. I meet with members of the public throughout the year, and receive correspondence on a daily basis. My Office helps me analyse the key issues raised, which in turn informs my further scrutiny, should that be required.

6. Partnership and Collaboration Working

I believe that by working together with other local leaders in the community safety and criminal justice landscape we will achieve the best, most efficient and effective, policing and crime outcomes for the people of South Yorkshire.

SYP has a long history of collaborating with other agencies and police services – nationally, regionally and locally. Highlighted below is some of the work during 2014/15.

- **Regional**

In February this year, Matthew Grove, PCC for Humberside Police, and I agreed to build on our existing working relationships and enter a Strategic Partnership to explore further joint opportunities, allowing both forces to share support services with the aim of protecting front line officers and staff, and keeping Community Policing local.

Both forces have collaborated extensively for many years on a variety of support functions such as IT and Human Resources, and this work will consider which other areas can be delivered more effectively in a joint arrangement over the next two to three years.

- **Local**

Independent Domestic Violence Advisors

In 2014 I started providing additional funding for Independent Domestic Violence Advisors (IDVAs) to ensure all areas had the recommended number. This funding will continue in 2015/16.

‘Together’ - a new Rotherham project for vulnerable young adults

I also provide funding for ‘Together’ - a service that provides support to 17 to 24 year olds from the point they come into contact with the police and emergency services in Rotherham. Together’s local team help young adults to manage their mental well-being, and to avoid future contact with police or over-use of emergency services. The project is run in partnership with SYP, Rotherham Metropolitan Borough Council and Rotherham, Doncaster and South Humber NHS Foundation Trust (RDaSH). In addition to my support and from the Barrow Cadbury Trust, additional funds are also provided by the Clinical Commissioning Group.

Victim Support

On taking up office, the previous PCC allocated Victim Support £100,000 per year, over a 3-year period to provide an additional young/vulnerable witness service.

Grant Scheme

In 2014/15, a total of £488,000 was made available to non-profit organisations to provide initiatives in South Yorkshire that would complement and work towards the priorities in the Police and Crime Plan.

The following projects were awarded a grant:

Active Regen Community Foundation Grant Awarded: £12,990	Pathways Family Support Centre Grant Awarded £26,629
Athersley Cares Grant Awarded £17,112	Rotherham Women's Counselling Services & Pit Stop for Men Grant Awarded £15,000
Cathedral Archer Project Grant Awarded £15,000	Rotherham Women's Refuge Grant Awarded £9,137
Charles Street Neighbourhood Watch Grant Awarded £14,214	Sheffield Adult Protection Board Grant Awarded £10,925
Creative Pathways Grant Awarded £25,000	Sheffield Dementia Action Alliance CIC Grant Awarded £5,136
Dinnington Community Forum Grant Awarded £12,000	Sheffield Integrated Domestic Abuse Service Manager Grant Awarded £18,000
Domestic Abuse Refuge Support Group (Barnsley) Grant Awarded £29,987	Sheffield Safeguarding Board on behalf of Sheffield, Rotherham and Barnsley Grant Awarded £5,000
Doncaster New Directions Grant Awarded £4,740	Sheffield Sexual Exploitation Grant Awarded £28,700
Groundwork South Yorkshire Grant Awarded £9,240	Sheffield West Community Youth Team Grant Awarded £6,589
Gujarat Association Grant Awarded £1,099	Sheffield Working Women's Opportunities Project Grant Awarded £2,852
Haven House Project Grant Awarded £6,256	Somali Community and Cultural School Grant Awarded £11,800
Heeley City Farm Grant Awarded £3,770	Speakup Self Advocacy Ltd Grant Awarded £6,680

Home Start Sheffield Grant Awarded £9,584	The Cascade Foundation Grant Awarded £21,700
Military Community Veterans Centre Grant Awarded £15,000	The Hood Box Fit Grant Awarded £4,670
MESH Community Cohesion Services Grant Awarded £14,866	The M25 Housing & Support Group Grant Awarded £12,200
The Youth Association Grant Awarded £9,686	Tinsley Forum Grant Awarded £30,000
Young Women's Housing Project Grant Awarded £27,000	Sheffield First Grant Awarded £14,250

7. Information, public consultation and engagement

A key focus for me is establishing effective methods of communicating, consulting and engaging with the public. This is essential not only to understand the public's views, concerns and priorities with regard to policing matters locally, but also to encourage them to help the force and other agencies take ownership of issues and help in solving problems, where appropriate.

My Engagement and Communications Strategy details how I will engage and communicate with both the community, and wider stakeholders, and what methods they can use to get involved and access information.

