

Minutes of the Meeting of the Council of the City of Sheffield held in the Council Chamber, Town Hall, Pinstone Street, Sheffield, S1 2HH, on Wednesday 4 January 2017, at 2.00 pm, pursuant to notice duly given and Summonses duly served.

PRESENT

THE LORD MAYOR (Councillor Denise Fox)
THE DEPUTY LORD MAYOR (Councillor Anne Murphy)

1	<i>Beauchief & Greenhill Ward</i> Andy Nash Bob Pullin Richard Shaw	10	<i>East Ecclesfield Ward</i> Pauline Andrews Andy Bainbridge Steve Wilson	19	<i>Nether Edge & Sharrow Ward</i> Mohammad Maroof Alison Teal
2	<i>Beighton Ward</i> Helen Mirfin-Boukouris Chris Rosling-Josephs Ian Saunders	11	<i>Ecclesall Ward</i> Roger Davison Shaffaq Mohammed Paul Scriven	20	<i>Park & Arbourthorne</i> Julie Dore Ben Miskell Jack Scott
3	<i>Birley Ward</i> Denise Fox Bryan Lodge Karen McGowan	12	<i>Firth Park Ward</i> Alan Law Abtisam Mohamed	21	<i>Richmond Ward</i> Mike Drabble Dianne Hurst Peter Rippon
4	<i>Broomhill & Sharrow Vale Ward</i> Michelle Cook Kieran Harpham Magid Magid	13	<i>Fulwood Ward</i> Sue Alston Andrew Sangar Cliff Woodcraft	22	<i>Shiregreen & Brightside Ward</i> Dawn Dale Peter Price Garry Weatherall
5	<i>Burngreave Ward</i> Jackie Drayton Mark Jones	14	<i>Gleadless Valley Ward</i> Lewis Dagnall Cate McDonald Chris Peace	23	<i>Southey Ward</i> Leigh Bramall Tony Damms Jayne Dunn
6	<i>City Ward</i> Douglas Johnson Robert Murphy Moya O'Rourke	15	<i>Graves Park Ward</i> Ian Auckland Sue Auckland Steve Ayris	24	<i>Stannington Ward</i> David Baker Penny Baker Vickie Priestley
7	<i>Crookes & Crosspool Ward</i> Craig Gamble Pugh Adam Hanrahan Anne Murphy	16	<i>Hillsborough Ward</i> Bob Johnson George Lindars-Hammond Josie Paszek	25	<i>Stocksbridge & Upper Don Ward</i> Jack Clarkson Richard Crowther Keith Davis
8	<i>Darnall Ward</i> Mazher Iqbal Mary Lea Zahira Naz	17	<i>Manor Castle Ward</i> Lisa Banes Terry Fox Pat Midgley	26	<i>Walkley Ward</i> Olivia Blake Ben Curran Neale Gibson
9	<i>Dore & Totley Ward</i> Joe Otten Colin Ross Martin Smith	18	<i>Mosborough Ward</i> David Barker Tony Downing Gail Smith	27	<i>West Ecclesfield Ward</i> John Booker Adam Hurst Zoe Sykes
				28	<i>Woodhouse Ward</i> Mick Rooney Jackie Satur

1. APOLOGIES FOR ABSENCE

- 1.1 Apologies for absence were received from Councillors Nasima Akther, Talib Hussain, Abdul Khayum and Paul Wood.

2. DECLARATIONS OF INTEREST

- 2.1 There were no declarations of interest by Members of the Council.

3. MINUTES OF PREVIOUS COUNCIL MEETING

- 3.1 RESOLVED: On the Motion of Councillor Peter Rippon, seconded by Councillor Olivia Blake, that the minutes of the meeting of the Council held on 7th December 2016 be approved as a true and accurate record.

4. PUBLIC QUESTIONS AND PETITIONS AND OTHER COMMUNICATIONS

4.1 Petitions

4.1.1 Petition Requesting the Council to Reassess the Need for a Crossing Patrol Outside Loxley Primary School

The Council received an electronic petition containing 156 signatures, requesting the Council to reassess the need for a crossing patrol outside Loxley Primary School.

Representations on behalf of the petitioners were made by James Connolly. Mr Connolly stated the school crossing patrol outside of Loxley Primary School needed to be reinstated. There was little in the way of traffic management or calming and there was poor road signage. Both he and the Deputy Headteacher had found it necessary to intervene in order to stop children from running out across the road. There had been other instances where vehicles had had to stop to allow children to cross safely and other vehicles had then gone on to attempt to overtake those cars, thereby causing a dangerous situation.

The crossing point was also used by children from Bradfield School who were dropped off by bus. Alternative crossing points were also used. An audit was carried out following the retirement of the previous School Crossing Patrol Warden and this had resulted in a score which it was believed would have been much higher if the audit had been undertaken at a different time. The petitioners rejected the principle of using audits of this type. Mr Connolly said that he could state that there were now more risk factors to take into account and that an accident was likely to occur. The costs of a School Crossing patrol were £2.5K per annum and this was considered to be worthwhile given the safety concerns. There was, he said, someone who was interested in applying for the School Crossing Patrol role. The Council was asked to consider the policy relating to school crossing patrols.

and put children's lives first.

