



**Submission from
the Police and Crime Commissioner for South Yorkshire
to Sheffield's Race Equality Commission: Crime and Justice theme
on 15 July 2021**

Introduction - My role and responsibilities

1. As the elected Police and Crime Commissioner for South Yorkshire (PCC), I am responsible for the totality of policing, and have statutory responsibilities to secure an efficient and effective police service in South Yorkshire. Each year I renew the **Police and Crime Plan** (the Plan), which sets out the priorities for the force, determine the policing and crime budget and commission a range of services, including victims' services.
2. My main role is to be the voice of South Yorkshire's communities in (1) determining the policing priorities for the area; and (2) holding the police to account.
3. The priorities for policing South Yorkshire have remained the same in the Police and Crime Plans I have set, since I was first elected as PCC in 2014:

Protecting vulnerable people

Tackling crime and antisocial behaviour

Treating people fairly

4. I have duties under the Equality Act 2010, including as an employer of the staff within the Office of the Police and Crime Commissioner (OPCC) and Violence Reduction Unit (VRU). But I also hold the Chief Constable to account for the exercise of her statutory functions - including in relation to equality and diversity - and for having regard to the priorities in the Plan.
5. Under the third priority in the Plan – '**Treating people fairly**' - two of the areas of focus I have asked for in recent iterations of the Plan are '*Disproportionality and Inclusivity*'. In particular, I have asked South Yorkshire Police (SYP), the OPCC and our partners to focus on:
 - The criminal justice system as whole, the use of stop and search, the use of force, and policing protests (External focus)
 - Workforce issues of recruitment, retention and training: understanding and improving representation from South Yorkshire communities within the workforce as a whole (Internal focus).

6. I work in partnership across a range of agencies at local, regional and national level to prevent and reduce crime and disorder, improve community safety, and provide an efficient and effective criminal justice system. Although I am not a statutory partner in these areas, I have convening powers in legislation, and a role in helping to join up local partners' priorities and approaches. The main way I exercise these convening powers is through chairing South Yorkshire's **Criminal Justice Board (LCJB)**, **Violence Reduction Executive Board** and a **Countywide Community Safety Forum** (attended by the chairs of our four district community safety partnerships in Barnsley, Rotherham, Doncaster and Sheffield). These boards consist of a range of partners, including representatives from the Crown Prosecution Service, Probation Service, Prisons, Public Health, the four local authorities, and, on the VR Board, the voluntary and faith sectors. Sheffield City Council (or its Youth Offending Team) is represented on all these boards.
7. The LCJB is likely to consider race disproportionality as a priority in its next strategic plan. In recent years, the LCJB's main area of focus in tackling race disproportionality has related to Youth Offending Teams.

Sheffield's Race Equality Commission's four areas for evidence

In relation to the Commission's four specific areas, my responses are as follows:

A) Evidence relating to racial inequality in Sheffield that you hold, and which may be of use to the Commission

1. I have governance and assurance arrangements in place to hold the police to account, including understanding whether or not disproportionality exists in the provision of policing and crime services in South Yorkshire, why that might be the case, and how and where improvements need to be made. A summary of these arrangements appears at **Appendix 1**.
2. As I hold the Chief Constable to account, I am subject to the 'review, scrutiny and support' of South Yorkshire's **Police and Crime Panel** (the PCP). The PCP is made up of elected members from our four local authorities plus two independent members. I report to the PCP on a range of matters relevant to my statutory responsibilities and delivery of the Plan, including on equality, diversity and inclusivity matters.
3. One of the principal ways I assure myself around matters of discrimination, disproportionality and inclusivity is through the work of the **Independent Ethics Panel** (IEP) which I launched in 2015. The IEP provides independent and effective challenge and assurance around integrity, standards and ethics of decision-making in policing. The IEP's Terms of Reference appear at **Appendix 2**.
4. The current IEP members bring a wealth of skills and experience from academia, education, industry and the third sector. Biographies of the current members appear at **Appendix 3**.
5. IEP members link to the thematic areas of:
 - Equality, Diversity & Inclusion (internal to SYP)
 - Stop & Search
 - Hate Crime
 - Complaints
 - Use of Force

