

RESPONSE TO HMIC REPORTS – PEEL Leadership and PEEL Overall Force Summary

In response to the specific findings relating to South Yorkshire Police arising from the PEEL Leadership and Overall Force Summary Reports.

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

PEEL Leadership

There is no overall grading for this report, which takes its evidence from the reports throughout the year. Overall, the report was positive.

HMIC noted that we have clear priorities, which centre around our recent force restructure, our strategic partnership with Humberside Police and the PCC's 3 priorities. HMIC recognised that this was positively shared with partners but that greater clarity could be achieved by more clearly explaining the medium and long-term vision.

HMIC recommended that we need to embed the new staff appraisal system recently introduced and this would improve our ability to recognise talent within our force. During the inspections, it was recognised that we have good existing arrangements for coaching and mentoring of staff to improve performance.

Within the report, it is commented that the Leadership Group is well prepared for the challenge of Child Sexual Exploitation and that we are leading the national response to CSE but need to do the same for Domestic Abuse.

Positively, we are recognised for our strong leadership in how we tackle organised criminality and our leadership around police legitimacy is improving.

PEEL Overall Force Summary Report

The overall report provides a summary of the reports throughout the year. The Inspectors noted that they will be looking for progress in four key areas in the 2016 round of inspections. These are

- the continued improvement in the force's response to child sexual exploitation;
- improvement in the force's response to victims of domestic abuse;

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- how the collaboration with Humberside Police provides an improved level of service to the public at a reduced cost; and
- how the force continues to respond to the legacy issues.

These reports come at the end of a very busy Inspection regime. All the feedback is taken seriously and has been built into the improvement plans in every business area.

Office of the South Yorkshire PCC – Response from Dr Alan Billings, PCC

PEEL Leadership

It is pleasing to see HMIC report that South Yorkshire Police has a clear understanding of the current state of leadership at most levels of the organisation. However there is clearly more work to do that has been highlighted in the most recent staff survey around staff support and development.

The refreshed police and crime plan which is due to be published in late March will clearly embed the importance of staff confidence and morale in delivering an efficient and effective police service in South Yorkshire.

Within the plan I am also asking police and partners to focus on certain threats that have been assessed as the highest risk in 2016/17, which includes domestic abuse.

In terms of elaborating a medium to longer term strategy for South Yorkshire Police, I've set out in close consultation with the senior leadership group within the force, a vision for policing in South Yorkshire in 2020 which I hope will give all members of staff some clarity on future direction. (<http://www.southyorkshire-pcc.gov.uk/About/Policing-In-South-Yorkshire-2020.aspx>)

Overall PEEL Assessment

I have responded individually to the PEEL reports as they have been published, all of which can be found on the Office of the Police and Crime Commissioner's website (www.southyorkshire-pcc.gov.uk)

The overall assessment of this year's performance in respect of PEEL by the HMIC quite clearly shows there is room for improvement. The Chief Constable regularly reports progress around HMIC inspection plans to my Governance and Assurance Board (GAB) and I will continue taking a keen interest in the delivery of the improvement plans and welcome HMIC's continued scrutiny in these areas.