The Council referred the petition to Councillor Mazher Iqbal, the Cabinet Member for Infrastructure and Transport. Councillor Iqbal stated that he had met with the petitioners on 23 November to discuss the issues which had been raised by the petition and technical issues had been set out in writing to the petitioners. There were national guidelines which were followed by the Council. A review was undertaken of the number of children and young people and vehicles in the location of the school between 8am and 9am and again in the afternoon. The results of the review were that the school was close to a score of 4 million, although, had a greater number of children crossed the road, the score would have been higher.

There were many primary schools in Sheffield and the cost of providing School Crossing Patrol wardens had to be considered. The Council was, with the School, examining the technical data associated with the location and Councillor Iqbal stated that he was to review the relevant policy. Some schools no longer required School Crossing Patrols and posts were not filled as people retired. Other schools were sometimes able to find the resources required to fund a crossing patrol.

Councillor Iqbal stated that he hoped that the results of the review would be known in approximately six weeks and that he would be pleased to meet again with the school and petitioners.

4.2 Public Questions

4.2.1 Public Question Concerning Devolution

Nigel Slack stated that the win in the High Court for Derbyshire County Council, against Chesterfield Borough's desire to join the core Councils of the Sheffield City Region, effectively delayed the 'geographically' appropriate City Region deal which was one of this Council's 'red lines' in agreeing this deal. He added that further consultation appeared to be required.

He said that the Government had stated that they were still ready and eager to go ahead with the deal. This suggested that the City Region could either go ahead without Chesterfield or wait until the Chesterfield question was finally settled.

Mr Slack asked firstly, how the Council was currently intending to proceed. Was it to go ahead without Chesterfield, against the original 'red line' decision; or await the final outcome for Chesterfield before further progress to the Parliamentary approval of the deal? And secondly, he asked what the impact would be on the May 2017 election for the City Region Mayor?

Councillor Julie Dore, the Leader of the Council, stated that with regard to the outcome of the Judicial Review, it was premature to answer the question precisely. The Sheffield City Region would need to address the question collectively as to what the judgement meant and what the options were. A meeting of Sheffield City Region Leaders would take place early next week to consider the

judgement, how to move forward and to consider options.

As regards the 'red line', she said that she believed that the geography of the Sheffield City Region for an economic deal was the right geography. The deal was an economic deal and not one based around policing or health matters and the City Region was a functional economic area.

4.2.2 Public Question Concerning Highways Trees

Nigel Slack stated that in relation to a question in full Council on 1st July 2015 regarding the disposal of trees felled under the 'Streets Ahead' contract with Amey, the response from the previous Cabinet Member for Environment, clearly indicated that felled trees were sent for biomass use as, "The wood was often decayed...". He quoted the extract of the minutes of that meeting, which referred to the question and the response given by the Cabinet Member.

Mr Slack said that [the response given] seemed now to be somewhat inaccurate. None of the trees removed on Rustlings Road were decayed and a brief review of the Independent Tree Panel (ITP) reports suggested that most trees removed were not decayed. He asked who was responsible for this 'inaccurate' answer to his original question; and who received the income from the felled trees sent to Biomass "cash strapped Council or profit focussed Amey".

Councillor Bryan Lodge stated that the answer given to the previous question was accurate. Most timber sent to the biomass market was material from trees that were not of a high quality. Some timber was given to community groups and schools and there were examples of its use for local projects. Councillor Lodge stated that the answer provided by the Cabinet Member in July 2015 did not indicate that every tree which had been felled was decayed. Detail of income and costs were included in the contract pricing information. Decisions regarding the replacement of trees were made by the Council. Income from the sale of timber would go back into the contract and result in a cheaper price for the Council.

4.2.3 Public Question Concerning The Council's Major Contractors

Nigel Slack stated that he was disappointed to have to ask again for an answer to a question first posed at full Council in November 2016, with respect to Council's Major Contractors, their value and the overall profit margin for the contracts. He said that, despite repeated requests, this information was still outstanding and the relevant page on the website was no longer available.

Councillor Ben Curran, the Cabinet Member for Finance and Resources responded that the delay in obtaining the information was due to the fact that it was not easy to obtain the information that Mr Slack had requested.

Accounts were examined for the Council's major contractors Veolia, Amey, Capita and Kier. The terms of some contracts had changed and some contracts had been renegotiated, so the figures were not necessary like for like. Not all companies disclosed in their accounts the figures relating solely to their contracts with Sheffield City Council. Based on what these contractors were paid in

aggregate for the calendar year 2015, it was estimated from the accounts that the profits were just under two percent.

4.2.4 Public Questions Concerning Trees

Sharmaan Freeman Powell asked a question concerning the Cabinet Member's views about best practice by other local authorities which were able to maintain trees that were larger than those in Sheffield and whether the Cabinet Member could describe the criteria upon which the Council would question its decision about felling large trees.

Councillor Bryan Lodge, the Cabinet Member for the Environment stated that the Council used the '6 Ds' criteria to assess and decide whether a tree would be felled. This approach did fit with that used by other local authorities, for example in Hounslow. With reference to discriminatory trees, the Council had a duty to provide access on the highway under the Highways Act and guidance relating to disability discrimination and inclusive mobility.