6. These link members often undertake dip sample exercises, view police body worn video (BWV) and attend SYP's internal meetings where discussion occurs around possible disproportionality and improving workforce Equality, Diversity and Inclusion.
7. I have asked the IEP to undertake some specific work under the '*Disproportionality and Inclusivity*' areas of focus within the Plan. A summary of the Terms of Reference for each focus area – External (Police Use of Stop and Search) and Internal (Workforce representation) – appear at **Appendix 4**.
8. Stop and Search (S&S) is an important tool that the police use in combatting crime and my task is to ensure that they use this power in ways that are justifiable, proportionate and do not impact on communities in a way that alienates communities or makes policing more difficult. In terms of racial inequality or race disproportionality in the Police Use of Stop and Search powers, I know the following through the work already done:
 - Between April 2020 and March 2021, 18,841 searches were undertaken across South Yorkshire with Sheffield accounting for 44% of this total, which is appropriate to the size of Sheffield within the county¹.
 - Analysis revealed that people who self-defined as White accounted for most of those who were stopped and searched - 51% in Sheffield. (In South Yorkshire as a whole this was 68%)
 - But those who were Other than White were searched 2.7 times more than those who self-defined as White. Within this, disproportionality was highest for people who self-defined as Black, they were 3.7 times more likely to be searched in the period April 2020 to March 2021. The below table demonstrates disproportionality rates across all self-defined groups.

Stop and Search SHEFFIELD 12 months April 2020 – March 2021					
Ethnicity	% population*	No of searches	% of searches	Rate per 1000 population*	Disproportionality*
White	84%	3741	51%	8.1	
Asian	8%	1115	15%	25.1	3.1
Black	4%	605	8%	30.1	3.7
Mixed	2%	188	3%	14.1	1.7
Other	2%	90	1%	7.3	0.9
Not stated		1599	22%		

¹ SYP Stop & Search data - this data is from South Yorkshire Police's live Stop and Search Report and as such is not yet fully audited and subject to change as records are updated and quality checks undertaken. Data cannot be reproduced without permission from SYP who is the data owner. It is based on Census 2011 population. The disproportionality figure is worked out by dividing the search rate per 1000 population of each ethnic group by the white rate. E.g. Looking at Sheffield: for the black population this would be $30.1 / 8.1 = 3.7$ disproportionality.

- I am not aware of anyone asking white people who have been subject to S&S for their views – what it does to their attitude towards the police or the impact on their families or communities – even though they are the majority.
- There have been very few complaints about the use of S&S, though this may indicate a lack of trust in the police to take complaints seriously.
- But the question is, why is there disproportionality of minority ethnic groups, especially those who identify as black?
- I have received requests for greater use of S&S from women in minority ethnic groups who were concerned about their children and young people carrying knives or being involved with drug dealing. (This included mothers, grandmothers, sisters and girlfriends of young males.) This not only highlighted to me that we have to get upstream of violence if we are to reduce victims of violent crime and homicide which have a devastating impact on families and communities, but also that this is a complex area, and SYP has to consider a range of information, intelligence and community views in the use of their powers.

9. A number of methods of review are undertaken in relation to data integrity in this area (see **Appendix 1**).
10. Finally and separately, I know from the Area Profile analysis work carried out with partners in our VRU, that there is racial inequality in educational attainment at Key Stages 2, 3, 4 and post-16 years, and the issue of the inequalities for white working class children has recently emerged in the national media.

B) Your organisation's, or your, analysis of the cause or causes of racism and/or racial inequality within your sector

1. I think we need to distinguish between racial inequality and racism.
2. I recognise there is race disproportionality in Stop and Search figures, and I am seeking to understand the causes. However, not all race disproportionality (or racial inequality) is caused by racism. There are other factors involved too, including geography, demographics, inequality of resource, life chances and long term deprivation and poverty in South Yorkshire.
3. The current methodology for determining disproportionality is unsatisfactory, perhaps even flawed, for three reasons:
 - SYP does not S&S from the general population as a whole. They tend not to, for example, S&S babies or pensioners. So we should not be comparing the ethnicity of those who are S&S with the ethnicity of the population as a whole, but only from that cohort of people who are S&S.
 - In any case, we should not be comparing the ethnicity of those who are S&S **now** with the ethnicity of the general population **as it was in 2011**, the date of the last Census.
 - Disclosure of ethnicity is optional for individuals who are subject to stop and search. Ethnicity is not stated in a significant number of cases (22% in Sheffield during 20/21) which will impact on disproportionality figures.