Below are some of the engagement activities I have supported and attended since I came into post, which support the Police and Crime Plan priorities:

- 'Is it worth it' school tours where my office has engaged with around 6,000 secondary school pupils, promoting important safety messages on issues such as internet and social media safety, substance abuse and anti-social behaviour and its consequences.
- Attendance at question and answer sessions with the community, partners, voluntary organisations, local authorities and federations throughout Barnsley, Doncaster, Rotherham and Sheffield. I have presented on, and responded to, a number of issues, including:
 - My role and responsibilities
 - Decisions made since coming into office
 - Child sexual exploitation, Hillsborough and Orgreave

- My renewed Police & Crime Plan – Putting Safety First
- Budget setting and the constraints around the government imposed cuts
- Local Policing Teams

- Attendance at public meetings to hear community concerns, and work with the police, community groups, local authorities and partners to formulate, support and monitor mutual solutions, and to offer reassurance.

- Walking through some particular areas of concern with local police officers and PCSOs.

- The OPCC also administers and supports the PCC's Independent Advisory Panel for Minority Communities (IAPMC) and the Independent Custody Visitors Scheme.

Members of the IAPMC provide the valuable role of 'critical friend' to the force and myself. They give independent advice on the development and review of policy, procedures and practices.

The Independent Custody Visiting Scheme, is where members of the public visit police stations unannounced, to check that people held in custody are treated properly. The volunteers who carry out this role play an invaluable role on my behalf.

Looking ahead – 2015/16

Next year (2015/16) will see some changes to the Police and Crime Plan. In particular, there is a greater emphasis on vulnerability and how those at risk is changing, not least through increasing use of the internet and an ageing population. I have called the renewed plan Putting Safety First. You can read the full version on-line at: www.southyorkshire-pcc.gov.uk

My Strategic Priorities 2015/16 are:

1. Protecting Vulnerable People
2. Tackling Crime and Anti-Social Behaviour
3. Enabling Fair Treatment

But if these outcomes are to be achieved, South Yorkshire Police and its partners will have to manage significant challenges ahead. During 2015/16 I will be working with the force and partners to consider what changes need to be made to address these challenges.

REPORT TO SOUTH YORKSHIRE POLICE AND CRIME PANEL

1.	Meeting:	Police and Crime Panel
2.	Date:	11 September 2015
3.	Title:	National Child Protection Inspection - Post Inspection Review
4.	Organisation:	Office of the Police and Crime Commissioner for South Yorkshire

5. Summary

This report provides the Police and Crime Panel with information on the HMIC's National Child Protection Inspection - Post Inspection Review - and provides information on the Police and Crime Commissioner's (PCC's) actions resulting from the report.

6. Recommendations

It is recommended that the Police and Crime Panel note the contents of the report and comment on any matters arising.

Proposals and details

a) Background

The aim of the inspection programme was to:-

- assess how effectively police forces safeguard children at risk;
- make recommendations to police forces for improving child protection practice;
- highlight effective practice in child protection work; and
- drive improvements in forces' child protection practices.

The specific aims of the follow-up activity were to:-

- assess the extent to which the force is making sustainable improvements in child protection and safeguarding outcomes;
- assess the extent to which leadership and governance structures are robust and drive the successful implementation of necessary improvements;
- assess the extent to which the force understands and evaluates its own practice and performance and is taking steps to improve it, both immediately and for the longer term; and
- assess the overall progress of the force in responding to the findings and recommendations in the inspection report.

The focus of each inspection was on the outcomes for, and experiences of, children who come into contact with the police when there are concerns about their safety or well-being.

b) Findings

As part of a rolling programme of child protection inspections of all police forces in England and Wales, HMIC published an initial report in September 2014, which found that South Yorkshire Police had an inconsistent approach to child protection and improvements to the care of children in custody.

Following a post inspection review in April 2015, inspectors were pleased to find:

- improvements to the force's initial response when attending incidents involving children at risk;
- child protection has been prioritised and there is a strong desire to improve outcomes for children who are at risk of harm; and
- the force is developing new joint working arrangements and structures to improve consistency across its four districts.

However, inspectors were concerned to find:

- that although the force had undertaken a review of arrangements with care homes and provided guidance to police staff, this had not resulted in improvements in practice;

- the force was still failing to recognise risks to some children and work jointly with other agencies; and
- that recording practices remained poor, which limits the ability of staff to make good decisions about children.

It is important to note that this report relates to child protection and not just child sexual exploitation.

c) PCC and Chief Constable Formal Response to the HMIC Report

Section 55(5) of the 1996 Police Act requires PCCs to prepare comments on any of HMIC's published reports that relate to their force, and then publish these in the manner they see fit. Section 55(6) requires PCCs to send a copy of these comments to the Home Secretary.