4.2.5 Public Questions Concerning Health and Safety and Streets Ahead

Richard Davis asked a question concerning health and safety with regards to Amey and the Streets Ahead contract. He said that he had contacted Councillor Bryan Lodge by email in relation to this matter but had not yet received a reply. He asked if Amey was found to be in breach of health and safety law, would the Council contemplate ending its contract with them.

He said that there had been 10 reports made to the Council under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations). However, the Health and Safety Executive had no records of any incidents. He referred to the health and safety section of the contract between the Council and Amey at paragraph 37.3.1. He asked that in view of this safety record, would the Council commit to terminating the contract with Amey, if they were in breach and if not, why not?

Councillor Julie Dore, the Leader of the Council, stated that the Cabinet Member for the Environment, Councillor Bryan Lodge, may have more detail and that he had previously given information as regards Amey's record as regards health and safety, which she did not have to hand at this point in time and so was not able to comment in detail. However, in general terms with regards contracts made with the Council, the contractor had to be contract compliant. She said that if a contractor was in breach of health and safety regulations relating to that contract, then she believed there could be penalties. Such penalties might include termination of a contract.

In contract law, both parties, i.e. the Council and Amey, had responsibilities. If there was a breach of the contract, this would be a matter for the Council's compliance unit and penalties would be applied as was the case in relation to other contracts. If there was a breach of the contract and it meant that the Council was able to terminate the contract without consequences, then this was an option which would be considered.

Councillor Bryan Lodge, the Cabinet Member for Environment, stated that a question relating to health and safety had been asked at the meeting of the Council in December 2016 and his response was recorded in the minutes of that meeting. For clarity, he read out the question which had been asked and repeated the answer that had been given. The Health and Safety Executive (HSE) had not issued stop notices to Amey and there was no reason for Amey to cease felling work. The HSE had not considered that a stop notice was required and it would have issued such a notice if this was necessary. At present, and since November, only emergency works were being carried out and no works had been undertaken outside of the general terms of the Streets Ahead contract.

4.3 Petition Requiring Debate

4.3.1 Petition Requesting the Council to Save Western Road First World War Memorial Trees from Destruction

- 4.3.2 The Council received a joint paper and electronic petition containing 5,197 signatures, requesting the Council to “*save Western Road First World War Memorial Trees from destruction.*”

The Council’s Petitions Scheme required that any petition containing over 5,000 signatures would be the subject of debate at a Council meeting. The wording of the qualifying petition was as follows:-

*“The trees on Western Road in Sheffield were planted to honour pupils of Westways School who gave their lives in the Great War. Sheffield City Council plan to honour their memory in the Centenary of the Great War by destroying this Memorial and felling the trees. Independent arboricultural advice from leaders in the industry has confirmed that these trees have many years of useful life left if **properly** maintained. The outcry within Sheffield and beyond is growing and we need your help to raise a minimum of 5000 signatures to force a debate in full council.”*

Representations on behalf of the petitioners were made by the lead petitioner, Dave Dillner. Mr Dillner stated that in 1914, former pupils of Westways School signed up to serve and fight in the First World War. 67 men aged between 17 and 23, lost their lives. 97 trees were planted on Western Road and Gillott Street to commemorate those who had lost their lives. This was something which was especially emotional on the centenary of the First World War. The Sheffield Trees Action Group’s (STAG) Arboriculturalist had concluded that not one of the 23 trees which were listed to be felled needed to be felled.

Mr Dillner said that in September 2015, the Council’s Head of Highways Management had told a meeting of the Tree Forum that Flexipave was a listed option in the Streets Ahead Contract and this was a reasonable alternative engineering measure which could be taken at no additional cost to the taxpayer.

The trees on Western Road and Gillott Street were registered as a war memorial

and it was not too late for the Council to act regarding the trees listed to be felled. Mr Dillner commented that the membership of the STAG had doubled but that it was also attracting people to the campaign that might cause public disorder and extremists and that was not something that he wished to see. He asked the Council to do the right thing and save the trees on Western Road.

In accordance with Council Procedure Rule 13.1(b), the Cabinet Member for the Environment responded to the petition, following which the Shadow Cabinet Member the Environment spoke on the matter.

Councillor Bryan Lodge, the Cabinet Member for the Environment, thanked the petitioners for bringing this matter to Council. He said that it was important to make sure that the war memorial and trees were maintained for the future. It was proposed that a working group was established to work with the community and organisations including the War Memorials Trust. Ward Councillors in Crookes and Crosspool Ward had started speaking with local people and obtaining their responses with regard to the memorial and trees. A multi-disciplinary team would be set up and would be led by Lisa Firth, the Head of Parks and Countryside and this would include the community, local councillors, the War Memorials Trust and other interested parties, such as the British Legion. A clear timetable was required and it was recognised that Western Road was a special case. The Council's contractor, Amey, had been requested to look at engineering solutions and would also undertake some excavation work to enable them to look at what could be done and the associated costs.

