

REPORT TO SOUTH YORKSHIRE POLICE AND CRIME PANEL

1.	Meeting:	Police and Crime Panel
2.	Date:	28 October 2016
3.	Title:	Progress with the Peer Review
4.	Organisation:	Office of the Police and Crime Commissioner for South Yorkshire

5. What was the Peer Review

The Peer Review was commissioned by Police and Crime Commissioner and Interim Chief Constable Dave Jones in May 2016. It consisted of 22 officers with expertise from across a range of policing fields coming to South Yorkshire to assess the force against areas of national best practice and to talk to officers and staff about their experiences and view of the Force today.

6. What did it find?

The Review found that there had been “inconsistent strategic direction from the Chief Officer Team” and decision-making had been isolated, staff have not been listened to and action had not always been taken on agreed plans. Financial and operational planning had not been linked and there had been an underinvestment in key areas. A key finding was that there had been a disturbing move away from an effective neighbourhood policing model.

7. What were the recommendations?

- Stabilise the force for 0-6 months - this includes looking at the following areas:
 - Strategic Change
 - Local Policing
 - HR
 - Contact Management
 - Intelligence on Child Sexual Exploitation
 - Engagement – External
 - Chief Officer Team Capabilities
 - Public Protection

- Transform 0-3 years – it was suggested the following areas can be started in parallel with the stabilisation work but must be paced to avoid confusion:
 - Engagement – Internal
 - Durham staff survey
 - Organisational Development

8. What has happened since May?

- Support is being provided from Lancashire and Kent police around demand management and analysis.
- Work is ongoing to develop a new Strategic Delivery Plan involving key senior managers in Force and wider consultation with the workforce, the public and partners. This will include the future operating model for the Force and key to this will be delivery of an effective neighbourhood policing model in co-production with local partners.
- A review of HR Shared Services is imminent
- I have recruited an Assistant PCC to co-lead with the Force a project aimed at rebuilding public trust and confidence. The project is being scoped for delivery to start in the new year.
- The Durham staff survey has been launched to canvas views of the workforce to underpin the fundamental change required.

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, Carbrook House, Carbrook Hall Road, Sheffield, S9 2EH

10. Contact

Name: Sally Parkin
Position: Business Manager
Organisation: Office of the Police and Crime Commissioner
Contact Details : 0114 2964137, sparkin@southyorkshire-pcc.gov.uk