



## Police Committee

**Date:** THURSDAY, 19 MAY 2016  
**Time:** 11.00 am  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

**Members:** Deputy Henry Pollard  
Deputy Douglas Barrow  
Nicholas Bensted-Smith  
Mark Boleat  
Simon Duckworth  
Lucy Frew  
Alderman Alison Gowman  
Christopher Hayward  
Alderman Ian Luder  
Helen Marshall  
Deputy Richard Regan  
Lucy Sandford  
Deputy James Thomson

**Enquiries:** Amanda Thompson  
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**Lunch will be served in Guildhall Club at 1PM**  
**NB: Part of this meeting could be the subject of audio or video recording**

**John Barradell**  
**Town Clerk and Chief Executive**

# AGENDA

## Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **APPOINTMENT OF COMMITTEE**  
To receive the Order of the Court of Common Council, appointing the Committee and approving its Terms of Reference.  

**For Information**  
(Pages 1 - 2)
4. **ELECTION OF CHAIRMAN**  
To elect a Chairman for the ensuring year in accordance with Standing Order 29.  

**For Decision**
5. **ELECTION OF DEPUTY CHAIRMAN**  
To elect a Deputy Chairman for the ensuring year in accordance with Standing Order 30.  

**For Decision**
6. **APPOINTMENT OF THE SUB-COMMITTEES**  
Report of the Town Clerk.  

**For Decision**  
(Pages 3 - 8)
7. **MINUTES**  
To agree the minutes and summary of the meeting held on 14 April 2016.  

**For Decision**  
(Pages 9 - 14)
8. **OUTSTANDING REFERENCES**  
Report of the Town Clerk  

**For Information**  
(Pages 15 - 16)
9. **SPECIAL INTEREST AREA SCHEME 2016/17**  
Joint Report of the Town Clerk and Commissioner of Police  

**For Decision**  
(Pages 17 - 52)
10. **CITY OF LONDON POLICE ANNUAL REPORT 2015-16**

Report of the Commissioner of Police

**For Decision**  
(Pages 53 - 84)

11. **INDEPENDENT CUSTODY VISITING SCHEME ANNUAL REPORT**  
Report of the Town Clerk

**For Information**  
(Pages 85 - 98)

12. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

13. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

14. **EXCLUSION OF THE PUBLIC**

MOTION - That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

### **Part 2 - Non-Public Agenda**

15. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 14 April 2016.

**For Decision**  
(Pages 99 - 102)

16. **POLICE ACCOMMODATION STRATEGY PROJECT**  
Report of the City Surveyor

This report is also being considered by the following Committees:

Projects Sub-Committee – 11 May 2016

Resource Allocation Sub-Committee – 19 May 2016

**For Decision**  
(Pages 103 - 120)

17. **ECONOMIC CRIME ACADEMY UPDATE**  
Report of the Commissioner of Police.

**For Information**  
(Pages 121 - 138)

18. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

19. **COMMISSIONER'S UPDATES**

Commissioner to be heard.

20. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**



MOUNTEVANS, Mayor	<b>RESOLVED:</b> That the Court of Common Council holden in the Guildhall of the City of London on Thursday 21st April 2016, doth hereby appoint the following Committee until the first meeting of the Court in April, 2017.
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## POLICE COMMITTEE

### 1. **Constitution**

A non-ward committee consisting of:

- 11 Members elected by the Court of Common Council including:
  - a minimum of one Member who has fewer than five years' service on the Court at the time of his/her appointment; and,
  - a minimum of two Members whose primary residence is in the City of London;
- 2 external members (i.e. non-Members of the Court of Common Council) appointed in accordance with the terms of the Police Committee Membership Scheme

### 2. **Quorum**

The quorum consists of any five Members.

### 3. **Membership 2016/17**

- 8 (4) Alison Jane Gowman, Alderman
- 2 (2) Nicholas Michael Bensted-Smith, J.P. *for two years*
- 3 (3) Lucy Roseanne Frew
- 8 (3) Richard David Regan, O.B.E., Deputy
- 12 (2) Mark Boleat *for three years*
- 7 (2) Douglas Barrow, Deputy
- 11 (2) James Henry George Pollard, Deputy
- 2 (2) James Michael Douglas Thomson, Deputy
- 15 (1) Simon D'Olier Duckworth, O.B.E., D.L.
- 1 (1) Christopher Michael Hayward
- 15 (1) Ian David Luder, Alderman

together with two non-City of London Corporation Members:-

Helen Marshall (*appointed for a four year term to expire in May 2017*)

Lucy Sandford (*appointed for a four year term to expire in May 2019*)

### 4. **Terms of Reference**

To be responsible for:-

- (a) securing an efficient and effective police service in both the City of London and nationally, and, where so designated by the Home Office, nationally, and holding the Commissioner to account for the exercise of his/her functions and those persons under his/her direction and control;
- (b) agreeing, each year, the objectives in the Policing Plan, which shall have regard to the views of local people, the views of the Commissioner and the Strategic Policing Requirement;
- (c) any powers and duties vested in the Court of Common Council as police authority for the City of London by virtue of the City of London Police Act 1839, the Police and Criminal Evidence Act 1984, the Police Acts 1996 (as amended) and 1997, the Criminal Justice and Police Act 2001, the Police Reform Act 2002, the Police Reform and Social Responsibility Act 2011 and any other Act or Acts, Statutory Instruments, Orders in Council, Rules or byelaws etc. from time to time in force, save the appointment of the Commissioner of Police which by virtue of Section 3 of the City of London Police Act 1839 remains the responsibility of the Common Council;
- (d) making recommendations to the Court of Common Council regarding the appointment of the Commissioner of the City of London Police;
- (e) the handling of complaints and the maintenance of standards across the Force;
- (f) monitoring of performance against the City of London Policing Plan;
- (g) appointing such sub-committees as are considered necessary for the better performance of its duties including an Economic Crime Board, a Performance and Resource Management Sub Committee and a Professional Standards and Integrity Sub Committee.

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# Agenda Item 6

<b>Committee(s)</b>	<b>Dated:</b>
Police Committee	19 May 2016
<b>Subject:</b> Appointment of the Sub-Committees, Economic Crime Board, Police Pensions Board and Committee Representatives	<b>Public</b>
<b>Report of:</b> Town Clerk	<b>For Decision</b>

## Summary

This report recommends that your Committee makes a number of internal and external appointments for 2016/17.

## Recommendation(s)

That,

- a) consideration be given to the appointment, composition and terms of reference of the following for the ensuing year:
  - Economic Crime Board (see paragraphs 8 – 12);
  - Performance and Resource Management Sub Committee (see paragraphs 13 – 17); and,
  - Professional Standards and Integrity Sub Committee (see paragraphs 18 – 21);
  - Police Pensions Board (see paragraphs 22 - 26)
- b) Agreement be given to the updating of the Professional Standards and Integrity Sub Committee Terms of Reference to fully reflect the remit of the Sub-Committee.
- c) consideration be given to the Chairman of the two Sub-Committees, Economic Crime Board and Police Pensions Board;
- d) consideration be given to the co-opted Member of the Professional Standards and Integrity Sub Committee and the Economic Crime Board;
- e) meetings be agreed as follows:-
  - 8 times a year for the Police Committee;
  - Quarterly meetings for the two Sub-Committees and the Economic Crime Board; and
  - 2 times a year for the Police pensions Board

- f) the appointment of representatives to the various internal and external bodies be agreed (see paragraph 27).

### **Main Report**

1. This report considers the appointment, terms of reference and composition of the Police Committee, its Sub Committees and Boards.
2. The Police Committee is asked to confirm its frequency of meetings. Following the review in 2010, the Committee agreed to meet 8 times a year (roughly every six weeks) and there is no recommendation to change this as the last meeting cycle has proven adequate.
3. The Police Committee has the following groups under it :-
  - a. the Economic Crime Board
  - b. the Performance and Resource Management Sub Committee
  - c. the Professional Standards and Integrity Sub Committee.
  - d. the Police Pensions Board
4. Each of these has 5 Members(with the exception of the Pensions Board) in addition to the Chairman and Deputy Chairman of the Police Committee who serve as ex-officio Members and an additional co-opted Member.
5. Last year the co-opted Members (with the exception of the Performance and Resources Management Sub-Committee whose co-opted Member is agreed by the Audit & Risk Management Committee) were appointed by the Grand Committee. It is proposed that this should be repeated again this year.
6. For the last two years, the Chairman of the two Sub-Committees and the Economic Crime Board have been appointed by the Grand Committee and it is proposed that this should be repeated again this year. It is also proposed that the Chairman of the newly established Police Pensions Board be appointed by the Grand Committee.
7. Members have been asked to inform the Town Clerk's Office if they wish to serve on any of the Sub-Committees or Boards in advance. Members of course have an opportunity to put their names forward at the meeting itself, if they have not done so already.

### **Economic Crime Board**

8. The creation of an **Economic Crime Board** was agreed at the meeting in January 2012.
9. Composition
  - The Chairman and Deputy Chairman of the Police Committee (ex-officio)

- Up to five Members of the Police Committee appointed by the Police Committee
- One co-opted Member to be appointed by the Police Committee

10. Its terms of reference are:

*To be responsible for:*

- Overseeing the force's national responsibilities for economic crime and fraud having regard to the strategic policing requirement in this area;*
- monitoring government, and other external agencies' policies and actions relating to economic crime; and,*
- Making recommendations to the Police Committee in matters relating to economic crime.*

11. The Board's membership in 2015/16 was as follows:-

Simon Duckworth (Chairman)  
 Deputy Douglas Barrow (Ex-Officio Member)  
 Mark Boleat  
 Nicholas Bensted-Smith  
 Lucy Frew  
 Helen Marshall  
 Deputy Richard Regan  
 Deputy Henry Pollard (Ex-Officio Member)  
 Tom Sleigh (co-opted)

12. The Sub Committee will continue to meet 4 times a year and the dates of the remaining meetings for 2016 are currently 22 July and 21 October. Meeting dates for 2017 will be circulated in due course.

### **Performance and Resource Management Sub-Committee**

13. The **Performance and Resource Management Sub-Committee** was established in 2009 and reviewed in January 2012.

14. Composition

- The Chairman and Deputy Chairman of the Police Committee (ex-officio)
- Up to five Members of the Police Committee appointed by the Police Committee
- One co-opted Member to be appointed by the Audit and Risk

## Management Committee

15. Its terms of reference are as follows:

*To be responsible for:*

- a. *overseeing the monitoring of performance against the City of London Policing Plan;*
- b. *overseeing the Force's resource management in order to maximise the efficient and effective use of resources to deliver its strategic priorities;*
- c. *making recommendations to the Police Committee to change procedures, where necessary, to bring about improvements in performance;*
- d. *monitoring government, policing bodies and other external agencies' policies and actions relating to police performance and advising the Police Committee or Commissioner as appropriate; and,*
- e. *any other matter referred to it by the Police Committee.*

16. The Sub-Committee's membership in 2015/16 was as follows:-

Deputy Douglas Barrow (Chairman)  
Alderman Alison Gowman  
Kenneth Ludlam (*co-opted Member from the Audit and Risk Management Committee*)  
Deputy Joyce Nash  
Deputy Henry Pollard (Ex-Officio Member)  
Deputy James Thomson

17. The Sub Committee will continue to meet 4 times a year and the dates of the remaining meetings for 2016 are 31 May, 7 September and 30 November. Meeting dates for 2017 will be circulated in due course.

## **Professional Standards and Integrity Sub-Committee**

18. Composition

- The Chairman and Deputy Chairman of the Police Committee (ex-officio)
- Up to five Members of the Police Committee appointed by the Police Committee
- One co-opted Member to be appointed by the Police Committee

19. The Professional Standards and Integrity Sub-Committee's terms of reference are as follows:-

*To be responsible for:*

- a. overseeing the handling of complaints and the maintenance of standards across the force, where necessary recommending changes in procedures and performance to the Police Committee;*
- b. monitoring the Police Committee's work in respect of conduct and appeals proceedings; and,*
- c. monitoring government, police authorities and other external agencies' policies and actions relating to professional standards and advising the Police Committee or Commissioner as appropriate.*

The Committee recently agreed that its remit be broadened to include oversight of integrity in policing. In order to support this change, the terms of reference of this Sub-Committee need to be updated.

Proposed addition:

- *overseeing the work of the City of London Police Integrity Standards Board, whose purpose is to direct and co-ordinate the auditing of the key indicators in relation to the City of London Police Integrity Dashboard, delivery of associated action plans and promoting the understanding of the Police Code of Ethics.*

20. The Membership in 2015/16 was as follows:-

Alderman Alison Gowman (Chairman)  
Deputy Douglas Barrow (Ex-Officio Member)  
Helen Marshall  
Deputy Richard Regan  
Nicholas Bensted-Smith  
Deputy Henry Pollard (Ex-Officio Member)  
Lucy Sandford  
Deputy James Thomson  
James Tumbridge

21. The Sub Committee will continue to meet 4 times a year and the dates of the remaining meetings for 2016 are 3 June, 23 September and 2 December. Meeting dates for 2017 will be circulated in due course.

### **Police Pensions Board**

22. The creation of a Pensions Board was agreed at the Police Committee meeting in December 2015.

23. Composition:

- Three Scheme Manager Representatives
- Three Scheme Member Representatives

24. The Chairman of the Sub-Committee is appointed by the Police Committee. At the December meeting the Committee appointed Alderman Luder. The Chairman then appoints the remaining Members of the Sub-Committee

25. Its terms of reference are:

In line with the requirements of the Public Services Pensions Act 2013 and the Police Pensions Regulations 2015 for the management of the City of London Police's Pension Scheme, to be responsible for assisting the Scheme Manager (the City of London Police) in the following matters:

- a) Securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme and any statutory pension scheme that it is connected to;
- b) Securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions Regulator; and
- c) Other such matters as the scheme regulations may specify.