Councillor Lodge said that Frecheville Memorial was an example of where the local community, including the local school, had been involved and an interpretation board had been installed at that site. He hoped that, similarly, people could become involved in the memorial on Western Road. Western Road would also be referred to the Independent Tree Panel and the Panel would be requested to prioritise the matter so that a response was made by February or March. The Council would consider the Panel's advice and options including the need to source funding. There would also be consultation on any revised proposals.

Councillor Lodge stated that if no action was taken there was a danger that more trees might be lost. Trees on Western Road which had previously died had not been replaced. The Council would do what was possible on this issue and at the same time would consider its duties and responsibilities under the Highways Act and with regard to the Disabilities Discrimination Act. In some cases, trees were categorised as discriminatory and there were guidelines in relation to access and footpath dimensions. The Council had to comply with legislation with regards to work carried out as part of the Streets Ahead programme.

It was possible that there could be a rededication of the trees as a memorial and an appropriate target date for such an event might be Armistice Day. There would also be work done to restore the stonework on the memorial. Councillor Lodge said that he hoped that agreement could be reached on this issue.

The Shadow Cabinet Member for the Environment then spoke on the matter and Members of the City Council then debated the matters raised by the petition, as summarised below:-

It was generally welcomed that the Council was looking again at this matter. The trees formed part of the war memorial, and it was important that appropriate respect was shown to that memorial. The issue was of a sensitive nature and people wanted to remember those who had lost their lives in conflict.

It was suggested that the matter was referred to the Economic and Environmental Wellbeing Scrutiny Committee so that a cross party working group might be established to consider the matter further. This would need to be done in a timely manner.

It was hoped that ward councillors for the area would also be involved in the scrutiny exercise and kept informed of developments relating to grant funding and work with the community etc. Criticism was made of some of the reasons given for the proposed felling of trees on Western Road and the validity of those reasons.

The petitioners were thanked for their work in bringing the petition to Council. It was important to remember the significance of the Western Road memorial and especially for the families of those who lost their lives in the First World War. The Council's contractor Amey had been tasked with looking at engineering solutions and the Council would work with the local community to explore options.

The Council was right to see Western Road as special case. There were differences between the approach taken in Sheffield and in Hounslow, for example, it was felt that Sheffield City Council and Amey did not look to use engineering solutions to retain trees as a first principle.

Ward Councillors had been working with residents with regard to the memorial trees and to find out their views and the War Memorials Trust and Royal British Legion were also engaged. The Council was committed to working with community groups, including with regard to preservation and maintenance of the memorial. A bid had been submitted to the War Memorials Trust and this had been done in conjunction with residents.

The Council was asked to consider applying engineering solutions to all highway trees in the City that might otherwise be felled.

It had been made clear at the meeting of Council in December that the Council was committed to look at streets with trees with war memorial status. The Cabinet Member had worked with officers to explore options and local councillors had engaged with local residents. Sheffield had a proud history of recognising the fallen in conflicts and this included events such as Remembrance Sunday and Armed Forces and Veterans Day and the memorial to the Women of Steel. The Council was also committed to supporting the Armed Forces community through the Community Covenant. The Freedom of the City had been granted to the Armed Forces.

The Council was requested to make sure it addressed issues of trust and respect that had arisen in relation to highways trees and consider solutions to retain trees in other areas. If it was necessary to remove trees then they should be replaced. If possible, an independent body should consider issues relating to the removal of trees and consider the views of both interested parties.

It was important not to forget why trees had been planted as a memorial to those former pupils who had died in the First World War and that children today were made aware of the significance of the memorial. The Council had a duty to consider the preservation of the memorial in the long term. It was also noteworthy that in some places, people had requested the removal of trees which were damaging walls and drains and affecting light in people's homes and access on the pavements.

On behalf of the petitioners, Helen McIlroy, exercised a right of reply. She said that trees would not all die at the same time and that the trees should only be cut down if there were good reasons. She welcomed suggestions that the Council work with the community in relation to the trees on Western Road and said that this was something that she would like to see extended across the City. It was felt that more education was needed in relation to trees and asked how many replacement trees had been vandalised. The replacement of a large tree with a small one was not acceptable because the tree canopy was lost. The trees on Western Road had been planted in memory of people who had lost their lives in the First World War and trees were symbolic in that they had a long lifespan and they were there for generations to remember. It was acknowledged that with initiatives such as the Women of Steel, the Council did recognise women and families. The trees on Western Road were war graves and they should be permitted to live their natural lifespan.

Councillor Bryan Lodge, the Cabinet Member for the Environment, responded to matters which were raised during the debate. He thanked the petitioners and commented that the subject was an emotional one. He stated that it had not been said that all the trees had reached the end of their lives. The Council had a duty to maintain highways to enable the free movement of people. It was recognised that the canopy cover provided by large trees would not be replaced by the planting of a smaller tree. All trees had to be maintained as did the memorial in the case of Western Road and there was considerable work required to clean and maintain the memorial. There was also a policy with regard to the Streets Ahead programme which was available. He welcomed the proposal to refer the matter to a cross party working group of the relevant Scrutiny and Policy and Development Committee.