4. S&S is intelligence led. Nevertheless, if we look at those who are S&S we can begin to see an explanation for *some* of the disproportionality, though perhaps not all. The police S&S:
 - Males
 - Between the ages of approx. 17-35
 - In areas of high crimes
5. The 17-35 age group has a higher percentage of minority ethnic groups in it than the general population.
6. The areas of higher crimes tend to be the less prosperous parts of the city, which have a greater minority ethnic population than the city as a whole. In other words, S&S is about *social class* as much as *race*.
7. When the 2021 Census statistics are known, there is every chance that the minority ethnic groups will be a greater percentage of the population among these age groups and in these areas than in 2011, and this will reduce the disproportionality.
8. Both these factors will explain why there is some disproportionality – which has nothing to do with policing or discrimination. The question is, how big these two factors – age and location - are. This could be worked out, but it would require a lot of research to do it.
9. In contrast to what is said about Stop and Search, the reverse will be true for workforce representation as a result of the 2021 Census data. This needs attention now and the questions I have asked the Independent Ethics Panel to address are:
 - Where has improving workforce representation been successfully tackled, if it has? In policing or elsewhere? What was done?
 - Are there measures of positive action (as opposed to positive discrimination) that could work? Is there an evidence base?
10. An improvement in this area will allow SYP's workforce to be better representative of South Yorkshire's communities, which in turn should improve public trust and confidence, and police legitimacy.

C) *Examples of good practice in relation to reducing racism and/or racial inequality (from within the city, elsewhere in the UK, or overseas)*

1. There is excellent anti-racism work being done in the city, mainly led by the strong voluntary, community and faith sectors.
2. In terms of SYP's internal focus on improving diversity in its workforce, Nottinghamshire's PCC and Force have been singled out for their programme of positive action to improve their workforce representation, retention and progression opportunities for people of different ethnic backgrounds. They have focused on engaging with communities to enhance community relations, perceptions of the police and public trust and confidence. We have obtained details of their programme and we have encouraged SYP to consider their approaches.

D) What you or your organisation believe would be the best way to tackle racism and/or racial inequality in the city

1. Again, I think we should distinguish between racial inequality and racism, and there are a number of positive steps we can take in respect of racial inequality, including:

- Being more aware and inclusive of the changing city we live and work in, and its population. Better understanding the many different cultures and languages of our city.
- Listening to a wider range of communities and community groups, and better communicating action, to improve confidence.
- Working in partnership with others to make changes.
- Being more inclusive and diverse in our recruitment, as well as understanding and removing barriers relating to retention and progression.

2. My Office has held a series of discussions aimed at tackling inequality and improving inclusivity. I would like to provide two areas where tangible improvements are already underway:

- Better engagement with Black, Asian and Minority Ethnic communities to shape strategy, policy, decision-making, and ultimately services
- Improving access to grant funding for Black, Asian and Minority Ethnic communities and organisations

Engagement to Shape Services

3. My Engagement Team and I continually listen to and engage with communities in Sheffield and across South Yorkshire. The Team has collated a database of different groups and organisations across the county, and this is used where targeted or focused engagement and consultation is needed with individual communities and to proactively visit and speak to groups about the role of the PCC and hear their views on policing and crime. Some of the engagement that has taken place has included:

- Meeting with ethnic minority groups, including women's groups and young people, in Broomhall and Burngreave.
- Meeting with the Darnall Community Group.
- Roundtable on racially motivated attacks and the Chinese community leading to an operational working group with a focus on increasing reporting.

4. Different groups may say different and sometimes even contradictory things. There is not a single 'youth', 'Asian' or 'Black' voice. As PCC, or as SYP, a careful judgement has to be made about exactly what we are hearing.

5. During 2020, following the death of George Floyd, I engaged in a series of meetings with members of Sheffield's Black community. I wanted to listen and understand how the Black community feel they are treated by policing and criminal justice services, and I wanted us to work together to improve services.