26. The Sub Committee will meet two times a year. Meeting dates will be circulated in due course.

### **INTERNAL AND EXTERNAL APPOINTMENTS**

27. The Committee also needs to agree the appointment of Members to various internal and external bodies for 2016/17. Last year's appointments were as follows:-

- a) **Streets and Walkways Sub-Committee**  
Alderman Alison Gowman
- b) **Safer City Partnership**  
Deputy Henry Pollard
- c) **Association of Police and Crime Commissioners (APCC)**  
Simon Duckworth

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## POLICE COMMITTEE

Thursday, 14 April 2016

Minutes of the meeting of the Police Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 14 April 2016 at 11.00 am

### Present

#### Members:

Deputy Henry Pollard (Chairman)	Alderman Ian Luder
Deputy Douglas Barrow (Deputy Chairman)	Deputy Joyce Nash
Mark Boleat	Deputy Richard Regan
Simon Duckworth	Lucy Sandford
Alderman Alison Gowman	

### In Attendance

#### Officers:

Ian Dyson	- City of London Police
Commander Chris Greany	- City of London Police
Richard Woolford	- City of London Police
Hayley Williams	- City of London Police
Alistair Sutheerland	- City of London Police
Peter Kane	- Chamberlain
Steve Telling	- Chamberlain
Oliver Bolton	- Town Clerk's Department
Craig Spencer	- Town Clerk's Department
Amanda Thompson	- Town Clerk's Department
Deborah Cluett	- Comptroller and City Solicitor's Department
Iain Simmons	- Department of the Built Environment

#### 1. APOLOGIES

Apologies were received from Nicholas Bensted-Smith, Helen Marshall and Deputy James Thomson.

#### 2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations of interest.

#### 3. MINUTES

3.1 To agree the public minutes and summary of the meeting held on 25 February 2016.

RESOLVED – that the minutes of the meeting held on 25 February be agreed as a correct record subject to the following amendments:

Officers Present

The addition of Richard Woolford, City of London Police

Minute 4 - Internal Audit Review

The removal of the reference to the 'Bridgehouse Estate'.

**3.2 To receive the draft minutes of the Performance and Resources Management Sub Committee meeting held on 24 February 2016**

RESOLVED – That the draft minutes of the Performance and Resources Management Sub-Committee held on 24 February 2016 be received.

**4. OUTSTANDING REFERENCES**

RESOLVED – That the list of outstanding references be noted.

**2. Barbican CCTV**

In response to a question concerning delays to the project, the Commissioner advised that a procurement process needed to take place before an implementation date could be identified but was on track with the project timetable which was provided to all Members at the previous meeting.

**4. Police Pensions Sub-Committee**

Alderman Luder, Chairman of the Police Pensions Sub-Committee, reported that an issue regarding the payment of expenses for one of the Scheme Member representatives appointed at the last meeting.

While the payment of 'reasonable travel expenses' would be possible, the Scheme Member appointed lived in France and had indicated that he would only be prepared to attend meetings if the full cost of his travel expense were met.

Alderman Luder subsequently recommended that another Scheme Member representative would need to be appointed, and also that both the Commissioner and himself be given delegated authority to appoint members to the two vacancies.

The Commissioner also undertook to promote the Scheme Member vacancies at future events involving retired Police officers.

RESOLVED – That

- 1) A replacement Scheme Member representative be advertised for; and
- 2) The Commissioner and Alderman Luder, Chairman of the Police Pensions Sub-Committee, be given delegated authority to make appointments to the two scheme member vacancies.

## 5. **HMIC**

The Committee welcomed Steven Otter and Brian Quinn from Her Majesty's Inspector of Constabulary for the National and London Region (HMIC) who were present to update on the CoL Police's PEEL (police effectiveness, efficiency and legitimacy) assessment for 2015. Mr Otter advised that the role of HMIC was to promote improvements in policing to make everyone safer and they would only make recommendations where there were real areas of concern.

The Committee noted that the purpose of the PEEL inspections was to provide information on how the police were performing in a way that was comparable both across England and Wales, and year-on-year. Mr Otter advised that the assessment recognised that the CoL Police were quite unique however it was still required to work to a national standard.

The Committee was advised that the CoL Police were rated 'Good' in most areas. It worked effectively to prevent crime and anti-social behaviour and protected most victims well. It was also adequately prepared to face its future financial challenges and had improved its understanding of the demands it faced.

In response to questions concerning areas for improvement, Mr Otter advised that the force needed to evidence better its response to child sexual exploitation, and also needed to understand better the reasons for its apparently high use of Stop and Search and Taser.

The Commissioner reported that the inspections were very helpful and it was useful to have independent validation. He further advised that they would be seeking to address the areas for improvement.

On behalf of the Committee the Chairman thanked Mr Otter, who was shortly retiring, for attending the meeting and also for all his work and support over the last four years.

## 6. **STANDARD ITEM ON THE SPECIAL INTEREST AREA SCHEME**

### 6.1 **Community Engagement Update**

The Committee received a report of the Commissioner detailing issues raised by the community and the police response to those issues since the last report presented in January 2016.

The Committee was advised that the principal focus of the Communities Teams had been, and remained, to support the Force-wide counter-terrorism priority, and Communities officers continued to participate in Project Servator deployments aimed at deterring and disrupting potential terrorist activity. Also following the recent events in Paris and Brussels, more officers had been deployed to the City's residential and business communities to provide reassurance and to increase awareness.

In response to a question concerning approaches to community engagement and community messaging the Commissioner advised that work was currently being undertaken to review and improve the communications strategy in general, particularly in relation to the use and effectiveness of community messaging and social media such as Twitter and that this would be reported to a future meeting.

The Commissioner also reported that they would need to consider what community issues actually were and the best way to communicate with the community.

**RESOLVED** - That the report be noted.

#### **6.2 Equality and Inclusion Update**

The Committee received a report of the Commissioner updating on Equality and Inclusion activities conducted since the last report presented in January 2016.

The Committee passed on its congratulations to all those involved in the Health and Wellbeing Initiative that had officially launched on 12 April.

A Member of the Committee commented that some statistics in relation to the activities undertaken would be helpful in future.

**RESOLVED** – that the report be noted.

#### **6.3 Any Other Special Interest Area Updates**

There were no further updates.

### **7. REPORTS OF THE CHAMBERLAIN**

#### **7.1 Revenue Budget 2016/17 Update**

The Committee received a joint report of the Chamberlain and Commissioner updating on the Revenue Budget 2016/17 following the decision of the Court of Common Council to increase the Business Rates Premium by 0.1p to 0.5p in the £ from April 2016 with the additional income, estimated at £1.6m a year, being allocated to the City of London Police to cover recently identified cost pressures relating to security.

The Committee was advised that the underlying financial position remained challenging and further steps would be required to achieve a balanced financial position over the medium term. The Committee was further advised that it was intended to present a further report on the strategy for restoring financial balance by 2017/18 together with an updated programme of capital and major revenue projects over the medium term.

**RESOLVED** – That the updated revenue budget for 2016/17 be approved.

## 7.2 **Internal Audit Review of Insolvency**

The Committee received a report of the Chamberlain reporting the outcomes of Internal Audit Review of Insolvency which had been agreed by management, and the implementation of which would be monitored by the Audit and Risk Management Committee.

**RESOLVED** – That the report be noted

## 8. **UPDATE REPORT - CITY ATTRO**

The Committee received an information report concerning the City Anti-Terrorism Traffic Regulation Order (ATTRO) which was being presented to the Planning and Transportation and Policy and Resources Committee for decision.

Members of the Committee questioned some of the wording contained within the order, some of which they considered was unclear, and stressed the need to ensure the document was robust enough to stand up to judicial review.

After discussion a vote was cast resulting in the paper being received with one Member voting against.

**RESOLVED** – That the report be noted.

## 9. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

A Member questioned whether the up and coming PCC elections would provide an opportunity to promote the CoLP system of having a Police Committee.

## 10. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

The Chairman reported that he would shortly be stepping down as Chairman and he expressed his thanks to all Members and officers for their support.

The Committee also expressed thanks to Deputy Joyce Nash who was also stepping down after serving ten years on the Committee, and agreed that her wisdom and common sense would be sorely missed.

11. **EXCLUSION OF THE PUBLIC**  
RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of the Schedule 12A of the Local Government Act.
12. **NON-PUBLIC MINUTES**  
RESOLVED – that the non-public minutes of the meeting held on 25 February be agreed as a correct record.
13. **RING OF STEEL COMPLIANCE AND STABILISATION PROJECT**  
The Committee considered and approved a Gateway 5 Authority to Start Work report of the Commissioner of the City of London Police which request approval to commence work on the Ring of Steel Compliance and Stabilisation Project.
14. **ANNUAL REVIEW OF TRAVEL CONCESSION AGREEMENT FOR POLICE OFFICERS**  
The Committee considered a report of the Commissioner concerning the annual review of the Travel Concession Agreement for police officers.
15. **MENTAL HEALTH AND CUSTODY**  
A Member of the Committee reported on a recent meeting with the Custody Suite Manager to assess how the custody suite and the police force as a whole were treating mental health.
16. **COMMISSIONER'S UPDATES**  
The Commissioner of Police was heard concerning on-going and successful operations undertaken by the City of London Police.
17. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no questions.
18. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**  
There were no items of urgent business.

**The meeting ended at 12.20 pm**

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Chairman

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## POLICE COMMITTEE

14 April 2016

### OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
2.	25/02/2016 Barbican CCTV	CCTV upgrade  A project timeline for the procurement process has been circulated. Once the procurement process is completed it will be possible to identify an implementation date.	City Police/ Safer City Partnership	<b>In progress</b> June 2017
4.	25/02/2016 14/04/2016 Police Pensions Sub-Committee	Appointment of Employer/Scheme representatives approved by the Committee.	Town Clerk / Commissioner	<b>In Progress</b> <b>The second round of recruitment is currently in progress.</b>

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<b>Committee(s):</b>	<b>Date(s):</b>	<b>Item no.</b>
Police Committee	19 May 2016	
<b>Subject:</b> Special Interest Area Scheme 2016/17		<b>Public</b>
<b>Report of:</b> Town Clerk and Commissioner of Police		<b>For Decision</b>
<p><b><u>Summary</u></b></p> <p>This report sets out arrangements for the Police Committee Special Interest Area (SIA) Scheme for 2016/17 and requests Members to confirm appointments to each of the areas. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year, highlighting where Member involvement has made a difference. It also gives an overview of the priorities for each special interest area over the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.</p> <p><b>Recommendations</b></p> <p>It is recommended that:-</p> <p>(a) the Special Interest Area Scheme 2016/17 (attached at Appendix A) be agreed, noting in particular;-</p> <p style="padding-left: 40px;">a. the achievements in the year 2015/16,</p> <p style="padding-left: 40px;">b. the key priorities identified for the year 2016/17,</p> <p style="padding-left: 40px;">set out in the respective area reports;</p> <p>(b) Lead Members be appointed for each area in the Scheme.</p>		

## **Main Report**

### **Background**

1. The Police Committee has operated a Specialist Interest Area (SIA) Scheme since 2007 in accordance with the terms set out in Appendix A (page 1). The purpose of the Scheme is for Members of the Committee to have oversight of specific areas of City of London Police work and gain expert knowledge and expertise, thus enhancing the Committee's scrutiny and performance management role.
2. The Scheme operates through a direct liaison between lead officers at Force and Members. A contact in the relevant area of business is tasked to make

regular contact with their respective SIA Lead Members, keeping them informed of developments or issues which may arise throughout the year.

3. Lead Members are also expected to oversee the work that takes place, challenging and following up issues where necessary. Lead Members are encouraged to raise issues at the Grand Committee where appropriate to ensure that appropriate action is taken. The objective of the Scheme is not to give an 'operational' role to Members; instead, it is intended to boost the support which the Committee provides to the Force in delivering outcomes.

### **Current Position**

4. Members have maintained a significant interest in their areas over the past year and the feedback received on the operation of the Scheme in 2015/16 was very positive. Members have good working relationships with their Force contacts and are developing greater technical knowledge and expertise in their respective areas as well as following up issues more closely. Key achievements for each of the areas have been highlighted in the respective reports of the Scheme attached at Appendix A.
5. As it is customary every year, Members are asked to review the operation of the Scheme to ensure that the areas are appropriate for the Committee's business. There is one recommended change for the 2016/17 Scheme - to establish an SIA for Safeguarding & Public Protection. This role will provide oversight of the ICV Scheme, the support for victims of crime, the protection of vulnerable persons, safeguarding & public protection.
6. It will give the Police Committee a greater understanding of the work of the Force in protecting our most vulnerable persons, in supporting our victims of crime and monitor how effectively the partners work together in safeguarding our communities.
7. The current ICV Scheme SIA will be amalgamated into the new SIA area.

### **Consultees**

8. The Commissioner of Police has been consulted in the preparation of this report and his comments are contained within.

### **Conclusion**

9. The Police Committee operates a Special Interest Area Scheme whereby one or more Lead Members are appointed to each of the various special interest areas. The Scheme aims to improve the Police Committee's scrutiny and performance management function. The purpose of the report is for the Committee to agree arrangements of the Scheme for the ensuing year. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year and gives an overview of the priorities the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.

**Background Papers:**

*Report on Special Interest Area Scheme to the Police Committee, 20 May 2015*

- **Appendices** [Appendix A – Special Interest Area Scheme 2015/16]

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City of London Police Committee

# **Special Interest Area Scheme**

2016/17

## **INTRODUCTION**

### **Aims & Objectives**

1. The objective of the SIA Scheme is to improve knowledge on the part of Members about key areas of national and local policing and essential activities of the City Police.
2. It operates by the Police Committee nominating one or more Lead Members to each of the various special interest areas. The Police Commissioner determines a 'Contact Officer' to act a liaison with each of the Lead Members.
3. The Scheme aims to improve the Police Committee's scrutiny function when making decisions on complex issues at each meeting. It is intended that Lead Members acquire the necessary expertise by being more actively appraised of key developments in their respective areas. The objective of the Scheme is not to give an operational role to Members in their respective areas or responsibility for delivery; instead, it is intended to boost the support which the Police Committee provides to the Force in delivering outcomes.
4. Preparation and publishing of the Local Policing Plan each year involves a significant element of local consultation, in which respect, Members are well placed to reflect the views of their electorates. In order to assist in that process – and to make consultation into a two-way process, it is desirable for Members to be acquainted at first hand with how the force works, its problems, successes, etc. In this connection the SIA Scheme aims to assist both Members and the Force to deliver the level of policing service which the City community wishes to have but taking account of the constraints which may be placed upon the ability to provide that, eg. financial.

### **How the Scheme will work**

5. Contact Officers are responsible for keeping Members appraised of developments and ensuring that they are reasonably involved in meetings/discussions where general strategic direction in each of the areas is being considered. Parties are requested to keep in touch on a reasonably regular basis – say, quarterly (more often if you wish or feel it to be necessary). It is quite possible that, as a result of these discussions, Members could put forward suggestions for improving the way in which certain things are done in the Force. Members' business/professional skills could be a real benefit. Both Members and Contact Officers are encouraged to speak freely to each other, keeping the Clerk to the Police Committee informed where relevant.
6. Members are encouraged to keep the Police Committee informed of contacts made/information obtained/any potential problems, etc.
7. Any questions from Members about the SIA Scheme should be addressed to the Police Committee Clerk.