The outcome of the debate on the petition was as follows:-

RESOLVED: On the Motion of Councillor Bryan Lodge, seconded by Councillor Peter Rippon: That this Council notes the petition calling on the Council to “ <i>save Western Road First World War Memorial Trees from destruction</i> ”, acknowledges the work already initiated by the Council, as reported at this meeting, following the Notice of Motion containing reference to this matter which was considered at the last meeting of the Council, and refers the petition to the Economic and

Environmental Wellbeing Scrutiny and Policy Development Committee to enable a cross party working group, working with relevant interested parties, to consider the issue and develop recommendations for the Committee to consider.

The votes on the above Motion were ordered to be recorded and were as follows:-

- | | |
|-----------------------------|--|
| For the Motion (76) | - The Deputy Lord Mayor (Councillor Anne Murphy) and Councillors Andy Nash, Bob Pullin, Richard Shaw, Helen Mirfin-Boukouris, Ian Saunders, Bryan Lodge, Karen McGowan, Michelle Cook, Kieran Harpham, Jackie Drayton, Mark Jones, Douglas Johnson, Robert Murphy, Moya O'Rourke, Craig Gamble Pugh, Adam Hanrahan, Mazher Iqbal, Mary Lea, Zahira Naz, Joe Otten, Colin Ross, Martin Smith, Pauline Andrews, Andy Bainbridge, Steve Wilson, Roger Davison, Shaffaq Mohammed, Paul Scriven, Alan Law, Abtisam Mohamed, Sue Alston, Andrew Sangar, Cliff Woodcraft, Lewis Dagnall, Cate McDonald, Chris Peace, Ian Auckland, Sue Auckland, Steve Ayriss, Bob Johnson, George Lindars-Hammond, Josie Paszek, Lisa Baner, Terry Fox, Pat Midgley, David Barker, Gail Smith, Tony Downing, Mohammad Maroof, Alison Teal, Julie Dore, Ben Miskell, Jack Scott, Mike Drabble, Dianne Hurst, Peter Rippon, Dawn Dale, Peter Price, Garry Weatherall, Leigh Bramall, Tony Damms, Jayne Dunn, David Baker, Penny Baker, Vickie Priestley, Jack Clarkson, Richard Crowther, Keith Davis, Olivia Blake, Ben Curran, Neale Gibson, John Booker, Adam Hurst, Mick Rooney, and Jackie Satur. |
| Against the Motion (0) | - Nil |
| Abstained on the Motion (1) | - The Lord Mayor (Councillor Denise Fox). |

5. MEMBERS' QUESTIONS

5.1 Urgent Business

- 5.1.1 There were no questions relating to urgent business under the provisions of Council Procedure Rule 16.6(ii).

5.2 South Yorkshire Joint Authorities

- 5.2.1 There were no questions relating to the discharge of the functions of the South Yorkshire Joint Authorities for Fire and Rescue or Pensions, under the provisions of Council Procedure Rule 16.6(i).

6. REPRESENTATION, DELEGATED AUTHORITY AND RELATED ISSUES

- 6.1 RESOLVED: On Motion of Councillor Peter Rippon, seconded by Councillor Olivia Blake, that (a) it be noted that, in accordance with the authority given by the City Council at its annual meeting held on 18 May 2016, the Chief Executive had authorised the appointment of Councillors Craig Gamble Pugh and Adam Hurst as additional Scrutiny Committee Substitute Members with effect from 12th December 2016; and.

(b) (i) Mr. Mark Power (Group Risk Manager, SIG plc) be re-appointed to serve as a private sector representative on the Council's Independent Remuneration Panel for a 2nd four year term ending 6th February 2021 and (ii) Mr. Edward Fleming (former Independent Co-optee on the Standards Committee) be appointed to serve as an additional private sector representative on the Independent Remuneration Panel, filling a vacancy until 6th February 2020.

7. APPOINTMENT OF EXTERNAL AUDITORS 2018/19 AND BEYOND

- 7.1 RESOLVED: On the motion of Councillor Josie Paszek, seconded by Councillor Vickie Priestley, that approval be given to the recommendations contained in the report of the Acting Executive Director, Resources now submitted, to (a) accept Public Sector Audit Appointments' (PSAA) invitation to 'opt in' to the sector led option for the appointment of external auditors for 5 financial years commencing 1 April 2018 and (b) authorise the Acting Executive Director, Resources, to give notice of acceptance of the invitation to 'opt in' to the PSAA prior to the closing date for acceptance of the invitation.

8. POLICING IN SOUTH YORKSHIRE

The Council received a presentation by the Chief Constable of South Yorkshire Police, Mr Stephen Watson concerning his plans and approach for policing in South Yorkshire. Dr Alan Billings, the South Yorkshire Police and Crime Commissioner, was also in attendance.

Mr Watson outlined his analysis of South Yorkshire Police and referred to the present context and situation. There was he said, a need for substantial improvement and the organisation was not performing to its potential. However, he said that South Yorkshire Police would improve and had potential to do so. There had been issues which had undermined confidence and trust in the

organisation but there was also goodwill and people wished see a police force in South Yorkshire that was successful. The building of confidence and trust were both matters which were included in the plans for the organisation.