6. In July 2020, the members submitted questions ahead of the meeting. Discussion areas included the use of stop and search, unconscious bias, institutional racism, police complaints and workforce diversity, particularly in relation to the opportunities presented by the local and national uplift in officers, and working towards a workforce which is representative of the communities it serves.
7. Some of the issues raised were wider criminal justice issues and, in December 2020, SYP's Assistant Chief Constable Tim Forber (now Deputy Chief Constable) joined the discussion to highlight some of the work taking place in SYP.
8. Arrangements were also made for a number of local Criminal Justice agency representatives to attend to answer directly questions, queries or concerns raised, and action taken or being taken within their own organisations.
9. As part of developing the VRU's strategy, VRU staff worked in partnership with Voluntary Action Sheffield (VAS) to convene a number of paid working groups of community representatives from a diverse range of backgrounds to better understand the drivers of violence and people's views of violence in Sheffield's most diverse communities. This was done to ensure we had a much wider range of voices contributing to our work and informing the strategy. The VRU continues to run regular community engagement events to keep groups and individuals informed about our work and to listen to what is happening in our communities.
10. Finally, the OPCC is currently developing its **Equality Impact Assessments** in policy setting and decision-making to support the avoidance of racial inequality or disproportionality.

Improving Access to Grant Funding

11. My aim is that services commissioned by my office are non-discriminatory and support victims from diverse populations (e.g. Black, Asian and Minority Ethnic, Disabled, those with different cultural and religious beliefs, those with previous criminal records). I also aim to have services delivered in ways deemed suitable for a person's different circumstances (e.g. age appropriate, culturally sensitive etc.). All contracted services provide demographic information inclusive of ethnicity. This is included in performance monitoring. My Office is considering how we can track this information against the population of South Yorkshire to identify gaps. This information can be used to focus awareness raising and additional activity to promote the services.
12. I have a community small grants scheme. Currently, applications are open to all and welcomed up to the value of £7,500. The OPCC actively encourages applicants across communities who may be seeking funding for specific focused activity. Grant applicants must check boxes on the application form selecting which area(s) of focus from my Police and Crime Plan they are seeking to address. This enables organisations to apply even if they are not specifically led by ethnic minorities, but which work in communities with diverse ethnicities. In particular, applications are encouraged from organisations and groups:
 - Helping those who are victims and survivors of child sexual exploitation and child criminal exploitation, human trafficking, slavery and hate crime.

- Supporting ethnic minorities, especially young people from Black, Asian and Ethnic Minority communities to avoid them being disproportionately represented in the criminal justice system.
 - Taking a public health approach to tackling crime e.g. knife crime or substance misuse related offending.
13. The funding I provide to community safety partnerships (CSP) and youth offending teams (YOTs) also needs to reference how they use the funding in relation to my policing priorities. In Sheffield last year, both the CSP and YOT indicated that some of the funding would be used in support of ethnic minorities, especially avoiding young people being disproportionately represented in the criminal justice system.
 14. I am also aware we have funded a number of organisations that are trying to address issues in diverse community areas - for example Pitsmoor Adventure Playground, Reach Up Youth, Sharrow Community Forum and Shiregreen Common Goals Project.
 15. My office secured additional funding during the COVID pandemic and this year to support victims of domestic abuse and sexual violence. This funding was provided to charities in South Yorkshire, a number of which are led by, or support, ethnic minority victims. In Sheffield, these included Ashiana, Haven, Vida and Roshni.
 16. The VRU is a conduit for Home Office money to fund projects that contribute to violence reduction. One key element of the grant funding decision is the communities the projects serve so we can target resources in locations that need it. Although we know grant money goes into projects based in Black, Asian and Ethnic Minority communities in Sheffield, there can be a perception problem. As an example, the most recent VRU Violence Reduction Fund received 83 bids to a value of over £1 million – when the grant money available is only £190,000. The process inevitably disappoints more groups than it pleases.
 17. My Office/the VRU respond to questions and queries from unsuccessful applicants, offer advice on bid writing and signpost applicants to other funding sources.
 18. The VRU is represented on the South Yorkshire Funders group. The group hears from external speakers which has provided an opportunity to those representing ethnic minority led groups or those with lived experience, and has led to a number of positive conversations. The group is keen to better understand the experience of organisations led by ethnic minorities and has sought to commission from such groups 10 simple videos, filmed on phones (no longer than 5 mins) about the organisation and their experience. I hope this medium will assist in making the bidding process less formal for those who do not have English as a first language, or who may be unfamiliar with writing funding bids.