## THE 2016/17 SCHEME

### Proposed changes

8. The areas below takes account of the priorities for 2016/17 in terms of policing activity, and are designed to distribute the Committee's workload more evenly amongst Members.

Areas	Recommendation
Business Improvement, Performance Management & Risk	To continue and retain the alignment with Chairmanship of Performance and Resource Management Sub-Committee
Strategic Policing Requirement Overview	To continue
Professional Standards and Integrity	To continue and retain the alignment with Chairmanship of Professional Standards and Integrity Sub-Committee
Equality, Diversity & Human Rights	To continue
Counter Terrorism	To continue
Economic Crime /Fraud	To continue and retain the alignment with Chairmanship of Economic Crime Board
Accommodation	To continue
Community Engagement & ASB	To continue
Public Order	To continue
Road Safety	To continue
<b>Safeguarding &amp; Public Protection</b>	<b>To create a new SIA Area, reflecting the increased interest in safeguarding, protection of vulnerable persons and support for victims of crime. The role will cover oversight of the ICV Scheme (amalgamating the current ICV Scheme SIA within this new area), support for victims of crime, protection of vulnerable persons, safeguarding &amp; public protection</b>

## Business Improvement, Performance Management and Risk

Lead Member for 2015/16	Deputy Doug Barrow
Officer contact	Stuart Phoenix, Head of Strategic Development 0207 601 2213

### Business Improvement

#### Developments in 2015/16

Implementing the recommendations made by HMIC remains a key component of business improvement. 2015/16 was the first full year of operation for the Strategic Development's Governance and Assurance Unit, which over the course of the year has developed a robust process for tracking the implementation of recommendations. The Police Committee Lead, Deputy Doug Barrow, has continued as Chairman of the Performance and Resource Management Sub Committee, and has played a key role in the refinement of that process. The Unit additionally carries out assurance exercises to assess the extent to which recommendations have actually been implemented. Tracking the implementation of recommendations made by Internal Audit has recently been added to their remit.

All HMIC report findings and recommendations made over the year are now entered onto a Force database, where the actions necessary for their implementation are also recorded. That information forms the basis of monthly reports to Performance Management Group and quarterly reports to the Police Performance and Resource Management Sub Committee. Deputy Barrow and other Members on the Sub Committee have provided valuable challenge and scrutiny in the areas reported on. Deputy Barrow has additionally had numerous meetings with HMIC Steven Otter and in these meetings he has balanced championing the Force in numerous areas while providing reassurance to HMIC of the independent oversight he provides.

HMIC produced the following reports during 2015/16:

- Joint Inspection of the investigation and prosecution of fatal road traffic collisions (national report);
- Welfare of vulnerable people in police custody (national report);
- Stop and search powers 2: are police using them effectively and fairly (national report);
- Joint Review of Disability Hate Crime follow-up (national report);
- Joint Inspection of the Provision of Charging Decisions (national report);
- Phase 1 assessment of preparedness to protect victims of so-called Honour Based Violence (HBV), Forced Marriage (FM) and Female Genital Mutilation (FGM) (national report and Force-specific assessment letter)
- In Harm's Way: the role of the police in keeping children safe (national report);
- Online and on the edge: real risks in a virtual world (national report);
- Building the picture an inspection of police information management (national report);
- Real lives, real crime: Digital crime and policing (national report);
- Firearms Licensing: targeting the risk (national report)
- PEEL Police Efficiency Report 2015 (Force and national report);
- Follow Up Inspection of Multi-Agency Public Protection Arrangements (MAPPA) (National joint report with HM Inspectorate of Probation);
- Working in Step? Local Criminal Justice Partnerships (National joint report with HM Inspectorate of Probation and HM Crown Prosecution Service Inspectorate);

- Witness for the Prosecution: Identifying witness and victim vulnerability in criminal case files (Force and national reports – joint reports with the Criminal Justice Joint Inspectorate and HM CPS Inspectorate);
- Regional Organised Crime Units (ROCU): A review of capability and effectiveness (national report);
- The Depths of Dishonour: Hidden Voices and Shameful Crimes, an inspection of the police response to honour-based violence, forced marriage and female genital mutilation (national report);
- PEEL (Police Efficiency, Effectiveness and Legitimacy) – Police Effectiveness (Vulnerability) 2015 (national and Force report);
- Increasingly everyone's business: A progress report on the police response to domestic abuse (national).

2016/17 will see HMIC refining the Police Efficiency, Effectiveness and Legitimacy (PEEL) inspections to two major inspections: the spring Efficiency Inspection (which will incorporate legitimacy and leadership) and the autumn Effectiveness Inspection, which will assess the extent to which forces are effective at investigating crime and protecting vulnerable people from harm. Those two inspection programmes will additionally be informed by thematic inspections planned for the year, which includes counter terrorism and unannounced crime data integrity inspections.

Deputies Barrow and Pollard will continue to play a vital role in preparing for and participating in these inspections.

### **Performance Management**

Deputy Barrow has continued to chair the Performance and Resource Management Sub Committee for the past year and has been a key individual in helping the Force deliver on Policing Plan Priorities and targets for 2015/16. Members, and in particular Deputy Barrow, were involved from an early stage with the decision to manage performance without targets, in line with current approved practice. He has also played a key role in setting and approving the measures that appear in Policing Plan.

Performance against those measures is reported monthly to Performance Management Group, chaired by the Assistant Commissioner and of which Deputy Barrow is a member. Performance is thereafter reported quarterly to the Performance and Resource Management Sub Committee, whose challenge and scrutiny role ensures Force measures remain effective; their role can and does directly impact on policing activity.

### **Risk Management:**

Over the past year the Force has continued to improve its Risk Management processes. Oversight of the Force Risk Management Process is maintained through bi-annual meetings with the Assistant Commissioner to review the content of the Force Strategic Risk Register and ensure that the Force risk process is providing information to meet the needs of the Force and Members. The Force Risk Register is submitted to Police Committee for oversight and to provide information on the current status of the Force risk profile. Deputy Barrow is the Lead Member for risk, whose role is to provide scrutiny to the risk assessment process and to ensure that the process is robust and the risk scoring can be justified. Minutes of the Quarterly Risk Assurance meeting are provided to the Lead Member prior to his meeting with the Assistant Commissioner so that he is aware of the full discussion around Force risks and is able to question information contained within the register.



## Strategic Policing Requirement Overview

**Lead Member for 2015/16**

Deputy Henry Pollard

**Officer contact**

Stuart Phoenix, Head of Strategic Development 0207 601 223

### Background

The Strategic Policing Requirement (SPR) is now in its fourth year of operation. It was introduced in 2012 to articulate those threats that in the Home Secretary's view are so serious and transcend force boundaries that they require a coordinated regional or national response. The national threats have been Counter Terrorism, Serious and Organised Crime, Public Order, Civil Emergencies, Large Scale Cyber Attacks and Child Sexual Abuse, which was added in 2014/15. Police and crime commissioners and chief constables are required to have regard to these threats developing their plans and ensure they have the capacity, capability, connectivity and consistency to contribute to countering the threats.

### Achievements in 2015/16

HMIC commenced a series of inspections in 2014 which was intended would span a three year period and which when complete would provide an in-depth, evidence-based review and analysis of the extent to which forces are supporting the SPR.

So far the City of London has been inspected in relation to the SPR as a whole, followed by more in-depth inspections looking specifically at Public Order and Cyber Crime. The results of those inspections, which have been reported to the Performance and Resources Sub Committee, were generally very favourable, especially the Public Order report. Although no SPR inspection took place during 2015/16, the Force has reviewed the 'tool kits' it maintains to ensure it continues to maintain the necessary capability and capacity relating to its obligations under the SPR. Deputy Pollard has met with the Head of Strategic Development to review the work that has been completed to ensure the Force can fulfil its SPR obligations. HMIC has inspected the Force in a number of other areas where the SPR, whilst not being the subject of the inspection, has featured. Deputy Pollard has maintained a dialogue with HMIC across all inspections, providing reassurance around the partnership aspects of our work with the City of London Corporation and other pan-London forces.

### 2016/17

HMIC has indicated they will resume their inspection of the SPR over the course of 2016/17, focusing on the counter terrorism aspect of the SPR. It is anticipated they will look at regional arrangements in the autumn, moving on to local force arrangements in early 2017. The Policing Plan 2016-19 maintains its focus on the Force's contribution to meeting the requirements of the SPR.

## Professional Standards, Integrity and Human Resources

<b>Lead Member for 2015/16</b>	Alderman Alison Gowman
<b>Officer contact</b>	D/Supt. Dermot Robinson, Head of PSD 020 7601 2203 HR Director, Barbara Giles 020 7601 2230

### **Professional Standards and Integrity Sub Committee:**

Alderman Gowman (Chairman) and Members of the Sub Committee continue to provide independent challenge of the Force's Complaints and Professional Standards (PSD) business through the Sub Committee. The Sub Committee is represented at the PSD working group by the Town Clerk's Policy & Project Officer and Alderman Gowman has been invited to attend the Integrity Standards Board.

The Chairman facilitated a workshop for the members and PSD at which the format of the subcommittee papers, the information and statistics provided were all reviewed and their purpose in the reports tested. Bearing in mind the usual (long) length of the papers it was of some concern that possibly too much information was provided that was not needed or read. The review helped both members and PSD evaluate the reports and some reduction in the volume was agreed. This will be kept under review over the following meetings.

With a new Chairman and a number of new members on the Sub Committee members have been availing themselves of either one-to-one meetings with PSD or attended a bespoke PSD Briefing. The Sub Committee's terms of reference have been expanded to specifically include Integrity and is now entitled the Professional Standards and Integrity Sub Committee.

The Organisational Learning Forum (OLF) is the main strategic meeting for all force wide learning.

The Professional Standards Directorate has continued to experience changes to its personnel this year, including a new Director and a new Detective Sergeant in the area of overt investigations. The police staff post of Civil Claims & Misconduct Manager performs the role of Deputy Director and was required to act up as Director for a period until a new Detective Superintendent was appointed. The Operations Detective Chief Inspector has been on maternity leave. The post has been covered temporarily by a T/DCI and subsequently a substantial DCI in her absence.

### **City Futures Change Programme:**

The PSD SMT is engaging in the force's accommodation project. Short term changes have being made to current accommodation in order to support the department and the focus is now on the planned moved to Finsbury Circus in September 2016.

While the SMT considered the current structure to have been adequate, the new Director is reviewing this in association with HR and staff, ensuring that PSD is able to maintain effectiveness and performance while responding to the recommendations of HMIC and other national requirements in areas such as Vetting.

All managers within PSD have attended the CoLP Leadership Development Programme that seeks to empower and enable creative leaders, and develop their staff. All of PSD will have attended this programme by the end of the year.

### **Integrity Issues:**

While the Integrity Standards Board was successfully set up by the head of PSD, Integrity per se is

now the responsibility of the Strategic Development Department.

The force continues to demonstrate commitment in this area by adopting the ACPO Police Integrity Model. The Framework for managing integrity within the organisation was agreed in December 2013 by the Professional Standards and Integrity Sub Committee. The Force is committed to the National Police Code of Ethics by incorporating these standards within the values of the organisation in the Policing Plan.

Integrity monitoring has continued to be a priority focus within PSD Counter Corruption Unit. There has been pro-active work within several areas of business, most notably in the regular monitoring of the Gifts and Hospitality Register and Corporate Credit Card statements. Both have been undertaken with positive collaborative working with other directorates and departments.

Back-record conversation with appropriate documentation electronically scanned onto a database has been fully completed and all cases are now fully electronically recorded. A more sophisticated Document Management System is being considered to further improve efficiency and effectiveness.

HMIC now conducts a regular inspection of PSDs. The 2015 inspection went very well with only very minor issues identified. Nationally it was recommended that forces should conduct a review of their complaints and misconduct arrangements to assess whether there is any bias in the way decisions are made. PSD & HR have committed to undertake this review jointly to ensure a consistent approach

PSD continues to provide Learning from Complaints and Conduct matters to the Professional Standards Directorate Working Group attended by the PSD SPOC's to address 'Learning' issues at a tactical level. This is also the conduit for any learning identified by the IPCC from national cases of note.

Professional Standard SPOC's within each directorate provide a link for conduct matters, sit on the PSD working group to raise issues and assist as integrity champions within their directorate.

### **Professional Standards Directorate Priorities (and Performance Indicators) 2016/2017**

The Professional Standards Directorate Priorities for 2016/2017 support our Policing Plan. Each priority embraces the principles of City Futures and helps the directorate to maintain the highest levels of integrity.

#### **To ensure that a succession plan is in place in relation to the PSD Management Team**

- Newly appointed Director in place 2015
- Return from Maternity leave for DCI, Deputy Director – Operations, July 2016
- Deputy Director – Civil Claims and Misconduct, enabled to act-up as required.

#### **Consolidating the knowledge of staff through training and development**

- To develop the knowledge of our team.
- To continue to empower our staff

#### **To deliver bespoke training to directorates**

- To deliver training in relation to changes in the IPCC Statutory Guidance
- To provide an update in relation to national trends
- To fill training gaps identified by directorates
- To support the values of the organisation, the Code of Ethics and the Policing Plan

#### **To develop software to proactively support integrity monitoring**

- Working in conjunction with business to develop a product for law enforcement.

#### **To support the ACPO Portfolio Performance Report – Customer Satisfaction**

- To ensure 100% of external vetting requests are responded to within 2 weeks
- To ensure 80% of appeals are responded to within 10 working days of receipt
- To work to ensure 80% of appeals are not upheld
- To ensure 35% of complaints are resolved locally

#### **To identify opportunities for revenue generation**

- Identify specialist skills and opportunity

PSD priorities and performance indicators are being reviewed to ensure continued effective monitoring of complaint recording and to develop meaningful measures in respect of timeliness of investigations and quality of outcome.