There were reports relating to the force in the public domain, including those by HM Inspectorate of Constabulary and a peer review, the results of which had been published. These were felt to be a fair and objective assessment of South Yorkshire Police at this time and they underpinned his assertion that the organisation was underperforming against its latent potential. He considered that there was both adequate capacity and capability to achieve the improvements required within the necessary timescales.

As regards morale, it was acknowledged that people had been affected by the recent and historic events and context for the organisation and this had damaged morale. Nonetheless, he said that he was generally pleased with peoples' response and the evident desire to get back to winning ways quickly and their sense of optimism. He had not detected resistance to proposed programme of change which the organisation was to embark upon. Support would be provided by peer support and the College of Policing and there were leading practitioners assisting with the implementation of the Peer Review and Recovery Plan.

Turning to his analysis of the situation and plans for recovery, Mr Watson said that the force did appear to have lost its strategic direction from senior officers. There was clarity in respect of the Police and Crime Plan but insufficient understanding of how to achieve its objectives. Whilst there were many pockets of good practice in the organisation, these were not as systematic as they needed to be. The force had been favourably recognised in HMI reports on both serious and organised crime and custody. However, these were not systematised and greater strategic clarity was required.

As with other public services, including the City Council, South Yorkshire Police was operating in a context of relative scarcity of resources and working to make best use of those resources to achieve required outcomes. The force had a budget of £72.4 million less than it did in 2011/12. With the benefit of learning, it could be seen that South Yorkshire Police had undergone a programme of unsophisticated cost cutting. It had also been seen to act defensively and struggle to deal effectively with problems because it was an organisation under pressure, a point illustrated by its approach in response to Child Sexual Exploitation in Rotherham.

Demand had undermined the organisation's ability to deal with issues as it had been reactive and had not dealt with those problems 'upstream'. As a result, the organisation was effectively 'chasing its tail' and demand would continue to increase and situations would worsen if this were to continue. In order to proactively solve problems, there needed to be an understanding of the nature of demand, to get 'upstream' of it and work to reduce or stop the flow of demand. A key issue in structural terms was the force's ability to problem solve and effective neighbourhood policing, focussed on problem solving was thought to be an important part of the solution. However, this was not in place at the present time and therefore a neighbourhood policing offer would have to be established. South

Yorkshire Police was committed to working with partner organisations, including local authorities, to develop place-based co-designed services which provided a sophisticated response to issues relating to policing and crime. Mr Watson commented that he had been heartened by conversations with local authorities in the region and he believed that South Yorkshire Police would be well supported.

There were other issues which were affected by a lack of strategic direction, including performance management, in relation to which a structure would need to be developed. There was insufficient capacity in relation to delivery of change and this affected the capacity for effective continuous improvement and organisational development. It was important to create a successful team which was pulling in the same direction. The response to this issue was the creation of a strategic delivery plan to deliver the Police and Crime Plan with the core priorities being crime and anti-social behaviour and protecting vulnerable people. The plan was simple and focussed and written on a single page.

A number of key appointments were being made to ensure that a strong and stable leadership team was in place by spring 2017. A business change team was examining the design of the organisational structure and demand; and undertaking ward needs analysis to inform the allocation of resources. The structure was underpinned by the assumption that there would be a neighbourhood policing offer, together with other specialist policing resources. Whilst resources were limited, the force would be reoriented to deal with demand and in order to prevent crime and anti-social behaviour. In addition, services such as call handling were important in improving the quality of care for victims of crime.

Mr Watson stated that it was his view, that in the next 18 months South Yorkshire Police should strive to be assessed as 'good' in all areas. It should implement best practice and put the right people in the right place. There were some issues in relation to which the organisation could not problem solve on its own. For example, control of licensed premises required a number of organisations to work together with the police, including the local authority, health organisations and the Fire and Rescue Service.

The force would seek to achieve improved outcomes in relation to crime-fighting, reducing crime and improving detection rates, victim satisfaction and trust and confidence. This would be done in the context of South Yorkshire Police's core values.

Members of the Council asked questions and made comments to which the Chief Constable responded as summarised below:

There was support for the change in approach towards neighbourhood policing. A question was asked about the role of local councillors in relation to the neighbourhood approach and with regards to anti-social behaviour. In response, Members were informed that effective neighbourhood policing would help to reassure people and it was also a good way to engage with communities. Neighbourhood policing was a necessary part of the requirement to get upstream of demand as regards crime. Local councillors could influence and help to

facilitate the development of neighbourhood policing through neighbourhood fora and the local authority and through named police personnel who would be tethered to communities and would be more visible. Whatever engagement model was employed was up for debate, but local authorities would have a key role and it was important that the police worked with its partners in this regard. Existing neighbourhood structures would be examined and every councillor should have a satisfactory way of accessing the police.

A comment was made that policing was done with the consent and support of the community. Concern was expressed that due to recent and historical events, what were once good community relationships may have been eroded and a question was asked about the extent to which reassurance could be given to people now that a neighbourhood policing model was being put forward. Secondly, reference was made to comments that South Yorkshire Police should be amalgamated or disbanded and whether it was fit for purpose. Mr Watson responded that a small number of people may have advocated the disbanding of the force, but he did not think that was a serious suggestion. The answer was to make what was in place better. He did think South Yorkshire Police was fit for purpose and that it would be made much better quickly and within the agreed timescales.