Attached at Appendix A is the Chief Constable's and PCC's response to the HMIC report.

d) PCC's Action Taken

The initial inspection took place in May last year, but was overtaken by Professor Jay's report which came out in August. For the first time the full extent of child sexual exploitation was revealed and to some extent this changed the focus of the Force.

As you are aware, the PCC is responsible for holding the force to account, including ensuring that recommendations made by the HMIC are implemented where it is reasonable to do so.

The PCC already holds a variety of performance meetings, and receives updates on a regular basis from the Chief Constable in respect of his priorities at his monthly Governance and Assurance Board (GAB), including protecting vulnerable people. However, to enhance this further, the PCC has asked that:

- The Performance report to GAB more robustly reports on the Force's approach to vulnerable people, including child sexual exploitation, progress against the Police and Crime Plan (and multi-agency action plan, put in place after the Professor Jay Report), as well as having 'standing item' status at all future GAB meetings until further notice;
- Consideration be given to the PCC's Independent Ethics Panel overseeing the Force's Compliance Unit in dip sampling public protection investigations/case files.

e) Mechanisms Already Put In Place

• **Additional Resources in the Public Protection Unit**

The PCC has put extra resources into work with vulnerable people, including victims of child sexual exploitation. However, he recognises that this is not enough and more needs to be done, particularly in relation to training of

officers and staff who work with vulnerable victims. The Victims and Survivors Panel is assisting in developing this area.

- **Victims and Survivors Panel**

The Victims and Survivors Panel consists of a group of survivors and their families who met previously to support each other. The Panel enables the Commissioner to better understand the way victims and survivors experience the work of the police (and other agencies) and how the work of the police (and other agencies) can be improved.

The survivors identified improvements to force training in child sexual exploitation as a key area for development. Police officers are now working with the Panel to hear directly from them about their experiences. This will enable the police to learn how to improve their response to victims, so they are treated with sensitivity and respect.

- **Independent Review of the Force's handling of child sexual exploitation**

Following the Professor Alexis Jay and Louise Casey reports, the PCC announced, that he was commissioning an Independent Review of South Yorkshire Police's handling of reports of child sexual exploitation.

Though the reports focus on Rotherham Metropolitan Borough Council, the references to the Force raised significant concern, as have revelations from parliamentary committee evidence sessions and in the media. The most recent of these revelations came from evidence heard by the Department for Communities and Local Government Select Committee (2015) and in a BBC programme televised in March 2015, featuring allegations by a retired police officer, about the Force's handling of child sexual exploitation reports in Sheffield prior to 2007.

This review will be led by Professor John Drew, and will establish whether South Yorkshire Police has understood and acted upon the findings of reports and inspections into matters of child sexual exploitation. It will also look at whether the Force's response to safeguarding children and young people has been adequate, not just in Rotherham, but across the whole of South Yorkshire.

- **Organisational Structure and Multi-Agency Safeguarding Hubs**

Implementation of the new Public Protection Unit (PPU) structure across the force is currently underway as part of a phased process. This implementation includes the uplift in numbers of staff working within Child Abuse and CSE, the development of Safeguarding Adults Teams (SATs), establishment of Multi-Agency Safeguarding Hubs in all four local authority areas and the creation of a new PPU Policy Unit. It is anticipated that all new structures will be in place by the end of the year.

Alongside these changes within the local PPU's, each of the local authority areas are implementing new Multi-Agency Safeguarding Hub (MASH) structures, where PPU teams will work alongside Social Care, Health and other partner agencies to manage child referrals. There are clear advantages to the MASH structures, which have been explored elsewhere, including more efficient and effective partnership working and information sharing. Timescales for delivery are:

- Rotherham MASH In operation since April 1st 2015
- Doncaster MASH In operation since June 8th 2015
- Sheffield MASH Go live expected first week in September 2015
- Barnsley MASH Date dependent on location and infrastructure cost

- **Operational Developments**

CSE Disruption Toolkit: A CSE disruption toolkit has been developed in order to highlight powers available to police and partners that can be used in the fight against CSE. This toolkit focusses attention on a range of disruption tactical options and provides guidance on effective intelligence gathering and information sharing. It has been circulated widely via the intranet and disseminated directly to Commanders.

Rotherham Offender Management Matrix: Work continues on the Rotherham Offender Management Matrix pilot, in order to ensure it more effectively identifies risk. The pilot continues and consideration will be given to rolling this out force wide.

