

**28A recommendation and response record**

<b>To</b>	Detective Superintendent Delphine Wareing
<b>Copied to</b>	Dr Alan Billings
<b>Date sent</b>	22 November 2021
<b>Deadline for response</b>	17 January 2022
<b>Case name</b>	Operation Linden
<b>Case type</b>	Independent
<b>Case reference</b>	2014/040112
<b>Recommendation from</b>	Steve Noonan
<b>Police case reference</b>	

We have identified organisational learning for South Yorkshire Police and make the recommendations below under Paragraph 28A of Schedule 3 to the Police Reform Act 2002<sup>1</sup>.

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<sup>1</sup> In the case of contractors, Regulation 81 of the Independent Police Complaints Commission (Complaints and Misconduct) (Contractors) Regulations 2015 applies

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You are required by law to respond, in writing to us by the deadline specified above (56 days from the date this recommendation has been sent to you) and should do so using this form. Paragraph 28B of Schedule 3 of the Police Reform Act sets out the requirements in relation to the response.

On receipt of your response, we are required to publish it within 21 days and send a copy to any person who was sent the original recommendation (as listed above). If you have any representations why this response should not be published, e.g. if it may prejudice ongoing proceedings, please let us know.

To be completed by IOPC			To be completed by recipient	
Reference	Recommendation	Previously sent as an informal recommendation?	Do you accept?	Details, to include a) action to be taken, b) reason for no action, or c) reason not accepted
		Date sent		

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<p>2014/040112/0 15</p>	<p>The IOPC recommends South Yorkshire Police ensures knowledge and skills of those involved in CSE work are kept up to date as part of their continuous improvement cycle. This should include: regular training to take into account staff turnover continuing professional development needs any emerging issues and new developments in best practice</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>South Yorkshire Police has been continuously working to develop and improve detective skills and training for a number of years. There is a national detective shortage and significant work is ongoing to encourage officers to join the detective career pathway.</p> <p>The force has increased the number of SCAIDP (Specialist Child Abuse Investigation Development Programme) trained and accredited detectives in force. There has also been a real focus on investing in the support available for the development of detective skills through the crime training department. In 2018 / 2019 a detective training course was developed in conjunction with Sheffield University and delivered to police staff Investigating Officers, many of whom were posted to Protecting Vulnerable People (PVP) teams. In addition to SCAIDP, as part of its Rape and Serious Sexual Offences (RASSO) improvement plan, the force is planning to deliver the College of Policing SSAIDP (Specialist Sexual Assault Investigation Development Programme) training course to detectives involved in the investigation of rape and serious sexual offences. A detective skills audit has identified training needs going forward and there is also a timeline for the recruitment and training of detectives force wide. Crime Training and Accreditation for PVP teams is regularly monitored via the PVP Performance meeting.</p> <p>The force has recently worked with the NSPCC, the College of Policing and the National Police Chief's Council lead on child protection to develop a bespoke child protection training course called Child Matters. This is being delivered to all front-line police officers and police staff.</p> <p>Crime training have delivered a number of Continuous Professional Development (CPD) training events over the last</p>
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					<p>year including ones on RASSO investigation. These are delivered through Bitesize Training videos and a Wednesday Webinar. Bespoke CPD masterclass events for Child Sexual Exploitation (CSE) investigators are also planned for the first half of this year and will continue every 6 months thereafter. These will include presentations from Operation Hydrant on national best practice.</p>
2014/040112/005	<p>The IOPC recommends South Yorkshire Police takes steps to ensure that crime recording practice in its public protection departments is compliant with the Home Office Counting Rules for Recorded Crime.</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<p>Crime Data Accuracy (CDA) is a high priority for the force and performance is monitored through regular Gold group meetings chaired by the Assistant Chief Constable (Crime). In the 2018 inspection on CDA, Her Majesty's Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) found that the force performance on the recording of rape was a high 95% compliance rate. The report highlighted this as being a 'credit to the force'.</p> <p>South Yorkshire Police continues to develop and improve its CDA compliance and recent work in this area includes a peer review by the Force Crime Registrar from West Yorkshire Police, significant audit work around PVP teams and Local referral Units and targeted training and internal communications designed to address identified areas for improvement. In the most recent CDA audit on recorded crimes for Protecting Vulnerable People, a 95% compliance rate was achieved which would put the force in the 'good' category. Development work is also ongoing with the Force Control Room and Force Crime Bureau and the CDA Hub to ensure that all crimes (including CSE) are recorded accurately and in a timely manner in accordance with the Home Office Counting rules. Crime Data Accuracy performance is monitored through the CDA Gold Group, Force Performance Days and Quarterly Performance Reviews and forms an integral part of our Qualitative Auditing and Thematic Testing work.</p>