Alan Billings

Dr Alan Billings

Police and Crime Commissioner

July 2021

Appendix 1

Summary of the Police and Crime Commissioner's Governance & Assurance Arrangements relevant to the Areas of Focus in the Police and Crime Plan of Disproportionality and Inclusivity

- **Governance and assurance meetings:** assurance is gained through PCC staff member's attendance at a variety of internal (South Yorkshire Police (SYP) meetings, where disproportionality concerns would usually be raised and considered. Meetings attended include:
 - Diversity, Confidence and Equality Board
 - Trust and Confidence Board
 - Force Performance Days
 - Quarterly Performance Review Days
 - Uplift Project Board
 - Strategic Resourcing Board
 - Internal Ethics Committee
- **The OPCC also attends a number of partnership meetings.** For example the Sheffield Youth Offending Service Management Board, started a piece of work last year to look at race disproportionality to establish what data existed/could be used.
- **PCC Commissioned services** are contractually required to submit data on the ethnicity of service users. This is an area where data quality improvements need to be made. (see note 4 on Commissioned Services).
- **The PCC's Performance Framework**, includes both qualitative and quantitative data to help provide an overview and flag issues to the SLT.
- **Public Accountability Board (PAB):** SYP provide reports into monthly PAB meetings covering Police and Crime Plan priorities, including "Treating People Fairly"
At PAB the PCC receives reports from the Chief Constable describing how the SYP is supporting the delivery of the Plan. Reports in relation to the '*Treating People Fairly*' priority typically cover the following areas:
 - *A fair allocation of police resources for our communities*
 - *Understanding and fair treatment of Black, Asian and other minority communities by SYP and in the criminal justice system, including ensuring hate crime is properly recorded and investigated*
 - *A work SYP that is representative of South Yorkshire's population*
 - *Fair treatment of staff through supporting a positive culture and organisational development*
 - *Fair treatment for victims and witnesses of crime throughout the criminal justice process, including providing a quality and accessible restorative justice service*
 - *A fair police complaints system*
- **Independent Custody Visiting Scheme** in place. Identification of any concerns around disproportionality would be apparent from these visits/analysis.

- Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS) have graded SYP as 'Good' for treating the public fairly and 'Outstanding' for ethical leadership and behaviour.
- SYP surveys ('Your Voice Counts' and Victims' Survey).
- **Independent Ethics Panel** - seeks assurance on fair treatment (and any issues of disproportionality) in a number of areas, including:
 - Equality, Diversity & Inclusion (internal to SYP)
 - Stop & Search
 - Hate Crime
 - Complaints
 - Use of Force
- A number of methods of review are undertaken in relation to **Data Integrity** including:
 - HMICFRS undertake data integrity checks across all crime recording, including S&S. This includes a check of a sample of S&S across SYP.
 - Last year, HMICFRS checked 100 S&S records. 83% had reasonable grounds for being undertaken.
 - S&S external scrutiny panels are in place which review specific cases with independent panel members. These are currently on hold due to Covid-19, although three meetings were convened with specific members of the IEP and SYP to scrutinise a sample of S&S cases using Body Worn Video. This dip sample work extends beyond police use of powers; it also focuses on the behaviour of police officers and PCSOs. As an example, the IEP has recently been invited by SYP to undertake scrutiny of Fixed Penalty Notices (FPNs) issued for COVID-19 breaches. IEP members reported being impressed by the patience and professionalism of officers, and were able to provide assurance to me around the process put in place to scrutinise FPNs.
 - There will be opportunities for new/additional external panel members and I will ensure we proactively advertise these opportunities, as I need volunteers to come forward from communities. I will review how these are run once the panels are re-started.
 - There is an IEP link member focusing on S&S, who liaises closely with the S&S lead for SYP, reviewing statistics and gaining assurance in SYP's tactics. The force use the independent reviews undertaken in this area, for the purpose of learning and to assist with addressing any shortcomings. This learning encompasses feedback to officers on good performance as this is important in reinforcing positive practice.

Appendix 2

Independent Ethics Panel - Members

The Panel provides independent and effective challenge and assurance around integrity, standards and ethics of decision-making in policing.