During 2016/17 the Professional Standards and Integrity Sub Committee will embed the "integrity" elements of its role in order to be satisfied of the full acceptance of the Code of Ethics within the Force. Members will work with PSD to manage a smooth process for any misconduct hearings to be held in public and will liaise with other Forces (in particular with the MPS and BTP) in order to share best practice in this area

#### **Human Resources Highlights for 2015/16**

##### **Collective Consultation**

In supporting the Force to address the financial challenges that lay ahead, the HR team have worked with Directorates to identify positions that are no longer required and in providing direction and guidance in managing our legal responsibilities and ensuring that Corporation policies and procedures are followed. Whilst 39 posts were identified to be deleted at the time of writing this report, 11 members of staff are planned to leave the Force by the means of redundancy by the 1<sup>st</sup> April 2016. The process to date has been managed successfully with four appeals received at the job matching stage and two appeals received post assessment centres, all of which have been concluded internally. The HR team consulted widely across the Force on the processes used and worked in partnership with the recognised Trade Unions and Support Networks.

##### **Recruitment**

During the financial year, we have prioritised and focused on recruiting to a number of positions in supporting Directorates. On average throughout the year, we have been recruiting to 129 Police Staff posts and 84 Police Officers posts at any one time. The HR Services team have in addition been managing a number of campaigns during the year including:

- New Probationer Intakes,
- Promotion Boards for Commissioner, Assistant Commissioner, Chief Superintendent, Chief Inspectors and Sergeants; and
- Specials Intakes.

##### **PSD / HR Collaborative Working**

PSD and HR meet on a monthly basis to ensure consistency in approach to cases, both teams share their expertise and experience to ensure the speedy resolution of cases.

##### **Case Management**

The following table outlines the number of cases that have been managed from 1<sup>st</sup> April 2015 – 31<sup>st</sup> March 2016.

Case Type	ECD	CSD	UPD	I&I	Crime	Total
Grievance	2	1	0	4	0	7
Disciplinary	1	0	0	1	0	2
Sickness Absence	1	6	1	2	7	17
Capability	0	0	0	0	0	0
Employment Tribunal	2	1	0	0	0	3
Appeals Against Dismissal	0	0	0	0	0	0
TUPE	0	0	0	0	0	0
Organisational Change – including Restructures	0	1	0	0	0	1
Other	0	0	0	0	0	0

### Projects Update

During 2015/16 the HR Team supported a number of different project initiatives which included:

- Completing the process management of HR Files of all staff to be digitalised in line with the Accommodation Programme
- Development and implementation of a new HR System and new servers
- Implementation of the new Professional policing promotion processes for Sergeants and Inspectors
- Completion of Phase 1 and Phase 2 of the Leadership Development Programme
- An overview and review of the Occupational Health Services to ensure value for money. This review has resulted in cost savings being identified.
- Continued review of the Job related fitness testing process and the introduction of guidance in relation to adjusted duties in line with Winsor requirements.
- Continued management and review of options for the Driving School.
- Development and completion of a number of key actions under the BME 2018 action plan
- Allowances and Market Forces Supplement Review
- Introduction of a 360 degree Appraisal process, and relaunch of the mentoring programme, providing a range of opportunities, and
- Launch of the Fast Track programme – PC to Inspector.

### Priorities for 2016/17

#### Projects

The Projects that the team will focus on delivery during 2016/17 are:

- Continued roll out of work as identified in the People Strategy supporting the operational delivery of policing
- Roll out of Phase 3 of the Leadership Programme which will see 720 Officers and Staff receive training in leadership development.
- Further development of Leading the Future programme across the Force

- Merger of the Organisational Development and Learning and Development teams to provide a more business focused delivery.
- Development of City Futures including a Talent Management Strategy and Leadership Training Programme
- Procurement of two new contracts within the Occupational Health Service for a Physiotherapist and Cognitive Behavioural Therapist
- Launch of the HR Hub, an online resource centre for staff to access key information
- Development of initiatives to introduce apprenticeships/Internships in key roles across the Force – current work is being developed to support Uniform Policing through the Social Stock Exchange Partnership, and
- Procurement of a new Travel System to streamline and more effectively manage travel costs for business travel across the Force, ensuring standardised processes are introduced across the Corporation.

### **Reward and Recognition**

The Reward and recognition panel meets on a quarterly basis to recognise achievements by staff and members of the public. Commendation ceremonies are held throughout the year and supported by the Chairman of the Police Committee in recognising the contributions made throughout the year of those nominated.

During early 2016, a review was undertaken of the process and new categories for Assistant Commissioner Awards added for Leadership and Innovation, in the spirit of the Leadership programme, more autonomy was given to Directorate Heads to award individuals within their own business areas.

## Equality, Diversity and Human Rights (EDHR)

**Lead Member for 2015/16**

Lucy Sandford

**Officer contact**

Sergeant Asif Sadiq 0207 601 2758

### Developments in 2015/16

#### Overview

A survey of Black and Minority Ethnic (BME) officers was conducted by the College of Policing BME Progression 2018 Programme team. The object of the survey was to support the design and development of work to improve equality within the police service. The online survey was open to all serving BME officers and was conducted between February and April 2014. As a result of the survey, forces were given guidance on best practice from across the country, to assist in improving BME representation. The report also outlined practical advice on positive action initiatives. As a result of the survey the Force has developed an action plan which highlights areas for improvement and documents work currently underway across the Force.

An independent Equality audit was commissioned by Police Commissioner Dyson. The audit found that the Equality and Inclusion strategy and action plan are comprehensive and clear. There is significant evidence to show that the commitments made within those documents are being actioned and therefore demonstrated that the Force is compliant with many of the indicators in relation to the Equality Improvement Model. Recommendations were also made as part of the audit and these have been incorporated into the Equality and Inclusion delivery plan.

City of London Police signed up to the Blue Light Pledge to drive long term change, Blue Light are working with the Police, Fire and Rescue, Search and Rescue and Ambulance services to encourage them in their capacity as employers to tackle mental health stigma in their workplace.

Police Commissioner Dyson approved a new staff network to improve CoLP's health and wellbeing. The Health & Wellbeing Network launched on the 12<sup>th</sup> April 2016, with an event at the CH Rolph Hall at Wood Street. The overall aim of the Network is to improve the well-being of all staff and Officers across the Force in order to increase motivation, attendance and the ability to work.

#### Priorities for 2016/17:

The Equality and Inclusion board will be looking at a number of key action plans in the coming year, namely the Stonewell Action Plan, BME Action Plan, Bluelight Action Plan and the Business Disability Action Plan. The overview of the Assistant Commissioner on the Equality and Inclusion board and the presence of directorate leads will ensure the action plans are developed. The support networks and Lucy Sandford (our Police Committee Member) will provide oversight and scrutiny of the plans. Through her work as lead on Equality and Inclusion, Lucy Sandford will provide an independent and challenging feedback as well as holding the Force to account for completion of the action plans.

The EDHR Sergeant will work with Lucy Sandford on key issues across the force and provides a high level of service both internally and externally around all elements of Equality and Inclusion.

## Counter-terrorism

<b>Lead Member for 2015/16</b>	Simon Duckworth
<b>Officer contact</b>	Detective Chief Inspector Dave Service

### Achievements in 2015/16

During the above reporting period the main Special Branch (SB) office has undertaken two hundred and twenty one (221) proactive and reactive investigations into not only International Related Terrorism and Domestic Extremism, but also has continued to monitor the ongoing threat from Northern Ireland Related Terrorism to the City of London.

- A total of 175 Op Lightning incidents took place during 2015 – an increase of 56% from the previous year.
- A peak in reporting was experienced during November 2015 and this was attributed to the terror attacks in Paris.

A number of factors may be present including the heightened security threat and an increase in training and awareness as a result of innovations such as Project Griffin.

This was in addition to fifty seven (57) investigations into potential terrorist fundraising.

One thousand and twenty eight briefings have been made to various audiences during the period.

On-call staff responded to over ninety nine (99) out of hours requests for bespoke Counter Terrorism (CT) assistance from CoLP officers and staff.

Detailed threat assessments were prepared for thirty two (32) high profile events and State visits which took place throughout the year.

One hundred and sixty five (165) public order threat assessments were prepared to support Operational Planning in relation to City based protests predominantly relating to Domestic Extremism issues, but also in relation to various political tensions with a Global footprint, most recently in relation to the Syria/Iraq and Ukraine.

The office has provided proactive support and deployment in support of operational activity and has continued to support the pan London CT response.

All main office staff have attended and passed mandatory training for the new National CT Network I.T. platform.

### Project Servator

The operational side of Servator continues to be very successful. The core team are running at between 53% and 68% positive outcome (arrest / drug seizures /cautions) for stop and search which, as I am sure you are aware, is far greater than 'normal' stop and search results, (around 10%).

During the period January to December 2015 the Servator Team conducted 313 searches with 214 having a positive outcome in terms of arrest/seizure and/or caution. This resulted in 203 arrests, a 68% conversion rate. 76 of the arrests were for drug dealing, either Possession with intent to supply Class A / B. 48 arrests were for possession of false identity documents with intent (either on its own or with other offences). There were 107 vehicle seizures and 48 Cannabis warnings / processes.

In January and February 2016 there have been 32 searches with a 53% conversion rate, the data for March is being collated and the conversion rate is anticipated to rise accordingly.



Although these arrests may not be CT related we know that the tactics are working to help prevent Hostile Reconnaissance in taking place due to the views from our friendly hostiles and that of anecdotal evidence from MI5. The arrests also fit in the aim of Project Servator which is to 'deter terrorism and detect wider crime'.

The City of London Police is now seen as the centre of excellence for the country and is the lead force in training other forces. Recently we attended Essex police HQ to train their TSG, last week we attended an MOD facility to train their officers in Servator tactics. And over the next few months we will be rolling out commanders courses at Bishopsgate for senior officers from other forces including BTP, Essex, MET, MOD police, and Herts.

## **PREVENT**

The Prevent Team has noticed an increase in referrals since the new statutory responsibilities came into force on the 1<sup>st</sup> July 2015 – this is in line with the national picture following the increased awareness. The Prevent Team continues to carry out a range of activities across the City and is providing assistance by special request to the National Counter-terrorism Policing Headquarters, (NCTPHQ) in managing the final stages of the National Youth Consultation on Radicalisation and Travel to areas of Conflict.

The National Police Chiefs Council decreed that Police Prevent Teams withdraw from the delivery of WRAP (Workshop to Raise Awareness of Prevent). The City of London Corporation currently does not have any trained WRAP deliverers so the Prevent Team continues to assist in the delivery of some training.

The Prevent team have received 16 referrals in this reporting year. These have been from a number of sources; police, higher education, business, City of London Corporation and the community. In the last reporting year there were only 3 referrals.

To date there have been no extremist speakers identified as using City facilities. However in August 2015 there were reports that an alliance of right wing groups: Sharia Watch, Vive Charlie, Liberty GB and The Lawyers Secular Society, were planning to hold a Mohammed cartoon competition somewhere in London. In literature one of the alleged funders of the event lived in the City. He was visited by the Prevent Team as part of a disruption strategy.

In July and August 2015 there were reports of Dawah stands setting up in Tower Hill and Cheapside which had extremist literature on them. They were visited by the Prevent Team and to date have not returned to the City.

## **Counter Terrorism Security Advisors (CTSA)/Project Griffin**

In response to the current terrorist threats, CTSA's have undertaken reviews of security at four key Corporation of London sites and we continue to work with them at a strategic and tactical level, to oversee implementation of recommendations.

The level of requests for CTSA security reviews and general inputs to organisations in the City has understandably increased dramatically following attacks in Paris and Brussels as well as many others across the globe.

It is anticipated that this trend will continue with the new buildings planned for the City of London and anticipated ongoing terrorist threat.

Over the period April 2015 to date the CTSA Section has provided seven hundred and seventy seven (777) briefings including Stay Safe, Argus and Threat updates.

Project Griffin celebrates its 12th Anniversary this year. Project Griffin has gone from strength to strength and is now being delivered in a modular and regularly updated format nationally and in many other countries around the world.

Between January 2015 and January 2016 we had 686 people attend over 22 awareness events. These were split down between 10 large events and 12 in house presentations.

**CONTEST Steering Group**

This period has seen the successful implementation and ongoing operation of a joint CoLP and Corporation of London CONTEST Steering Group and Working Group to oversee all work in this area in support of the H M Government Strategy.

## Economic Crime / Fraud

### Lead Member for 2015/16

Simon Duckworth

### Officer contact

Commander Greany 020 7601 6801

DCS David Clarke 020 7601 6743

### Developments in 2015/16

Commander Greany was appointed as the National Police Coordinator for Economic Crime in October 2015 and the national lead for national and regional Cyber Protect activity.

Through financial support from the Corporation, the contract for the new Action Fraud and NFIB service provider was awarded in 2015/16, with Deputy Henry Pollard and Mr Simon Duckworth providing essential connectivity with the Home Office and Corporation and aiding progression of the procurement through project and finance sub committees.

The Academy has secured new business in the public and private sectors in the UK and abroad and increased the number of delegate and course days delivered compared with 2014/15. Members have provided essential support for the Academy in respect of its external profile and proposed changes to its governance structure and legal status.

Funding was awarded from the Ministry of Justice through MOPAC for 2016/17 to continue the pan-London Economic Crime Victim Care Unit (ECVCU) established in 2014/15. Negotiations with MOPAC for the funding award were led through the Policy Manager (Town Clerk's Department).

Funding from the Home Office Innovation Fund has been granted for all for economic crime bids in 2016/17. The bids, which were supported by Deputy Henry Pollard and the Chamberlain, include:

- the capture, harvesting and sharing of false identity data collected by ID scanners in banks;
- the trial of new technology to improve the effectiveness and speed of digital evidence analysis and disclosure in major fraud investigations;
- piloting a collaboration between law enforcement and private sector asset recovery recovery firms to recover proceeds of economic crime; and
- establishment of a national economic crime learning centre in partnership with academia

Members facilitated the Joint Money Laundering Taskforce developed in partnership with the Home Office, NCA, BBA and financial institutions with the Town Clerk providing City-owned premises to host the taskforce.

Members are leading on responses to consultations on national policing issues such as the new Crime and Policing Bill and inquiries into issues such as the Proceeds of Crime Act.

Members commissioned an academic report on the Implications of Economic Cybercrime for Policing to identify the key issues and complexities surrounding cyber-enabled and cyber-dependent economic crime. The report highlighted how businesses and individuals are affected by economic cybercrime and presented practical suggestions on how they may be supported within the context of the ongoing pursue, prevent, protect and prepare agendas.

Mr Simon Duckworth, Deputy Henry Pollard, Mr Mark Boleat, Deputy Doug Barrow and the Lord Mayor continue to raise awareness of the harm from economic crime and the work of COLP in their engagement with government and industry. Examples include recent introductions through Deputy Doug Barrow to the Commissioner of Police and Director of HMRC in Hong Kong and the Lord Mayor

to High Commission staff in India which has provided opportunity to further the objectives of the Police Intellectual Property Crime Unit.