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<p>2014/040112/0 06</p>	<p>The IOPC recommends that South Yorkshire Police ensure they have a way of effectively monitoring compliance with the Victims' Code. This should include the quality of interactions between itself and others and not just a 'tick box exercise' of the various entitlements being made available.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>The force has an Assistant Chief Constable executive lead on victim care and a Chief Superintendent thematic lead. Compliance with the Victims Code of Practice (VCOP) has been extensively promoted and is monitored by South Yorkshire Police through Force Performance Days and Quarterly Performance Reviews. The thematic lead for victim care chairs a strategic Complete Victim Care meeting with key departments, stakeholders and representatives from districts. This meeting maps the victim journey from initial contact right through to resolution and finalisation. The quality of interaction with victims is key to this meeting rather than merely complying with the requirements of the code. Regular online training events take place to promote and explain the requirements of the code of practice. Through this work the force is confident that it is complying with both the aims and the specific requirements of VCOP.</p>
<p>2014/040112/0 07</p>	<p>The IOPC recommends South Yorkshire Police take steps to ensure that victims are regularly updated, and at least once every 28 days, in line with expectations.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>The executive lead and thematic lead on victim care ensure that frequent VCOP audits take place and are planned into the Performance and Governance calendar. The QATT reviews (Quality Assurance Thematic Testing) features specific areas for VCOP compliance including regular meaningful victim updates that comply with and exceed the requirements laid down. These reviews are DI and DCI led, report into the Investigations Governance Group and Force Performance Days and are designed to ensure that the force provides a quality service to the public it serves.</p>

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<p>2014/040112/0 08</p>	<p>The IOPC recommends South Yorkshire Police continues to work with the local ISVA service to improve their working arrangements. This should include:</p> <ul style="list-style-type: none"> <li>• a named point of contact at South Yorkshire Police for use by the ISVA service</li> <li>• ensuring that SYP representatives who have contact with victims and survivors fully understand the ISVA service's role and can explain this to others when needed</li> <li>• agreement on how updates are provided to victims and survivors</li> <li>• how the ISVA service could be involved in South Yorkshire Police training to help raise awareness about its role and responsibilities and how they can work together</li> </ul>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>South Yorkshire Police are working hard to enhance engagement with the ISVA (Independent Sexual Violence Advisor) service and collaborate with them to improve its service provision to victims.</p> <p>The Rape and Serious Sexual Assault (RASSO) force lead is the single point of contact with the service managers within the ISVA services across all areas of South Yorkshire and regular contact is maintained. The ISVA managers attend the quarterly partnership RASSO Steering Group meeting which is aimed at improving standards and service provision.</p> <p>South Yorkshire Police have recently established a specialist cadre of front-line officers who have received additional training on the initial response to rape and serious sexual offences reports. Three training events took place in December with further events planned for early 2022. Representatives from the ISVA service were keen to be involved in the training and on each training day, ISVAs delivered an input to attendees. This focussed on what the service could offer, the importance of initial and ongoing victim contact and regular liaison with the ISVA, particularly at key stages of the investigation. The inputs have been so well received that the long-term plan is to extend the training provision across the force to ensure that all staff understand the ISVA role and how they can assist in providing support to victims. Planned CPD events and supervisor training throughout 2022-23 will also be used to embed the role of the ISVA service.</p> <p>The RASSO Force lead has recently refreshed the South Yorkshire Police RASSO delivery plan which incorporates planned surveys and victim feedback through ISVAs in order for the force to continuously improve our service to victims. The first survey has taken place throughout December and January 21 and we will</p>
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					use this feedback to enhance our service provision through training and CPD events and through scrutiny at local level with district RASSO Champions.
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<p>2014/040112/0 09</p>	<p>The IOPC recommends that during its mapping exercise South Yorkshire Police continues to engage with communities to strengthen and build trust and confidence in the police service to encourage a willingness to provide information/intelligence to help tackle local issues.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>South Yorkshire Police has invested heavily in Neighbourhood policing and prides itself on its engagement with communities. The number of police officers and Police Community Support Officer posts specifically dedicated to Neighbourhood Policing has risen from 268 in 2017 to 450 now. The force has various means at its disposal to engage with communities with all Neighbourhood Policing Teams (NPT's) having Facebook accounts, Instagram Twitter and Whatsapp as well as holding face to face community meetings. These sites are used to post activity, raise awareness of issues and to request the assistance of the community in tackling all crime including CSE. Districts have Youth Independent Advisory Groups that they run with Youth Services to engage with younger members of the community. All NPTs have monthly webchats where officers and staff can engage directly with the public. NPTs also conduct surveys which feed into local priorities. Each NPT maintains a profile on the community it serves.</p> <p>Tackling CSE is a high priority for NPTs who work with Children's Social Care and investigation teams to proactively tackle CSE and safeguard vulnerable children from exploitation. Intensive problem solving work is carried out with children who are frequently reported missing and reassurance patrols take place to protect vulnerable women in the night time economy as part of the force's Violence Against Women and Girls (VAWG) action plan.</p> <p>The force will build on this work and continue to raise awareness of CSE in the community conducting media campaigns that will encourage third party reporting of exploitation and suspicious activity.</p>
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