As a collective members bring a wealth of knowledge and experience from a variety of different backgrounds and make a meaningful contribution and add value to the policing of South Yorkshire.

Ann Macaskill, Chair

Ann is Head of Research Ethics and Professor of Health Psychology at Sheffield Hallam University. She is a Registered Practitioner Health Psychologist with the Health Professions Council, UK, a qualified psychotherapist, and a principal fellow of the UK Higher Education Academy.

Her research interests are in health and well-being, positive psychology and research methodology. She has published extensively having peer reviewed journal articles, book chapters, a widely used textbook on individual differences now in its third edition, and a self-help book on forgiveness.

Ann began her career in psychology at the University of Aberdeen studying for an MA and a PhD. This was followed by a postdoctoral research post at the University of Edinburgh before returning to lecture in Aberdeen, and then on to the MRC Applied Psychology Unit at the University of Sheffield. Ann set up the Psychology Department at Sheffield Hallam University. The British Psychological Society approved the degree in November 1992. She was Head of Department in psychology from 1991-2000, building up the department. She became a Reader in Psychology in 2001, was awarded a Personal Chair in 2005 and became head of Research Ethics in 2004.

Ann is married to Norman, a psychiatrist, and they have two grown up children, Sean and Fiona.

Michael Lewis

Originally from Belfast, Michael trained as a secondary school teacher at the University of York after completing a degree in Modern Languages at Oxford.

He taught for 35 years in comprehensive schools in Derbyshire, Leicestershire and Oxfordshire and finally in Sheffield, where, between 1988 and 2008, he was the Headteacher of King Edward VII School, a large, diverse 11-18 school, drawing its students from across the city of Sheffield.

In 2008 Michael was awarded the honorary degree of Doctor of Letters by the University of Sheffield. He has lived in Sheffield since 1988.

Since retiring from teaching, he has been involved in mainly voluntary activities, including becoming Chair of Governors (2010-2013) of an inner-city primary school, a trustee of a small-scale medical research charity, a member of the Community Justice Panel and working as an Independent Custody Visitor.

He serves as a member of the Professional Conduct Panel of the Teaching Regulation Agency and is also a Lay Member for the Employment Tribunal service.

Michael is married with two adult sons. His personal interests include music, travel and sport.

Janet Wheatley

Janet is Chief Executive of Voluntary Action Rotherham (VAR) supporting over 1400 Voluntary, Community groups, and 49,000+ volunteers in Rotherham. She was born and educated in Sheffield graduated from Warwick University with a BA Hons in History/ Sociology and a MA from Sheffield Hallam University in Sociology. She started her career working for the Department of Employment before spending a number of years working for an International Hotel Chain. She has also worked for a number of years in the NHS in a variety of management roles.

Her involvement with the Voluntary and Community Sector spans 30 years as a Chief Executive/ Volunteer and Trustee for a wide range of charities locally and nationally. She represents the voluntary and community sector on a number of Boards/ Strategic Advisory groups within Rotherham, regionally and nationally. She has been responsible since 2012 for developing a nationally acclaimed and NHS award winning Social Prescribing Service within Rotherham and has spoken nationally at numerous conferences and events on Social Prescribing.

Janet was appointed a Deputy Lieutenant for South Yorkshire in 2016. She received a MBE for Services to the Community in Rotherham in 2017. She is married with 4 children and 2 grandchildren.

Mick Hood

For the last 20 years Mick has held several senior Human Resource positions working for companies such as British Steel, UES Steels, Corus, Tata and at present he is HR Director, Steel for Liberty House Group, a role he has held for the last three years.

Mick has experience in a number of non-executive roles including, a member of the Sheffield Hallam Business School advisory board, a member of the Stocksbridge Board for the submission of the Towns Fund Bid and a member of the MakeUK EMPOL Committee (advisory board to government policy and legislation change). Mick is also Chair of the Industry Advisory Board within the Advanced Manufacturing Research Centre (AMRC), Sheffield Business School Advisory Board – Sheffield Hallam University and the Steel Valley Project.

Sheila Wright

Sheila has worked in senior executive leadership positions across South Yorkshire, Humberside and Nottinghamshire including the position of Deputy Chief Executive and Director of Operations for Nottinghamshire Probation Trust.