Throughout the year the ECD received a number of ministerial visits including the Home Secretary, the Minister for Preventing Abuse and Exploitation, the Minister of State for Policing and for Justice, Baroness Neville Rolfe and Baroness Scotland as well as the Chair of the National Police Chiefs' Council and Director General of the NCA. These were supported and/or facilitated by members.

Priorities for 2016/17:

- Maintain COLP's position, reputation and funding as the national police lead for economic crime
- Secure funding for the identity crime portfolio and support for a national intelligence hub
- Establish more robust information sharing gateways by facilitating changes to legislation to provide information sharing powers equivalent to those of the NCA under Section 7 of the Crime & Courts Act
- Lobby for police forces to be awarded civil asset recovery powers (akin to the NCA and SFO) and/or work in partnership with private sector asset recovery firms to recover proceeds of crime
- Deliver the new Action Fraud and NFIB service and demonstrate the benefit and value of the service to Police & Crime Commissioners, Chief Constables and other government stakeholders to pre-empt any potential top slicing of force budgets to fund the service and identify alternative (or additional) funding streams (eg sale of the model to international police agencies)
- Improve consistency of victim care and identification of at risk individuals locally and nationally and promote the Economic Crime Victim Care model with Police & Crime Commissioners to encourage take up of the model in other regions
- Deliver a 24/7 cyber-crime reporting capability so businesses have a single place to report cyber-attacks and the appropriate law enforcement response is initiated in the critical early hours of a discovery (subject to Cabinet Office funding)
- Continue to develop evidence based and predictive policing approaches to economic crime through collaboration with academia
- Increase delivery of fraud investigation training to public and private sectors and establish the Economic Crime Academy as a limited company
- Reduce under-reporting of fraud and promote compulsory reporting of fraud, particularly by the financial services sector

## Accommodation

### Lead Member for 2015/16

Deputy James Thomson

### Officer contact

Martin O'Regan, Accommodation Programme Director, 020 7601 2111

Peter Young, Corporate Property Director, 020 7332 3757

The City of London Police has continued to develop their accommodation strategy in line with the principles set out within the original consultant's report (DTZ) in April 2012. Accommodation Board meetings continued throughout 2015, ensuring strategic objectives of the programme were monitored and achieved. Regular meetings have also continued with the Chamberlain's office, the Police Authority, the City Surveyors, the Commissioner of the City of London Police, the CoLP Accommodation Programme Director and James Thomson as Lead Member. These engagements have all contributed towards collaborative and positive progress for the overall accommodation programme.

### Achievements in 2015/2016

During the past year:

The City of London Police has jointly been developing the overall accommodation programme with the Chamberlain's office and City Surveyors. Significant concept design proposals have been developed regarding the overall development of the Wood Street facility as the City of London Police Headquarters. Earlier in 2015, Members of the Projects Sub-Committee challenged officers to maximise the overall size and capacity as far as possible within the boundaries of the Wood Street site. The current feasibility design proposals for Wood Street now include the infill of the interior courtyard along with the addition of a new tower extension directly next to the existing tower on the current site.

Detailed discussions and negotiations have taken place between designers, planners and Historic England, as part of the pre-planning application process, in seeking to achieve a realistic design maximising the overall space that would be acceptable to all parties for the development. Subject to final design considerations and Member approval, a planning application will be submitted in spring 2016. The current design represents a balance between maximising space for existing capacity, provision for some expansion, whilst taking into account relevant planning, listed building and conservation considerations.

In addition to the design of Wood Street itself, work is ongoing to identify the best option for the City of London Police's parking requirements, taking into account operational capacity, alternatives and value for money. However, it is clear at this stage that some capacity in the immediate area of Wood Street is considered an operational necessity.

Decant space planning for the interim estate requirements for the City of London Police has dominated the main workflows within the programme during 2015. Options for potential sites were suggested, visited and considered, although the amount of viable and appropriate sites available remains limited. This has also highlighted the significant impact the accommodation programme will have across the service in preparing for the decant readiness of the identified buildings and the potential disruption to police operations. Current estimates suggest the decant phase alone will require the relocation of approximately 50 operational teams, involving over 500 staff.

A number of key project portfolios have been established, along with work stream meetings aligning the various logistical elements of the accommodation programme. These include:

- Wood Street design group
- Interim estate planning group
- Decant planning group
- IT portfolio management
- Finance / procurement portfolio management
- Control room portfolio (including early phase of Joint Command & Control Room with the Corporation)
- Custody design group
- Parking review group
- Digitisation project – for the reduction of retained documents
- Mobile technology development project across the Force

The above list is purely a demonstration of the level of detail required in managing such a large and complex programme. Below these key headings there is a range of significant sub projects, all focussed upon delivering the interim and final estate for the City of London Police.

Following the closure of Bernard Morgan House, the site has now been sold to Taylor Wimpey for residential development.

#### **Priorities for 2016/2017**

- Submission of full planning application for Wood Street
- Development of the concept plans to full detailed space plans for the City of London Police
- Development of Portfolio groups and work streams for the programme
- Implementation of necessary improvement works to the retained decant estate
- Completion of interim buildings as part of decant estate model
- Mobilisation of CoLP decant works programme
- Implementation of logistics and moves programme to interim estate
- Approval and development of a car park for use by CoLP
- Completion of interim Control Room project (JCCR)
- Detailed monitoring and forecasting of overall programme expenditure

## Community Engagement & ASB

**Lead Member for 2015/16**

Deputy James Thomson

**Officer contact**

Chief Inspector Hector McKoy 020 7601 2526

### **Achievements 2015/16**

#### **Engaging and Reassuring our Communities**

Community officers have continued high visibility patrols throughout the whole 2015/16 as part of our core community engagement responsibilities.

Responding to community concern in the aftermath of the Brussels attacks, officers deployed in high visibility around key areas including transport hubs and crowded places at morning rush hour to provide reassurance.

PCSOs have been deployed to estates, particularly the Mansell Street Estate, in to reassure the community and to gauge public feeling. Officers reported positive feedback related to the high visibility and engagement of officers and did not note any community tensions. Officers have also been deployed to schools for reassurance.

Our Eyes and Ears Awareness Programme set up in 2015 has gained momentum in the last six months. This scheme involves traffic wardens, Cheapside Ambassadors, Parkguard, and Street Cleansing teams. The rationale is to take advantage of colleagues from different partner organisations that spend a lot of their time on the City's streets, establishing a communication mechanism that should be a valuable source of information and intelligence.

The scheme works by our officers regularly briefing the teams on current crime trends, issues and counter-terrorism information. The return is a flow of information to Community Policing, which helps us build a picture of the any issues that may be emerging. We are now looking to expand this fully and introduce this in other areas, such as Smithfield Meat Market Security, Parks and Gardens and Car Park officers. With this in place, we can be confident we have many more pairs of eyes helping the police and the community keep the City safe.

A core responsibility for Communities & Partnerships officers is to liaise with our communities. In the first quarter of 2016, we have introduced innovative approaches to help achieve this.

#### ***Preventing pedal cycle thefts***

Throughout the year we have continued to focus on the theft of pedal cycles in the City. We are about to launch our new 'Bullitt bike', (which is a large cargo style cycle enabling us to carry lots of kit), which will host 'pop-ups' for cycle marking and crime prevention concentrating on the hot spot areas that we work with our Force Intelligence Bureau colleagues to identify.

We are now dealing with all victims of cycle crime in the City contacting them and offering prevention advice and a free £85 'gold standard' lock where applicable. We have begun to offer cycle marking for free at Snow Hill Police Station between 1000-1500 hours from Monday to Friday.

#### ***Liaising with communities and construction companies on building projects***

The Force's Architectural Liaison Officers (ALOs) sit within Community Policing and work closely with the Corporation planning office to identify new builds at the earliest stage to engage and provide advice on how to 'design out' crime, as well as coordinating Counter-Terrorism Security Advisers (CTSA) involvement and advice.

Our present focus includes the Eastern Cluster development and our officers are involved in the preparatory work both in terms of crime and security. We have also begun consultation on the Mansell Street residential development, and will involve local community officers in developing options to make the new estate as impervious as possible to crime and ASB from a design perspective.

A Community officer now sits on the panel of the Construction Industry Cycle Commission (CICC), which looks at the way new buildings are built in the City and encouraging and assisting constructors to incorporate cycle-friendly design.

### ***Reviewing how we communicate with our communities***

Community policing have begun to reassess the needs and requirements of the community to determine what kind of communications media would best suit the Force and the business and residential community. We have recently enhanced our use of Social Media. This has included the use of Twitter and Communities officers participated in a live Twitter question and answer session in February 2016, social media has enabled the City of London Police to reach the wider community we are currently trialling different social media applications which included interactive video streaming.

### ***Engaging our schools and our young people***

Our DARE programme continues to deliver education to the City's schools and is well-received by children and their teachers. Since January 2016, Communities officers have delivered programmes at the City of London School for Girls (Year 6); the City of London School for Boys (Year 7); and St. Paul's Cathedral School (Year 6). In the next quarter we will deliver programmes at the City's other schools, all of whom participate.

Five new DARE officers have been trained since January 2016 to further enable these programmes.

Community officers organised a visit to Wood St Police Station (January) for the reception class of St Paul's Cathedral School. They were able to visit the mounted section, had an input from the dog section and had a chance to sit in the police cars and on the motorbikes and learn a little more from our traffic officers. The 1st City of London Cub Scouts visited Snow Hill Police Station where they were able to see the custody suite and shown the process of how prisoners are booked in. They also tried on various police kit and look at the police cycles.

Our Police Cadets continue to grow from strength to strength, throughout the year they have help support the City of London Police at many of our celebrated events (Lord Mayor's Show) and including some high profile operations i.e. Christmas Campaign 2015.

### **Tackling and Preventing Anti-Social Behaviour**

Levels of ASB in the City are low. However, we constantly review our efforts to address problems and we continue to respond, proportionately, to the concerns of our community.

For example, we continue to focus on the aggressive begging in the Bishopsgate area. Some of those who persist in aggressive begging in the City are also homeless and in most cases tend to be addicted to alcohol or drugs (or both). Some of these people are also responsible for acquisitive crime in the City.

Since this is a complex problem, we have taken a multi-agency holistic approach to addressing it, including enforcement and other interventions to prevent the problem. The Police and Corporation Street Intervention / ASB teams co-located in the Guildhall have this quarter been joined by our partner charity St Mungo's. We are monitoring this arrangement to evaluate the success of joint-working.

We continue to review the effectiveness of our enforcement and intervention activity, including



analysing the potential use of new legislation including Public Space Protection Orders (PSPOs).

The IAG meeting in March 2016 scrutinised the Force's approach to ASB. An update will be provided in the next Community Engagement Paper.

### **Begging**

Operation Fennel is our initiative to combat begging in the City which commenced in June 2013. A person suspected of begging will be given a 'Street Awareness Initiative' voucher requiring them to attend an educational and welfare appointment with our partner charities (including St. Mungo's) and other homelessness, drug and alcohol workers and veterans' charities. The voucher allows for two warnings before arrest or summons to court.

Since December 2015, we have issued 160 Fennel vouchers to 80 individuals which resulted in 7 applications for Criminal Behaviour Orders and/or summons to court.

### **Rough sleeping**

Operation Acton is a joint initiative with the Corporation and St. Mungo's, designed to address homelessness and rough sleeping. This quarter we held a 'pop-up hub', using local churches within the square mile to accommodate rough sleepers in order to facilitate assessment and also provide a few nights respite in sheltered accommodation. In the morning, clients were taken to a day centre and provided with breakfast and access to washing facilities. There further assistance related to housing options is offered. In February 2016, we provided accommodation to 17 rough sleepers and gave out 10 tickets. The tickets work on the basis that persons found rough sleeping or homeless were given a ticket under the operation each ticket offered the person where they could get accommodation, if that person does not engage they will be dealt with under the Vagrancy Act 1824 and processed by way of a summons.

Throughout 2015/16 we have continued our work with other agencies to reduce homelessness in the City, including in partnership with UK Border Agency which resulted in a few removals from the UK.

### **Working with the business community to secure vacant buildings**

Community officers have continued to work with our Force Intelligence Bureau to identify vacant buildings within the City. Vacant buildings are vulnerable to occupation from squatters and known protest groups and use for raves. By working with the building managers and security, we have sought to mitigate these risks by identifying vulnerabilities in building security and advising on measures to improve and strengthen resistance to occupation.

Should a building become unlawfully occupied then Community Policing will act as the liaison for the building manager to facilitate the safe and legal removal of occupiers, supporting security staff and providing post-event advice to prevent a recurrence.

### **Licensing**

The CoLP Licensing Team continues to work with the CoL Licensing Team undertaking joint licensing visits.

The application for a Night Time Levy in the City was successful and we are now receiving funds generated from licensed premises a number of tactical deployments are continuing to be deployed around policing our night time economy. The additional funds that we received have enabled us to secure further services of officers and allow us to increase progressive policing commitment in tackling crime/ASB associated with the night time economy in addition educating our licensed premises of certain crime types so that they can be alert.

## **2016/17 Priorities**

- To address the impact from the introduction of the 24hrs operations of parts of the London Underground tube network. Potentially this could put increased pressures from night time economic activity.
- To increase our engagement with our different faith groups within the City. We already engage with a number of faith groups within the City of London to enhance and be more inclusive it is our intention to ensure that we are engaging with as many additional faith groups.
- To continue the work we are doing with regards to homeless/begging within the City working with our partners and providing the necessary support to those that need it.
- To continue to focus on 'hot spot' areas for ASB and ensuring that we do not see repeat locations/victims.

## Public Order

### Lead Member for 2015/16

Deputy Doug Barrow

### Officer contact

Chief Inspector Matt Burgess Uniformed Policing Directorate  
0207 601 2085

## Developments and Achievements in 2015/16:

### Public order Demands in the City of London

Public order offences have increased in this period by 55 offences from 210 to 265, which equates to a 26% increase. There has been a rise in victim based violent crime, from 750 to 906 offences, a rise of 20.8%. This is line with rises across London and the UK and reflects increased rigour around the reporting of crime but also greater trust and confidence in the police service. There is a dedicated police/partnership group that meets every four weeks to consider violent crime and implement appropriate tactics. This is a key area that will continue to be a principal focus and challenge in the coming year.