CSE Problem Profile: Our CSE Problem Profile has been developed and shared with partners, though does not yet include non-police data. A working group has been established to ensure that partner data is captured and incorporated in future problem profiles and this is supported by all four Local Authorities. This problem profile will provide updated information about CSE locations as well as victim and suspect profiles, enabling police and partners to deliver targeted disruption activity and awareness raising campaigns. *Use of a multi-agency CSE problem profile was highlighted as good practice by the Office of the Children's Commissioner's report into CSE in Gangs and Groups.*

CSE Strategy: A further recommendation of the CSE Review "What Good Looks Like" related to CSE Strategy. Work is underway to develop a pan-South Yorkshire strategy, led by Rotherham; this is being progressed via the Countywide CSE Board under the leadership of ACC Ingrid Lee.

CSE Action Plan: The force had in place a number of CSE action plans as a result of HMIC inspections, the Jay report and guidance from the College of Policing. In January 2015, these plans were merged into one overarching document and work is currently underway to streamline this further, led by the PPU Detective Chief Inspector. This will enable the force to identify and prioritise the critical gaps in their response.

Support for Victims: Several organisations within South Yorkshire have been successful in securing funding from the Home Office to develop support for CSE victims.

Communications: Partner agency communications teams have recently come together to agree a combined approach to CSE. The proposed approach encompasses separate strategies but joint key messages and this is now being progressed through the CSE countywide group. If approved, the force will move to Phase 2 of Spot the Signs, incorporating learning from Greater Manchester and Cheshire, while also working more closely with victims to raise awareness of earlier signs of harm. Phase 2 is a 2nd poster (and other media) campaign, in relation to prevention measures. The content is as yet unconfirmed but liaison is being undertaken with victims in relation to appropriate messaging.

f) Performance

This section gives you a break down into the number of referrals, live investigations and criminal proceedings currently taking place across the Force. Further information can be found on South Yorkshire Police's website at <http://www.southyorks.police.uk/>

Referrals received monthly from April 2015

A referral to police is any concern that has been reported and can come from a number of sources including a school, social services or a concerned family member. It does not necessarily mean there has been an offence committed.

Officers fully investigate all referrals and where an offence has been committed, an investigation will be launched. In other cases where no criminal offences have taken place other agencies may offer support to the young person referred.

DISTRICT	REFERRAL			
	April	May	June	July
Barnsley	9	11	13	12
Doncaster	5	10	14	14
Rotherham	20	27	15	31
Sheffield	15	12	12	11
Other*	5	4	1	0
Total	54	64	55	68

* These are referrals that may have happened across more than one area and are being dealt with centrally and are not assigned to a specific district.

Offences recorded monthly from April 2015

These are the number of offences that have been recorded monthly from the referrals received.

DISTRICT	OFFENCES			
	APRIL	MAY	JUNE	JULY
BARNSELEY	1	1	4	1
DONCASTER	5	4	1	0
ROTHERHAM	4	2	4	5
SHEFFIELD	1	9	4	8
TOTAL	11	16	13	14

Number of charges and cautions monthly from April 2015

This shows the number of people charged from April 2015 with offences committed at any time not just the ones reported within that time period.

DISTRICT	CHARGED OR SUMMONSED TO COURT				CAUTION			
	April	May	June	July	April	May	June	July
Barnsley	0	0	0	0	0	0	0	0
Doncaster	0	2	7	3	1	1	0	0
Rotherham	0	0	6	4	0	0	0	0
Sheffield	2	0	0	1	0	0	0	0
Total	2	2	13	8	1	1	0	0

Live investigations at the end of July 2015

This is the number of investigations we have across the force at this time.

DISTRICT	ACTIVE CSE OFFENCES
Barnsley	22
Doncaster	31
Rotherham	46
Sheffield	56
Total	155

Convictions

Between April 2014 and July 2017 (correct at 27.7.15) there have been 35 convictions for CSE related offences across the force. 19 cases are ongoing in the crown court (thirteen of which are listed for trial) and there have been 10 not guilty verdicts. This represents a conviction ratio of 78%, which would appear to compare favourably with national criminal justice figures of a 54% conviction ratio for all sexual offences (including adult victims).

7. Background Papers and Consultation

- HMIC Inspection National Child Protection Inspection Post Inspection Review

8. Contact

Name: Sally Parkin
Position: Assurance Officer
Organisation: Office of the Police and Crime Commissioner
Contact Details : 01226 772925, sparkin@southyorkshire-pcc.gov.uk

**RESPONSE TO HMIC REPORT –
HMIC National Child Protection (NCP) Inspection Programme- South Yorkshire
Police Post Inspection review.**

In response to the specific findings relating to South Yorkshire Police arising from the final HMIC report of the child protection post inspection review conducted in South Yorkshire in April/May 2015.