Questions were asked in relation to tackling gun crime in some parts of the City; how he might ensure that attention was given to the issues which most matter to people and how the police could work better with the local authority and others; and how anti-social behaviour could be dealt with most effectively as people were sceptical that it could be dealt with.

In response, Mr Watson explained that he had experience of dealing with gun crime and gang related crime as Commander for both an area of East London and Liverpool. Best practice in both London and Merseyside was also reflected in Sheffield. It was important to be proactive at a neighbourhood level in terms of interventions and diverting young people at risk of criminality and imprisoning people only when other measures had failed. There was evidence of engagement and a positive community spirit in Sheffield, but it was essential that this was nurtured and not taken for granted. The perceived withdrawal of the police service in communities might mean that the police were not as close to the community as they had been previously. With regard to anti-social behaviour, it was necessary to apply measures consistently and to work with young people, families and schools. Neighbourhood policing would help to solve problems including radicalisation, sex offending and anti-social behaviour. Public Service Reform was also an area which might lead to integrated services for vulnerable young people.

A question was put regarding the effect of the external perceptions of South Yorkshire Police on the wider community and the ability to attract people to the region and what was planned to address the issues of perception and reputation. In response, Mr Watson said that collective reputations were important and he felt a strong sense of responsibility in this regard. Whilst Hillsborough and Child Sexual Exploitation in Rotherham became increasingly historical events, there was a need to make sure they did not reoccur. HM Inspectorate of Constabulary, the Home Secretary, Permanent Secretary to the Home Office and the Home Office were supportive of the strong desire to bring about improvements. The

force could learn from the past and be optimistic about the future.

Questions were asked regarding public confidence in the police's ability to deal with criminal behaviour including anti-social behaviour; communication between local councillors and the Police, councillors being able to provide intelligence and acting as ambassadors for the Police and councillors being kept informed in relation to events which had occurred locally; the extent to which the workforce reflected communities; and with regard to joint commissioning. Responding to those issues in turn, Mr Watson said that improvements were needed with regard to performance and engagement. The loss of neighbourhood policing in recent years had also resulted in a loss of communication. The role of community Inspector would be re-introduced to enable community impact assessments and responses to incidents. The force was recruiting at this time and was actively looking at issues of diversity and ways to support under-represented groups. This would take time to address. People wishing to become a Police Officer and who were not university graduates would, if recruited, be placed on an apprenticeship programme leading to a policing degree.

Questions were asked concerning the role of the police in events on Rustlings Road relating to highways trees and with regard to the use by the police of body cameras and the approach to dealing with the proceeds of crime. Mr Watson said in response that the Police worked in partnership and sometimes things did not go right and that there would be learning from such issues. Body worn video was not yet routinely used in South Yorkshire Police but this was something which he was interested in implementing and he was also more generally supportive of the use of mobile technology. As regards the proceeds of crime, there was not enough done at present and this was due to capacity and the force was actively looking to support this activity further.

Mr Watson said that he did not know what the safer neighbourhood teams would look like. However, each neighbourhood area would have dedicated personnel, an engagement function and they would be designed in partnership with the local authority, with ward councillors having a role. Firm proposals would be developed for discussion.

In response to a question concerning licensing, Members were informed that as part of the review of neighbourhood policing, it was implicit that neighbourhoods would have licensed premises within their areas. The licensing policy should be robust, fair and include an enforcement policy. People who ran well managed premises were potentially undermined by those with bad practice. It was necessary to control licensed premises to control safety in the City. Sheffield was a safe place and this was largely as a result of practical problem solving through partnership.

In relation to a question concerning the urgency of implementing a neighbourhood policing model, Mr Watson stated that he was conscious of the time pressure to implement neighbourhood policing, although it would take time to make sure it was co-designed and not something which was imposed. The development of neighbourhood policing was an existential matter for the force and proposals would be developed. With regard to public confidence to report incidents to the

police, dedicated personnel were in place to deal with demand.

A question was asked concerning collaboration and partnership with the Fire and Rescue Service and other emergency services and Mr Watson said that collaboration did take place with the Fire and Rescue Service. If this could be developed further as regards joint procurement of assets or sharing of premises, it would help to achieve financial savings, which might enable more resources to be used for front line services. It may be possible to widen the extent of collaboration to joint use of other resources. However, it was sometimes better to deploy the specific resources available to the Fire Service to incidents which they were trained to deal with. It might also be possible to train Fire Officers in relation other areas, for example to identify vulnerable children. There were structural issues between the Police and the Fire and Rescue service which might be examined with a view to bringing about efficiencies and it was beneficial that both organisations had a coterminous boundary.

Following a question concerning intelligence sharing, it was thought that broader intelligence sharing was beneficial but this was not to neglect intelligence at a local level. There were good intelligence structures in place but there was more that could be done.

A question was asked concerning how the confidence of residents of Rustlings Road could be rebuilt and Mr Watson responded that the police were engaging with the Sheffield Trees Action Group via the Police and Crime Commissioner, to understand the issues and residents had views about the collective approach to this issue.