Public order is not just about disorder. The City of London also hosts many large scale public events, such as the Lord's Mayor Show and services at St. Paul's Cathedral, many of which are attended by Royalty. Such events often require the deployment of hundreds of officers following weeks of planning. Additionally, there are many banquets that take part at Guildhall, the Mansion House and the numerous Livery Companies in the City, events which are often attended by VIPs and visiting Heads of State. Careful planning and effective policing ensures that these events pass off with the minimum of disruption to the City's community, whilst ensuring the safety of those taking part. There have been a number of high profile events in the past year.

Anti-corporate and environmental protest groups have continued to enter the City of London to carry out protests targeting the financial sector and the effects of austerity, with the Anonymous and Climate Siren groups presenting a medium risk to the City. Whilst left wing groups are currently most likely to protest in the City due to austerity measures implemented by Governments both here and abroad, other groups with varying causes present a risk to the City. These include single interest groups such as the English Defence League and Fathers 4 Justice.

The risk posed by Occupy London as a standalone group is currently low as they now rely on other anti-austerity groups, such as Anonymous and UK Uncut, to generate numbers for events. It is unlikely they will be able to generate enough support to successfully take over another high profile public space. Should they choose to attempt this tactic in the City again, St Pauls remains a possibility, as there is not an eviction notice in place since they were last evicted from this location.

Derelict or vacant buildings in the City of London remain at risk of squatters. There are no particular groups that are associated with the use of squats. On occasion, people who have been arrested for aggravated trespass have had links with known groups, such as Occupy. All frontline officers on response teams have been briefed regarding the effective use of legislation to combat potential offences. Building owners and managers are key in dealing with building occupations as they have specific responsibilities, there is also considerable overlap with civil remedies.

The City of London may become a more attractive venue for both court cases and public inquiries that are considered sensitive. The neutral environment of the City of London is unlikely to change in the foreseeable future.

## **Priorities for 2016/17:**

### **Organisational**

A full review has been conducted around the specialist functions within the Uniformed Policing Directorate. The review maintained the existing arrangements, considering they were appropriate and able to ensure that public order continues to be policed in an effective and efficient manner.

The numbers and availability of specially trained officers will be monitored throughout the year and considered at the quarterly Public Order Forum meetings. The lead member attends the forum and is kept updated.

The lead member has attended the six monthly review and principal Strategic Threat and Risk meeting for firearms and public order chaired by the Commander (Operations).

### **Operational (known events)**

#### **Mayday Protests**

There will be the annual May Day march and possibility of other protests. This is subject to continual monitoring.

#### **HM Queen 90<sup>th</sup> Birthday Celebrations**

On 10th June 2016 there will be a service at St Paul's Cathedral followed by a reception at the Guildhall.

#### **Northern Ireland Marching Season**

In 2013, Officers from the England and Wales forces and Police Scotland supported the PSNI, by sending Police Support Units across to Northern Ireland during the marching season. Officers received special training in PSNI tactics for public order prior to deployment. There is no intelligence to suggest that a request will be received this year; however officers have been trained to support a regional or national mobilisation to assist colleagues in Northern Ireland.

#### **Ride London**

This takes place on the weekend of 6/7<sup>th</sup> August. This is now an established event with full road closures for a mass participation cycle ride on the Saturday with Ride 100 on the Sunday.

#### **Open House London**

(Over 700 iconic buildings in London open their doors to visitors free of charge)

This will take place in September 2016. This is a regular event however we must be mindful of the fact that protest groups may take opportunity to gain intelligence on particular premises which could then be subject of a protest/demonstration.

#### **State Banquet**

Autumn 2016 details to be confirmed

#### **Lord Mayors Show and Banquet**

Saturday 12<sup>th</sup> November 2015.

Monday 14<sup>th</sup> November 2015

#### **New Years Eve 2016**

This event is now ticketed and does have a considerable impact on the City of London.

## **Intelligence**

There are still a number of unidentified people involved in various protest groups, officers will continue to try and engage with any group intent on protesting in the City of London.

There is a significant challenge regarding intelligence, with protest groups controlling and censoring what they post publicly online. This is an area which will be closely monitored by the Intelligence and Information Directorate. There is difficulty in using social media to assess numbers attending events; social media can be very unpredictable and the numbers can be misleading. The lead member for this area will be kept updated in relation to our intelligence products and their importance in context with public order operations, whether they are pre-planned or spontaneous.

## Independent Custody Visiting Panel

<b>Lead Member for 2015/16</b>	Deputy Richard Regan
<b>Officer contact</b>	Alex Orme, Scheme Manager

### Background

City Visitors are volunteers who give up their free time to provide independent scrutiny of the treatment of those held in police detention and the conditions in which they are held. They play a vital role in bringing together police and communities closer together and enhancing public perception of police procedures and practice in relation to custody.

The Panel is presenting the annual report at this May Meeting of the Committee. The details below are a summary of the main issues dealt with in the last year.

### Organisation

The City of London ICV Panel currently consists of 16 visitors who visit the custody suites at Bishopsgate Police station once a week. Deputy Regan attends the quarterly Panel meetings and, in addition, representatives of the Force attend for part of the Panel meetings so that any queries or problems that have arisen out of custody visits can be addressed. The meetings are supported by staff from the Town Clerk's department.

### Achievements in 2015/16:

**Custody visit throughputs** – The Panel has been successful in ensuring that their spread of visits are more appropriate to the usage levels in the custody suites at particular times. They have monitored the times of all visits made alongside the level of usage of the Custody Suites. The analysis shows that the timing of visits reflects the level of Custody Usage.

As agreed in 2014, the Panel agreed to undertake a couple of visits during the Midnight to 6am slot to ensure 24 hour coverage. There were unfortunately no visits undertaken during this slot in 2015-16. The Panel aims to undertake at least four visits annually - during the Midnight to 6 am slot in 2016-17.

**Access Rights to the Custody Suite** - entrance to the Suite has been a long standing issue for the ICV Visitors, who would prefer direct access to allow for more efficient unannounced visits. Therefore the following was adopted as the agreed standard at the ICV panel meeting in November 2013 and was subsequently agreed by the Force. These arrangements were as follows:

*The visitors will on arrival at the front desk be let into the station and be allowed to proceed to the area outside the custody suite. This would be without delay, unless unavoidable, due to the front office staff being temporarily unavailable. Front office staff will then contact the Custody Sergeant and let them know that the ICV is on their way to the suite and once the Custody Sergeant has judged it is safe for them to enter, they will be allowed access.*

However, the recent introduction of more robust access arrangements (in response to the increased security threat) has resulted in some inconsistencies regarding their rights of access (causing a level of inconvenience, wasted journeys and frustration). All ICV's have recently been vetted and will be receiving new passes so the Force now needs to agree a consistent process for access.

**National ICV Standards** - The Force adopted the new national ICV standards produced by the ICVA in early 2015. These standards clearly set out the roles & responsibilities of the ICV, their practices and the appropriate working arrangements with the Force. This standardises arrangements and is improving the custody officers understanding of the role of the ICV.

**Snow Hill Police Station Custody Suite** – Representations were made by Vivienne Littlechild (the Police Committee ICV SIA representative) to the Police Committee in 2013 to remove the 2010 Police Committee target of visiting Snow Hill at least four times a year. This change was made because the custody suite was used so infrequently resulting in a large number of unproductive visits. It was agreed not to include Snow Hill visits in future rotas from early 2014 onwards. There were no programmed visits made to the custody suite in 2015-2016.

**Self-Introduction** – The Panel are looking at the pros and cons of a system of self-introduction. Nationally, the results of many schemes show a greater increase in the number of detainees taking up the offer of an interview – where there is self-introduction. The Panel may therefore run a pilot scheme in 2016-17 to see if it does improve the interview acceptance rates.

**Healthcare Provision in the Custody Suite** – the Panel continues to take a great interest in the way healthcare is provided. Visitors are satisfied with the current health care provision provided to the detainees. The Panel will continue to monitor the provision of healthcare.

**Disabled Facilities** – The Panel have raised the extent of disabled facilities within the Custody Suite and were generally satisfied to know that a range of provisions for disability had been put in place, although they feel that the facilities were limited and certainly not extensive.

**Repairs & Maintenance – Time lag** - The Panel raised a number of concerns about the time taken to institute repairs to the cells. This has been a persistent concern for the last few years. The Force has always responded rapidly to the concerns raised by our visitors – quickly rectifying problems. However, the Force has not replaced the current CCTV contract to improve the service provided. This was supposed to have been replaced in 2015.

**Training** – the Panel is keen to ensure that it receives training and is kept up-to-date with custody issues. There is a plan to provide refresher training in partnership with MOPAC in 2016-17.

**Priorities for 2016/17:**

Some of the areas that the Panel will look at during 2016/17 include:

- to increase the number of visits to at least 95% of target;
- the piloting of self-introduction arrangements
- to continue to promote and raise awareness of the work of the ICV Panel;
- to undertake four visits per year between the hours of midnight and 6 am.

## Road Safety and Casualty Reduction

<b>Lead Member for 2014/15</b>	Alderman Alison Gowman
<b>Officer contact</b>	Chief Inspector Hector McKoy 020 7601 2526

### Background

The City of London has a network of roads that have developed over a thousand years and have therefore not always been planned with today's traffic and pedestrian flow in mind. This means that there are a large number of different road types in a confined area which inherently causes more conflict between its users than a city with a more modern transport landscape.

This, combined with the 350,00 daily visitors, of whom an increasing amount are travelling on pedal cycles, inevitably leads to conflict resulting in collisions. In addition, the number of cyclists in London over the past decade has trebled.

In 2015 there were 387 people reported as being injured as a result of 348 road traffic collisions in the City of London, a very slight decrease on the year 2014.

For a clearer comparison on local statistics it may be beneficial to view over a longer period, such as a 3 or 5 year period rather than one year at a time which would put any small variations in numbers into context.

The three groups of vulnerable road users detailed below account for 79% of all casualties.

The number of reported personal injury collisions (for vulnerable road users) that occurred in 2015 (Jan – Dec) was 307, a reduction of 9% compared to the same time period in 2014 (337). As a result the number of persons injured has decreased from 394 to 387, a decrease of 2%. It is primarily a reduction in the number of Motorcyclists being injured that has accounted for the overall reduction, although there has also been a large reduction in Cyclist KSI casualties.

- Pedestrian casualties were 116, a reduction of one casualty compared to the figure for 2014 (117), with the combined total of fatal and serious Pedestrian casualties for each year showing a 22% increase (from 18 to 22).
- Cyclist casualties at 138 in 2015 are again similar to the 2014 figure of 140; however the number of Cyclists killed and seriously injured was 11 compared to 23 in 2014, a reduction of 52%.
- Motor cyclist casualties at 53 is a 34% reduction on 2014 (80), and motorcyclist killed and seriously injured casualties have decreased by 33% (from 9 to 6).

### Organisation

The responsibility for supporting casualty reduction continues to be owned by the Superintendent of Communities within the Uniform Policing Directorate. Recent reshaping of UPD assets has resulted in 15 posts being moved to the new Transport and Highways Operations Group (THOG) to allow a greater focus on this priority area. Planning and organisation continues to be undertaken by the Safer Transport Operations Team which moves to within the THOG.

The Transport and Highways Operations Group is led by an Inspector whose role it is to co-ordinate the policing activity that is designed to support the City of London Corporation's priority to reduce casualties.

The City of London Police is supported by a TfL investment in excess of £1.5 million / year. This is secured through a Special Services Agreement that requires the CoLP to deliver specified special



services. These are planned by a small core team who use intelligence products to task resources accordingly through the Force Tasking meeting. All of these activities must be linked to the specific services mentioned in the TfL contract. This funding was increased at the beginning of the year to fund the Commercial vehicle unit which consists of 1 PS and 3 PCs and is part of the THOG. Its specific role is to focus on Large Goods Vehicles and Operator compliance. The results for this team have been outstanding during the first year and are detailed below.

#### **Achievements in 2015:**

The City of London Police continues to support the work of the award winning Pan London multi agency Industrial HGV Task Force. This team is comprised of 8 Police Officers and 8 Vehicle and Operator Services Agency (VOSA) officers, was created from additional funding provided by the DfT and TfL. The function of this task force is to identify and prosecute drivers and companies that do not comply with legislation. The City of London Police has full cost recovery for the officer seconded to this task force from a post within the THOG.

Alderman Gowman continues to take a proactive approach to this business area and engages on a monthly basis to be kept abreast of activities and has identified many opportunities for the City of London Police to advertise their enforcement and education / awareness activities within other businesses and also to combine with other CoL Road safety events.

An example of the benefits of the close involvement that Alderman Gowman has is when she invited the CoLP to the awareness day in relation to the Aldgate improvement. This allowed operational input into the lack of signage and resulted in improvements to the scheme prior to the opening of the cycle lane.

The Commercial Vehicle Unit started work on 1<sup>st</sup> April 2015 as a result in an uplift of funding from Transport for London, in recognition of where the increased risk to vulnerable users as a result of increased construction projects such as the cycle superhighway and the Bank station upgrade. Alderman Gowman has been out with this small team to witness how they work. In the reporting period, despite a number of heavy abstractions due to training the vehicle has conducted the following work:

- Stopped 1313 vehicles
- Detected 1533 offences
- Issued 692 summons and FPNs
- Totalling £61400 in fines
- Prohibited 295 vehicles

In support of the Commercial Vehicle Unit, the CoLP has introduced the Graduated Fixed penalty Notice. This is similar to the standard Fixed Penalty Notice but it allows officers to deal with offences that relate to Large Goods vehicles by way of sliding scale fines (graduated) depending on the offences and is efficiency saving. These fines move from £100 to £300 and a maximum of 3 offences can be dealt with per vehicle. This reduces the need the need to summons offenders and therefore reduces officer time completing court files, back office time processing these and the court time.

The launch of the Freight compliance Unit has enabled collation of intelligence relating to high risk operators and drivers of LGVs. A monthly detailed tasking process now takes place that involves all the enforcement agencies and this has resulted in a number of good results which include referrals of operators to the district Traffic Commissioner and also requests by Operators for help to become more compliant so that they are no longer subjected to targeted enforcement. Encouraging Operators to become compliant is one of the priorities of the London Freight Enforcement Partnership and so this joint working is achieving positive outcomes.

Introduction of the safer Lorry Scheme has been an important measure that supports casualty

reduction and the CVU has been the team that has actively enforced the new legislation that ensures that relevant vehicles operating in the City of London have all the legal safety features such as under run bars and Type 6 mirrors. This came into force in September 2015 when the CoLP prosecuted 32 offenders. In the 6 months since then there have been a further 17 offenders prosecuted. The data suggests that a greater number of lorries that enter the City of London now comply with the safer Lorry Scheme, which reduces risk to vulnerable road users.