She is a Non-Executive Director of Sheffield Teaching Hospital NHS Foundation Trust and a former Non-Executive Director and Vice Chair of Nottinghamshire Healthcare NHS Foundation Trust, providers of Mental Health, Forensic and Physical Healthcare.

Sheila is also the current Chair of Age UK Nottingham and Nottinghamshire and an Independent Member of the Parole Board of England and Wales. She is a mentor to Black and Minority ethnic university students and a member of a long established Community Group serving the African Caribbean population of South Yorkshire and surrounding Areas.

Alice Raven

Alice is a researcher and Open Source Intelligence (OSINT) Coordinator at the Centre of Excellence in Terrorism, Resilience, Intelligence and Organised Crime Research (CENTRIC) at Sheffield Hallam University.

She participates in a number of European Commission H2020 projects which cover child sexual abuse, terrorism, violent extremism and radicalisation. She has worked alongside multiple police forces across the UK as well as hosting and presenting at an Open Source Intelligence Workshop the principles, guidelines, laws and best practices of digital policing to European security and law enforcement professionals.

Alice has undertaken a number of volunteering roles including being a Restorative Justice Panel Member at Rotherham Metropolitan Borough Council, a Peer Mentor to refugees and disadvantaged students in education, as well as a Community Safety Officer at South Yorkshire Police.

Professor Elizabeth Smart

Elizabeth is Head of Law at Sheffield Hallam University. Previously Elizabeth was the national Deputy Director of Legal Practice Course Programmes at BPP University College and was part of the senior management team responsible for obtaining degree awarding powers for a private provider. Prior to this she worked at The University of Sheffield (1997-2003) as the LPC Director and taught criminal litigation and advanced criminal litigation together with all associated legal skills.

Elizabeth has sat on the Quality Assurance Sub-Committee for the Solicitors Regulation Authority and as an External Examiner for Liverpool John Moores University, Huddersfield University and Anglia Ruskin University. She is currently an External Examiner for the University of Law and is an External Moderator for Datalaw with responsibility for the Police Station and Magistrates Court Qualification. She carries out consultancy work for various police forces nationally training Active Defence principles and Courtroom Skills.

Appendix 3

Independent Ethics Panel – Terms of Reference

The Independent Ethics Panel will be responsible for:

- Articulating and promoting the influence of professional ethics in all aspects of policing.
- Supporting the Commissioner and Chief Constable to consider ethical dimensions of their work.
- Anticipating ethical challenges facing the police service and the correct response.
- Supporting those who wish to use the Panel as a forum for whistleblowing.
- Promoting compliance with the Code of Ethics for police officers and the wider police family.
- Promoting the influence of ethics in delivering excellent quality of service.
- Influencing changes in policy.
- Regular reporting on its work and findings.
- Encouraging a culture of learning-lessons.
- Assuring the Commissioner and Chief Constable that ethics, diversity and compliance standards and procedures are effective in South Yorkshire Police and the Office of Police and Crime Commissioner.
- Ensuring South Yorkshire Police and Crime Commissioner and South Yorkshire Police's ethics, diversity and compliance standards and procedures are effectively communicated to the public.
- Considering referrals from the Police and Crime Commissioner and/or the Chief Constable on matters that fall within the remit of the Panel.

Appendix 4

Summaries of the Terms of Reference within the 'Disproportionality and Inclusion' Areas of Focus as part of the PCC's Police and Crime Plan

Focus area 1). Using available data, gain a better understanding of the disproportionate use of stop and search on minority ethnic groups linked to age and location. Seek to disaggregate data on ethnicity into its various component parts – what does this tell us?

Focus area 2). Following disruption due to the Coronavirus restrictions, ensure public, independent scrutiny of stop and search activity takes place regularly involving representation from all local communities and age groups.

Focus area 2 (Internal Focus): Police Officer recruitment: gain assurance for the PCC and CC that SYP is making every effort to improve its workforce diversity

- To support the developing Workforce Strategy, understand SYP's current Strategic Recruitment Plan and how this seeks to improve workforce diversity, specifically for under-represented groups.
- Assist the force in understanding the extent of under-representation across different minority ethnic groups in both recruitment and retention.
- Consider approaches for closing any potential gaps.