Comments were made concerning hate crime towards Muslim women and under-reporting of such incidents and that people did not have confidence that the Police would take the issue seriously. Questions were also asked concerning action that would be taken with regard to anti-social behaviour and drug related crime and ensuring residents' safety; and concerning the Police and Crime Panel not being representative of the Community. Mr Watson stated in response that he would be pleased to discuss specific issues relating to particular areas of the City. He believed that action was taken with regard to crime and drug related crime and anti-social behaviour. However, the performance was not as good as he would like it to be. Effective neighbourhood policing was the right approach to deal with the type of issues outlined. The question concerning the composition of the Police and Crime Panel would be referred to the Police and Crime Commissioner with a request that he provide a written response.

Mr Watson emphasised that what he outlined to Members was his analysis of the situation with regard to South Yorkshire Police. There was a plan and vision for the organisation and good people were being put in place. Once these things were aligned, it was hoped that the force would get back to winning ways.

Comments were made in relation to difficulty in inputting details on the 101 website. Questions were asked about whether there would be a transitional period with regard to the implementation of the neighbourhood policing model; and in relation to tangible activities and priorities which local councillors, as

ambassadors, could use in their communications with local people. Two supermarkets had said that they would not deliver to an estate in the City because of safety concerns and the Chief Constable was asked to comment. In responding, Mr Watson stated that the work would be done to improve the website. Core communications would be produced to be given to local councillors and others with regard to South Yorkshire Police. The issue relating to the supermarkets was of the type that a neighbourhood Inspector would deal with. However, that was something which was intolerable and would need to be dealt with. In relation to prioritisation, there was sufficient capacity not to leave people without support. There was a wish to take a victim centred approach and it was believed that if the organisation looked at issues from the perspective of a victim, the priorities would become clear.

Members were requested by the Lord Mayor to put any further questions in writing to the Chief Constable.

The Council noted the information reported in relation to policing in South Yorkshire and thanked the Chief Constable for his contribution to the meeting.

9. HATE CRIME

The Council received a presentation on Hate Crime which was given by Maxine Stavrianakos (Head of Neighbourhood Intervention and Tenant Support, Sheffield City Council) and Acting Chief Inspector Ian Proffitt (South Yorkshire Police). The presentation was followed by a question and answer session.

The presentation outlined definitions of hate crime together with the national context which was that hate crime was significantly underreported but in recent years had increased as people became more confident in reporting incidents. The local situation was summarised, including the upward trend in reported incidents, increased successful outcomes and 'hotspots' in the City centre and on public transport.

Developments included a multi-agency strategic group to provide a City-wide strategy and operational response and a local action plan had been produced. A Scrutiny Task Group had undertaken an exercise on hate crime and had looked at the issue of third party reporting, which enabled people to report incidents to a third party organisation, which was then referred to the police. There was regular attendance by the police at Equality Hubs and continued attention was given to awareness, resources, sign-posting for victims and training for first line supervisors.

Members of the Council asked questions and made comments to which Maxine Stavrianakos and Acting Chief Inspector Ian Proffitt responded, as summarised below:

In response to a question concerning schools, it was confirmed that work took place with schools in relation inclusion and cohesion and this linked with the Council's cohesion policy. Early intervention was essential although it was

acknowledged that it would take time to alter people's attitudes. There was a dedicated resource for schools in Sheffield. As regards the Prevent agenda, work was carried out with partners including colleagues in the Children, Young People and Families portfolio.

Stop Hate UK had, with South Yorkshire Police, developed a Hate Crime Scrutiny Panel, to review the way in which incidents of hate crime were investigated. The Tell Mama initiative was an important part of this process of improving the way such incidents were addressed. Financial resources had also been made available from the Police and Crime Commissioner and work took place with other local authorities.

Concerns were expressed about incidents which occurred at the Pride event in Sheffield during which people were verbally abused and it was confirmed that the Police and Pride were in communication and that the events which took place during Pride had been duly recorded as an incident. There were cases which supported freedom of speech under the Human Rights Act and there was a fine line between people expressing their views and those views being insulting to another person. Incidents motivated by bias were recorded on the crime system. Some incidents were not a criminal offence and were recorded as a non-crime incident. There was challenge in relation to the definition and categorisation of incidents.

In relation to prevention, 'hotspots' were being examined and it had been found that for example in the night-time economy, people working in take away establishments were subject to abuse and incidents also took place on the bus network, in relation to which work was taking place with Hope Not Hate and bus operators and drivers. Anti-social behaviour legislation could also be used to deal with hate crime incidents and some incidents were recorded through neighbour disputes.

The raising of awareness was thought to be fundamental with regard to demonstrating acceptable behaviours and this would include events which raised awareness and promoted tolerance. People working on the ground were being trained and the relevant services also spoke with community groups and organisations about these issues.

As the time limit for the meeting had been reached, The Lord Mayor asked Members to contact Maxine Stavrianakos and Acting Chief Inspector Ian Proffitt direct if they had further questions to put to them on the subject of hate crime.

The Council noted the presentation and thanked Maxine Stavrianakos and Acting Chief Inspector Ian Proffitt for their contributions to the meeting.