Alderman Gowman continues to support Road Safety in a variety of ways and through her support on a number of committees and sub committees such as Streets and walkways. She has also maintained involvement in the review of the Road Danger Reduction Plan. She has undertaken regular scrutiny of the enforcement of the 20 mph speed limit by the CoLP and has ensured it is on the agenda at the Streets and walkways subcommittee so members are aware of the facts.

In the past twelve months, enforcement results indicate that the average speed of those caught offending has reduced as more offenders are caught at lower speeds than when the 20 mph was first brought in. In October 2014 66% of offenders were caught speeding at over 31 mph. In Feb 2016 that had reduced to 29%.

The Community Roadwatch scheme is an engagement programme that has been introduced this year in support of the 20 mph limit. This scheme is operated by the THOG, funded by TfL and involves members of the community working with officers and PCSOs to provide a high visibility speeding deterrent and provides for warning letters being issued to the registered keepers of offending vehicles.

#### **Key issues for 2016/17**

Continue to identify opportunities for the further development of collaborative working with partners and stakeholders to support the objectives of the Road Danger Reduction partnership.

The reshaping of police assets, designed to create a greater focus on the support of the Road Danger Reduction Plan, need to be regularly monitored to ensure that there is improved performance working towards the stretch target of 50% casualty reduction by 2020

The development and introduction of the City of London Casualty Harm Index to inform effective tasking of resources. This analysis and mapping will form an integral part of the planning and tasking process and so ensuring that the process of recording information to be used in this analysis is accurate is of great importance.

Owing to the increase in cyclists and the number of LGV journeys within the City of London it is important to ensure that the laws concerning the movement of the LGVs are adhered to so as to reduce risk. Working with partners to ensure regular enforcement of the City 7.5 tonne weight limit in the City, coupled with enforcement of the weight restriction on Tower Bridge, will help restrict the City of London to the minimum number of LGVs.

Ensuring that the correct protocols between the civil and criminal enforcement agencies are in place is important to allow this enforcement to take place.

Continued regular enforcement of the 20mph speed limit is integral to the overall speed reduction in the City of London. It is recognised that a reduction of 1 mph in average speed can result in casualty reduction of 6%. Regular enforcement will register with drivers that speed enforcement is continuous and so help change the manner of driving by suggesting greater risk of being caught offending.

2015 saw the introduction of the Community Roadwatch scheme and finding further community volunteers to undertake regular activity will support the 20 mph limit.

2015 saw the introduction of the Graduated Fixed Penalty Notice to support the new Commercial Vehicle Unit. It has been identified that to continue this support, there is an opportunity to extend

this scheme further to allow officers to effectively deal with foreign drivers without having to arrest or summons the offenders.

TfL are opening the Cycle Superhighways on the Embankment and Farringdon / New Bridge Street / Blackfriars Bridge. The effective introduction of these could increase the number of cyclists and are intended to result in safer, segregated cycle ways. Removing these cyclists from mixed modal routes could result in a reduction in casualties of cyclists and this will be closely monitored.

Efforts need to continue to ensure that cyclists use these and that they are used safely.

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<b>Committee(s):</b> Police	<b>Date(s):</b> 19th May 2016
<b>Subject:</b> City of London Police Annual Report 2015-16	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 20/16	<b>For Decision</b>

### Summary

The draft Annual Report, representing the achievements of the City of London Police for the past financial year, is submitted to the Committee for approval. The report contains information on crime, financial and staff statistics, as well as a summary of the year.

It is requested that any comments on and/or changes to the report be sent via the Town Clerk's Department to the Force's Communications Director by Monday 6 June 2016.

#### **RECOMMENDATIONS**

It is recommended that the contents of the draft Annual Report be approved, and that any comments upon them be forwarded as indicated above.

### Main Report

#### **Background**

1. The Annual Report serves as the vehicle for the Commissioner of Police and the Police Committee to reflect upon what has been achieved in the past financial year and to report on crime, resources and financial statistics. It will be officially published during July after it has been presented to the Court of Common Council.

#### **Current Position**

2. The report follows the corporate design style. The theme behind this year's content 'protecting the City'.

3. The report has three distinct content sections: Protecting the City; Highlights from the Economic Crime Directorate and transforming the City of London Police.
4. **Protecting the City** – outlines how the force deals with the threat of terrorism and extremists with a focus on business engagement activity.
5. **Highlights from the Economic Crime Directorate** – an overview of a very productive year for the directorate, with a focus on their work around protecting victims.
6. The report also contains operational highlights of the year and forewords by both the Chairman and the Commissioner.
7. There is also statistical data included, some of which is financial. At this time, it has not been possible to obtain all the necessary operational or HR data for the end of the financial year, but this information will be available before the report goes to print.
8. There is new photography throughout the report, all sourced free of charge
9. It is recommended that there is a limited Annual Report print-run this year of 120 copies. Approximately 150 hard copies were distributed last year and the annual report was downloaded over 500 times from the CoLP website. Reducing the print run will save approximately £500 and will also alleviate ongoing storage issues and present a more sustainable approach.

## **Conclusion**

10. The Annual Report is a corporate document which provides a record of the Force's achievements in the preceding year as well as signposts towards future activity.

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# Annual Report

## 2015–2016



**Police Committee  
2014-2015**

James Henry George Pollard, Deputy  
(Chairman)

Douglas Barrow, Deputy  
(Deputy Chairman)

Alison Gowman (Alderman)

Ian David Luder JP BSc (Econ)  
(Alderman)

Mark Boleat

Simon D'Olier Duckworth, OBE, DL

Joyce Carruthers Nash, OBE, Deputy

Richard David Regan, OBE, Deputy

James Michael Douglas Thomson,  
Deputy

Lucy Frew

Helen Marshall

Lucy Sandford

Nicholas Michael Bensted-Smith, JP

At their meeting on 19 May 2016, members of the Police Committee commented upon the draft 2015-2016 Annual Report of the Commissioner of Police.

The revised report is submitted here for the information of the Court prior to being published and widely circulated to all Members.



Signed on behalf of the Committee  
Deputy Henry Pollard  
Chairman of the City of London Police Committee



# CONTENTS

**T**he City of London is a place like no other in the UK; redolent of history, its narrow streets are home to some of the most significant companies in the world. As one of the global financial powerhouses, its population is richly diverse; almost 400,000 people travel to the City each day to work while approximately 9000 residents from every social group and background call the City home. It boasts St Paul's Cathedral, the Barbican, a cultural centre of international standing, several universities, five schools, a vibrant night-time economy and extensive shopping outlets. It is easy to forget, geographically, it covers just over a square mile.

As the police force for the nation's financial heart our core mission is to protect the UK from economic crime and maintain the City of London as one of the safest cities in the world. We do this by upholding the law fairly and firmly, whether this is within the City or nationally in our role as lead police force for fraud, we protect and reassure communities – locally and across the UK, investigate crime and bring offenders to justice.

Policing this space brings with it challenges and privileges, and in 2015/2016, the City of London Police met those challenges with characteristic determination, continually striving to achieve excellence. Over the past 12 months, the force exceeded its commitments; locally within the Square Mile, and nationally in the fight against fraud and economic crime. Harnessing the force values of integrity, fairness and professionalism, we are proud to have delivered an exceptional policing service.

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# COMMISSIONER'S FOREWORD



A handwritten signature in black ink, which appears to read 'Ian Dyson QPM'.

**Ian Dyson QPM**  
Commissioner of Police  
for the City of London

I became Commissioner of the City of London Police on 1 January 2016, after spending three years as Assistant Commissioner and two as Commander. I would like to thank Adrian Leppard QPM, our previous Commissioner, for his five years of exemplary leadership of the force, he fundamentally changed the City of London Police, ensuring it is robust and nimble, as well as highly relevant in the current policing landscape.

## Counter Terrorism

In 2015 we saw a worrying increase in terrorism with indiscriminate attacks of horrifying violence across the globe. It is my intention, as Commissioner of the City of London Police, to do all that is within my power to keep the City of London safe; deterring those who seek to commit terrorist acts, and ensuring the force and those we serve in the City – from the 400,000 people who come to work here to the 9000 residents – are aware of how they can help to prevent terrorist attacks in the City and beyond.

You will read more of our counter-terrorism work in this report, but to summarise, this year saw us, like a number of other police forces, commit to increasing our firearms capability, as well as continuing the highly successful Project Servator, which seeks to disrupt hostile reconnaissance, alongside our engagement and training activity.

## Economic Crime

In February, the Home Secretary launched the Joint Fraud Taskforce. City of London Police will sit at the heart of this taskforce, alongside Government, banks, regulators and charities. The taskforce was created because the exponential growth of fraud in the UK requires a cohesive approach from industry, government and law enforcement to stem the increase and ensure we are doing all we can to protect consumers and businesses.

This year saw the creation of a dedicated unit, the Economic Crime Prevention Centre ties together the existing prevent activity within the Economic Crime





Directorate to deliver, nationally, both targeted and broad-brush prevention messages on emerging fraud threats.

### **Change Programmes**

There are a number of major change programmes running at City of London Police, with progress being seen across all programmes in 2015. The most significant of these is the Accommodation Programme, with our new headquarters building, Guildhall Yard East, now fully occupied and plans to upgrade the rest of our estate close to completion. Technology across the force was an area of focus for us, with 'Toughpad' tablets being piloted by operational officers, alongside body worn cameras. Once these improvements come fully on-stream, they will dramatically alter the day-to-day activity of operational officers, making everyday tasks easier to complete while on patrol.

The Leadership Programme represents a significant investment for the force, in

terms of both money and time. It is the cornerstone of our cultural change programme, needed to ensure we get the best from our talented workforce and continue to deliver.' During 2015, many of our officers and staff attended two-day Leadership workshops and these will continue in 2016, to ensure all colleagues have the tools and knowledge to embed a culture of empowerment, innovation and professional growth across the organisation. You can read more about the Leadership Programme in this report.

Last year was one of change and growth for the force. This year, we will seek to build upon what we achieved, remaining adaptable and resilient in an ever-changing environment of increased risk.



# CHAIRMAN'S FOREWORD



**Deputy Henry Pollard**  
Chairman of the City of London  
Police Committee

**M**y four years as Chairman of the Police Committee has been an honour and a privilege. Together with the Police, we have faced a number of challenges and worked diligently to overcome them and ensure the City is safe and secure for the years ahead.

One challenge that has been ever-present in our minds for many years now, is that of providing a first class police force while meeting the budgetary constraints imposed by the broader Government cuts. To date, we have met this challenge by making difficult decisions and championing innovative ways of working. One of the finest examples of which is the new mobile working initiative, that allows officers to enter and access key information while on the move.

A further innovation that continues to be effective and has since been taken up nationally is Project Servator, aimed at combatting crime and terrorist activity

including deployment of officers to detect and disrupt any hostile reconnaissance. And to further support our efforts to counter the terrorist threat, I have also successfully championed for an increase in funding for the force to deploy additional armed police within the City. This will ensure that we have an appropriate response available should we ever face a similar immediate threat to that experienced by mainland Europe.

The force continues to cement its credentials leading on Economic Crime with the launch by the Home Secretary of the Joint Fraud Taskforce at Mansion House in February. This area of crime is particularly important as fraudsters find evermore imaginative ways to abuse their victims' trust and vulnerability.

There have also been a number of changes to the leadership of the City of London Police. In December, we said farewell to Adrian Leppard QPM, who had served excellently as Commissioner of the force for five years. In January we were pleased to see Ian Dyson QPM

step up and take the helm as Commissioner.

As I step down as Chairman of the Police Committee, so I also relinquish the reigns of the Safer City Partnership – an important embodiment of the spirit and community in the square mile. The Partnership continues to be a productive forum where key partners come together to ensure the safety and security of all those in our community.

I have overseen many changes in the City's police force and the transformation is not yet complete, but I look forward with confidence and anticipation to the coming years in the knowledge that we are privileged to have one of the finest forces in the country looking after the safety and security of our community of residents, workers and visitors.

## PROTECTING THE CITY

**T**he continuing security and safety of the City of London is key to its success, whether as a base for a company, a place to live or somewhere to spend leisure time. Even though crime levels are amongst the lowest in the country, we are not complacent. The threat from terrorism and extremism, in particular, remains high and is becoming more diverse and complex in how it manifests.

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The City's historical, cultural and economic importance means that it will always be an attractive target for those intent on causing high-profile disruption. Over recent years we have worked hard to strengthen engagement with our community through a wide variety of tools and activity, and work with partners in a co-ordinated way to deter, detect and disrupt terrorist activity. By continuing to protect the City of London from terrorism we continue to protect the UK's interests as a whole.

The attacks in Paris, Tunisia, Brussels and elsewhere during the year led to a



renewed interest and focus in our counter terrorist activity. Our work in this area is conducted in line with the Government's CONTEST strategy, which aims to reduce the risks posed by terrorism and as such predominantly support the strategy's 'Pursue' and 'Prevent' strands. We work with partners, such as the City of London Corporation, to ensure effective implementation of the CONTEST strategy across the City of London.

Last year work in this area included:

- Supporting 'Prevent' activity, working in partnership with our community and partners and engaged with groups and individuals to avert them from terrorism and extremism.
- Providing up-to-date protective security advice and guidance to residents and businesses via our Counter Terrorism Support Advisers (CTSA) network delivery of Operation Griffin and Argus.
- Developing new and improve existing tactics to counter the terrorist threat, such as Operation Servator.





- Using intelligence and analysis to target the deployment of resources to deter, detect and disrupt terrorism.
- Utilising existing and emerging technologies (CCTV and automatic number plate recognition) and resources, such as the mounted and dogs unit, to complement our service delivery.

### **Prevent**

The force's Prevent work sees officers engaging with business, community groups, educational establishments and the Corporation of London to deliver targeted work that aims to identify those at risk of developing extremist beliefs.

Prevent officers attend residents meetings and community groups, addressing concerns and educating people on the risks associated with particular activities, and building strong bonds and communication channels within communities where extremism can occur. Engagement with businesses tends to be through the delivery of a bespoke workshop, with content determined by the specific needs of

that business and their staff. Once someone is identified as being at risk of radicalisation the force works closely with the Corporation of London to safeguard them and mitigate any future risk.

### **The CTSA network**

The Counter Terrorism Security Advisors (CTSAs) are part of the Crime Directorate. They conduct business engagement on behalf of the force, encouraging businesses to help each other to protect themselves from terrorism. They are a valuable resource for the City of London Corporation, the force and businesses, big and small, within the City. In 2015/2016, CTSAs conducted significantly more Griffin and Argus briefings than in the previous 12 months.