South Yorkshire Police – Response from the Chief Constable, David Crompton

South Yorkshire Police welcomes the HMIC report 'National Child Protection (NCP) Inspection Programme- South Yorkshire Police Post Inspection review, which was generated following their revisit in April/May 2015.

Whilst acknowledging the comment from HMIC, 'There is still important work for South Yorkshire Police to do to improve the protection of children', I note that the Inspectorate acknowledged signs of progress. This progress is recognised in improvements to the force's initial response when attending incidents involving children at risk. HMIC also recognised that the force has prioritised child protection, and that there is strong desire at all levels to improve outcomes for children who are at risk of harm.

These comments should be measured against what was originally reported in September 2014, where it was commented on that the force had an inconsistent approach to child protection and improvements to the care of children in custody. As you are aware since the original inspection, with the support of the Police and Crime Commissioner, the force has invested heavily in resourcing the Public Protection Units (PPUs) and Child Sexual Exploitation (CSE) teams at each district. The implementation of these new structures across Public Protection has ensured that this issue of consistency is already being addressed. Indeed one of the positive comments from HMIC stated, 'the force is developing new joint working arrangements and structures to improve consistency across its four districts'. This work continues to develop with the introduction of Safeguarding Adult Teams, which will be in place at each district PPU by September 2015.

The main area of feedback from the Inspectors highlighted the need for the force to continue to improve, especially around the area of looked after children in care homes. Whilst a great deal of work has taken place with partners to address these issues, further work is required. In order to address this further ACC Ingrid Lee has commissioned a joint inspection in relation to looked after children across the whole of South Yorkshire, with the agreement and involvement of the four Directors of Children's Services, to see how we can take this forward and improve practice.

Additionally, HMIC identified that in some areas, the recording practices remained poor and this limited the ability of staff to make good decisions about children. I have gone some way to address this by opening up access to the Case Administration Tracking System (CATS), the IT system we use to record all child and adult protection referrals, to all frontline staff and supervisors. This will enable all relevant staff to have access to child protection information. This initiative is being progressed by Information Systems in conjunction with the Head of Service in PPU.

This inspection builds on previous (other) inspections, especially the HMIC Peel Inspection 2014, (report published January 2015) in which they recognised 'that much had changed in the force over the past 12months especially with improvements in the more specialist investigation of sexual and child related crime and safeguarding issues.

My Senior Command Team and I acknowledge that we have some way to go before we can confidently assure you and the public of South Yorkshire that we have addressed all of the issues raised by HMIC. We recognise that this will not be a quick journey but I can assure you that the good work that has already taken place will continue. In relation to the original inspection and action plan generated from that visit, we will continue to implement the changes necessary to improve our services to vulnerable children.

In conclusion, I would like to highlight one final comment by HMIC, which reported, 'There are tangible signs that the force is improving its service to children in some elements of its service to children, so I am encouraged that the senior leadership of South Yorkshire Police demonstrated the determination to make improvements.'

South Yorkshire Police and Crime Commissioner Response

This report paints a mixed picture. This should not surprise us because it comes at a particular moment in time. The initial inspection was in May last year. But it was overtaken by the Jay report which came out in August. That changed everything. For the first time the full extent of child sexual exploitation was revealed. Since then South Yorkshire Police have had to look at every area of their practice, past and present.

The report shows the force where they have made progress but more particularly where improvements still have to be made. Part of my task will be to ensure that what is recommended is implemented.

Since the follow-up inspection on which this report is based there has been further progress.

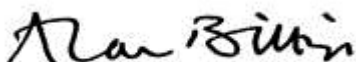
We have begun to see perpetrators arrested and charged. Prosecutions will follow later this year.

We are also having better partnership arrangements. Police officers and social workers are being located together in the same buildings across the four district authorities. The Rotherham Children's Commissioner has said this is working well there.

I have put extra resources into work with vulnerable people, including victims of CSE.

I set up a Victims, Survivors and their Families panel. This month they met with police officers for the first time so that the force can hear directly from them about their experiences. This will enable the police to learn how to improve their response to victims, so they are treated with sensitivity and respect.

I recently announced the Drew Review. Professor John Drew will be looking across the whole of South Yorkshire – Barnsley, Doncaster and Sheffield as well as Rotherham - to assure me that South Yorkshire Police are doing everything that can be done in each of the districts.



Dr Alan Billings
Police and Crime Commissioner