### **Project Griffin**

Project Griffin was devised by the City of London Police in 2004 and in 2011 was identified as national best practice. It has been adopted throughout the United Kingdom and is used internationally.

**“In 2015/2016 CTSAs conducted significantly more Griffin and Argus briefings than in the previous 12 months.”**

The initiative brings together the resources of the police, emergency services, local authorities, business and the private sector security industry and focuses on raising awareness for individuals within City businesses on the current threat level, Prevent strategies, anticipated methods of attack, the nature of hostile reconnaissance and how to stay safe in the event of an attack. It is additionally utilised to ensure wide dissemination of the Prevent work-stream amongst the City's working population.

In 2015/2016, close to 1500 people received training under the Griffin banner, at either one of the 11 events held in our premises or at one of the 43 bespoke events held in businesses across the City. In addition, a series of 'Stay Safe' briefings on how to respond to marauding firearms attack were delivered to close to 2000 attendees at 85 briefings.

### **Project Argus**

Project Argus is a series of interactive counter terrorism 'table-top' workshops designed to promote awareness of the terrorist threats relating to businesses. Argus participants are from a range of diverse industries found in the City, such as office and retail, night time economy, hotels, education and health and the workshop provides practical advice on preventing, handling and recovering from a terrorist attack.

In 2015/2016 the CTSAs conducted 28 Argus workshops, both in our premises and in City businesses, with close to 1000 attendees over the year.

### **Project Servator**

Project Servator seeks to deter and detect criminal and terrorist activity, through a range of overt and covert, uniform and plain-clothes policing techniques designed to disrupt hostile reconnaissance by potential terrorists. Servator was piloted for three years in the City before being adopted by other national police forces, with British Transport Police beginning Servator deployments in 2015/2016.

The force dedicates significant resource towards counter terrorist activity, and in 2015/2016 the City of London Corporation recognised the need for increased funding in this area of our work, sanctioning a small increase in the business rate. We also announced plans to increase our firearms capability.



# HIGHLIGHTS FROM THE ECONOMIC CRIME DIRECTORATE

In February the Home Secretary, Theresa May, alongside Commissioner Ian Dyson, announced a new taskforce to crack down on fraud in the UK. 'After announcing the set-up of the taskforce, the Home Secretary visited the Economic Crime Directorate (ECD) to see first-hand the work undertaken to tackle fraud nationally. The Joint Fraud Taskforce is made up of key representatives from Government, law enforcement, regulators and the banking sector charged with working together to create a unified response to the fight against fraud. The Economic Crime Directorate is central to the success of the Taskforce and leads on understanding the fraud threat, one of the five areas of work that make up the collaborative project.

This year also saw the introduction of the City of London Police's Economic Crime Prevention Centre with the aim of reducing the impact of economic crime on victims and empower individuals and businesses to protect themselves

through evidence based crime prevention advice. The unit provided the first ever cyber profiles for every police force in England and Wales to give each force area a local analysis of the cyber threats affecting victims in their communities. This work helps to raise the profile of cyber crime amongst forces and ensures they can direct resources into those areas which cause the most harm.

The Police Intellectual Property Crime Unit (PIPCU), hosted by ECD, has been dismantling counterfeit operations that put public safety at risk. In February a man was arrested in Dorset as part of an investigation into the online sale of counterfeit airbags. These airbags have been tested and found to be a danger to the drivers and passengers alike. Officers involved with the investigation have proactively contacted 650 victims to ensure they replace the potentially dangerous airbags with genuine ones.

The Insurance Fraud Enforcement Department (IFED), also hosted by ECD, has seen extra funding from the





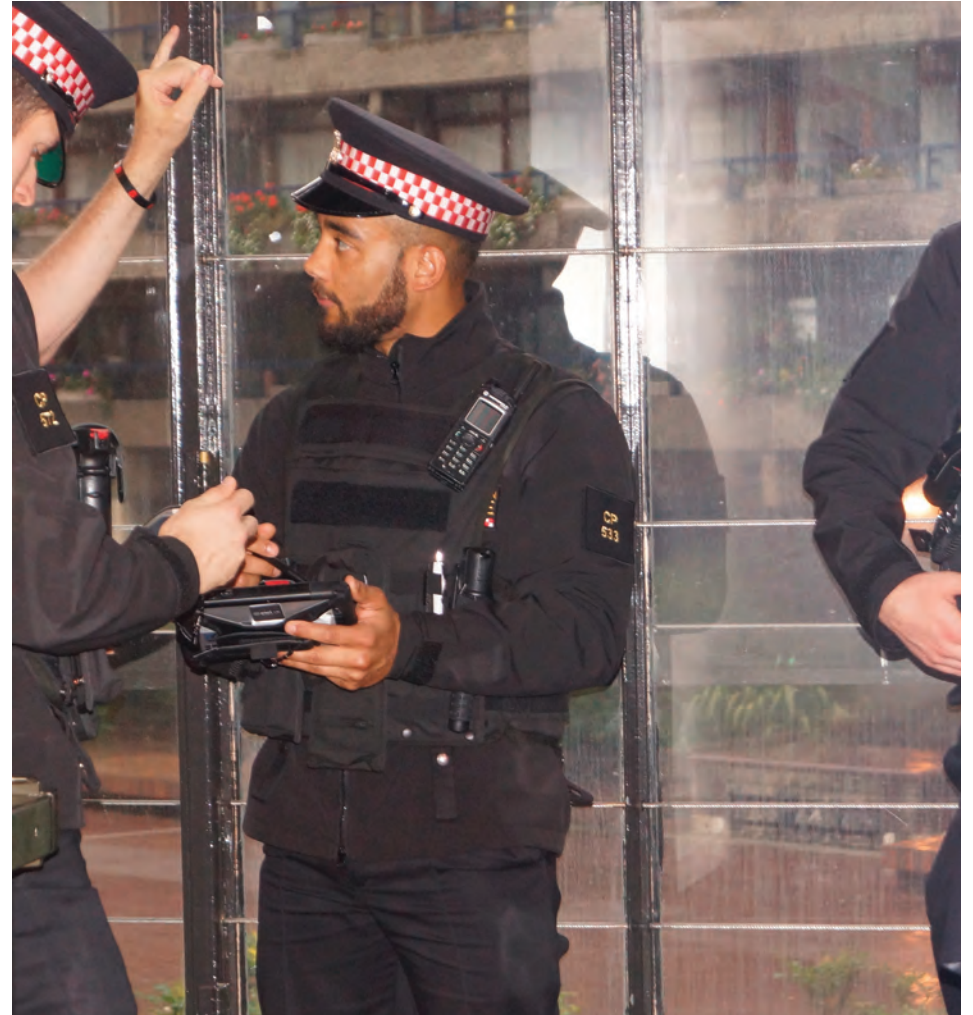
**“The Economic Crime Directorate is central to the success of the Taskforce and leads on understanding the fraud threat, one of the five areas of work that make up the collaborative project.”**

Insurance industry and since its creation in 2012 has dealt with 1500 suspected fraudsters. This year the unit hit the milestone of over 100 years of prison sentences for insurance fraudsters and continues to increase the number of cases investigated following referrals from the insurance industry.

The Economic Crime Academy reached a milestone with its 1000th delegate

since 2012, whilst also increasing its range of courses during the past year. The Academy has been developing bespoke courses for private sector clients including Standard Chartered who had delegates from sixteen countries attend an Economic Crime Academy course in October.

The Economic Crime Directorate’s Fraud teams continue to target organised crime groups and are currently investigating approximately £600 million in fraud losses. In one single investigation £50 million is estimated to have been lost by investors to a ponzi scheme based in the Square Mile. Through Operation Broadway we continue to work with our partners to target boiler rooms using iconic buildings within the Square Mile and across London to commit fraud. This proactive operation works alongside the Metropolitan Police, Trading Standards and the City of London Corporation to remove boiler rooms from the Capital and to protect the reputation of London as a global financial centre.



# TRANSFORMING CITY OF LONDON POLICE

**T**he adage 'Change is the only constant' is more appropriate to Policing currently than ever before, and at the City of London Police, embracing and embedding change has become part of our modus operandi. From technology to organisational culture and the very space we occupy, the force is reviewing and refreshing our operating model to ensure we remain essential in the current law enforcement environment.

## Technology

Criminality has changed in the past decade with much of it having an online element, particularly with regard to fraud and other economic crime. Even crime not usually associated with technology, such as violence, will have elements that require the ability to analyse electronic equipment and online communications.

It is this climate that leads law enforcement to invest in tools that can out-pace and out-smart those who seek

to commit, and then conceal, harm. We are also putting technology to use to prevent crime: using money from the Police Innovation Fund, we are developing a web based Fraud Prevention Tool. The first of its kind, it provides users with a personal risk assessment of their vulnerability to fraud and cyber crime.

In 2015 we piloted the use of 'Toughpad' tablets with operational officers. At the end of March 2016 there were over 100 Toughpads in use, and the time savings they generate have become apparent. The tablets will also provide cost-savings via a number of avenues, the most notable being the freeing up of space across our estate.

## The Leadership programme

Integral to our work to develop an exceptional workforce is the Leadership Development programme, which we commenced in 2015. The programme seeks to change culture within the force by asking colleagues to think differently about how they work. The programme

has three ambitions: empowerment, people growing and innovation, and represents a significant investment in both time and money for the force. By the end of March 2016, the majority of officers at Sergeant rank and police staff equivalent had attended a two day workshop, with the rest of the workforce attending workshops over 2016. Once back in force there are a range of services, from a dedicated intranet section to a network of leadership coaches and drop-in clinics, ensuring the principles of the programme become part of the force DNA.

- Empowerment develops in staff the ability to think and act beyond a traditional management/rank structure, providing the freedom to explore and build abilities to determine their own methods and solution.
- Growing people sees colleagues considering how they can develop themselves and support their own Continuous Professional Development

as well as managers giving their teams the space to develop in the ways noted.

- Innovation encourages all colleagues to think creatively about solutions to existing issues and problems as well as exploring new opportunities for developing the organisation.

The aim of the programme is to transform the way staff are supported, giving everyone the opportunity to step up and make a difference and work together as valued members of high-performing teams to deliver an exceptional policing service. Although early days, we are seeing signs of a new way of working across the force.





# HIGHLIGHTS

The past 12 months have seen many operational highlights across City of London Police, with notable sentencings in Court, national campaigns and a new Commissioner.

## April

A motorist who crashed his Range Rover into two pedestrians on Houndsditch in December 2013, causing serious injuries before leaving the scene, was jailed for two years and nine months

Hollywood actor, Sylvester Stallone, praised the Police Intellectual Property Crime Unit (PIPCU) for their work to halt the spread of counterfeit films.

## May

Another notable month for PIPCU with the launch of a high-profile campaign warning of the dangers associated with counterfeit beauty products. The 'Wake Up – Don't Fake Up' campaign generated front page coverage in the Daily Mail as well as significant interest from national broadcast, and most importantly, the beauty and fashion press. The Insurance Fraud Enforcement Department (IFED) achieved a four year jail sentence for a Southampton based motor insurance ghost-broker. Locally, officers seeking to disrupt cycle thefts in the City made seven arrests at an early morning raid in Brick Lane market.

## June

A family operating a boiler-room selling fake diamonds received prison sentences totalling 13 years, while the commercial vehicle unit took 100 dangerous heavy goods vehicles off the City's roads.

The Economic Crime Directorate launched an identity theft awareness campaign – 'Not with My Name'.

## July

The force played a major role in Operation Strong Tower, a pan-London exercise testing the emergency services' response to a roving terrorist attack. Later in the month, Security Minister, John Hayes, joined an Operation Servator deployment on Tower Bridge.

## August

A long-running investigation by the Central Detective Unit led to two men receiving prison sentences totalling nine years for laundering nearly £5 million of criminal funds. Operation Broadway, a joint operation involving the City of London Police, the City of London Corporation's Trading Standards team and the Metropolitan Police Service, that seeks to disruption 'boiler-rooms' across London, achieved front page coverage in the FT, following the first successful civil prosecution of a serviced office supplier for not complying with regulations to deter the use of their premises by criminals.

## September

A stand-out month for the Economic Crime Directorate with investigations into two cases of mandate fraud leading to prison sentences in excess of 14 years for three criminals, while IFED secured a seven year jail term for a man who claimed life insurance after falsifying a death overseas.

A prolific burglar who preyed on elderly women was sentenced to 10 years in prison following a joint operation between the City of London Police and the Metropolitan Police Service.

**October**

The Fraud Academy delivered bespoke courses for Standard Chartered on a range of economic crimes, the first time the Academy has been asked to provide such a service.

A man was jailed after a rare but violent lunchtime brawl on Bishopsgate left three men with injuries.

**November**

Following the TalkTalk data breach and widespread concern about cyber crime, Commissioner Adrian Leppard appeared on BBC1's Panorama.

A City banker was sentenced to five years in prison after a City Police's Fraud Squad investigation discovered he had made £2 million defrauding friends and colleagues into believing they were buying race horses.

**December**

A gang who conducted a string of terrifying 'smash and grab' robberies across the country, including a terrifying raid on a Liverpool Street jewellers, were jailed for more than 30 years, following a combined operation between the City of London Police, Metropolitan Police Service and others.

A gang ringleader who obtained £1.6 million via ATM fraud in a single weekend received a seven year prison sentence.

**January**

Ian Dyson began his term as the force's new Commissioner with a series of road-shows talking through plans for his commissionership. IFED celebrated its fourth birthday; since its creation the unit has achieved over 100 years in jail sentences and over £1.3million confiscated from insurance fraudsters.

A gang of money mules who had been instrumental in defrauding an online finance company were sentenced, with four of the gang receiving jail time of more than 10 years.

**February**

Government, industry and regulators joined the Lord Mayor and City Police at Mansion House for the launch of the Joint Fraud Taskforce. After the official launch, Home Secretary Theresa May visited the Economic Crime Directorate at Guildhall Yard East. There were arrests in Dorset following a PIPCU operation to crack down on the sale of fake vehicle air-bags.

A handbag thief was jailed for 15 months after being detained by a member of the public who witnessed him snatch the bag from a woman on Queen Victoria Street.

**March**

A man who owned a printing company was convicted for his part in producing glossy brochures to be used by a boiler-room to entice victims.

The BBC agreed to run a 'Fraud Friday' section on their website, featuring Action Fraud alerts.

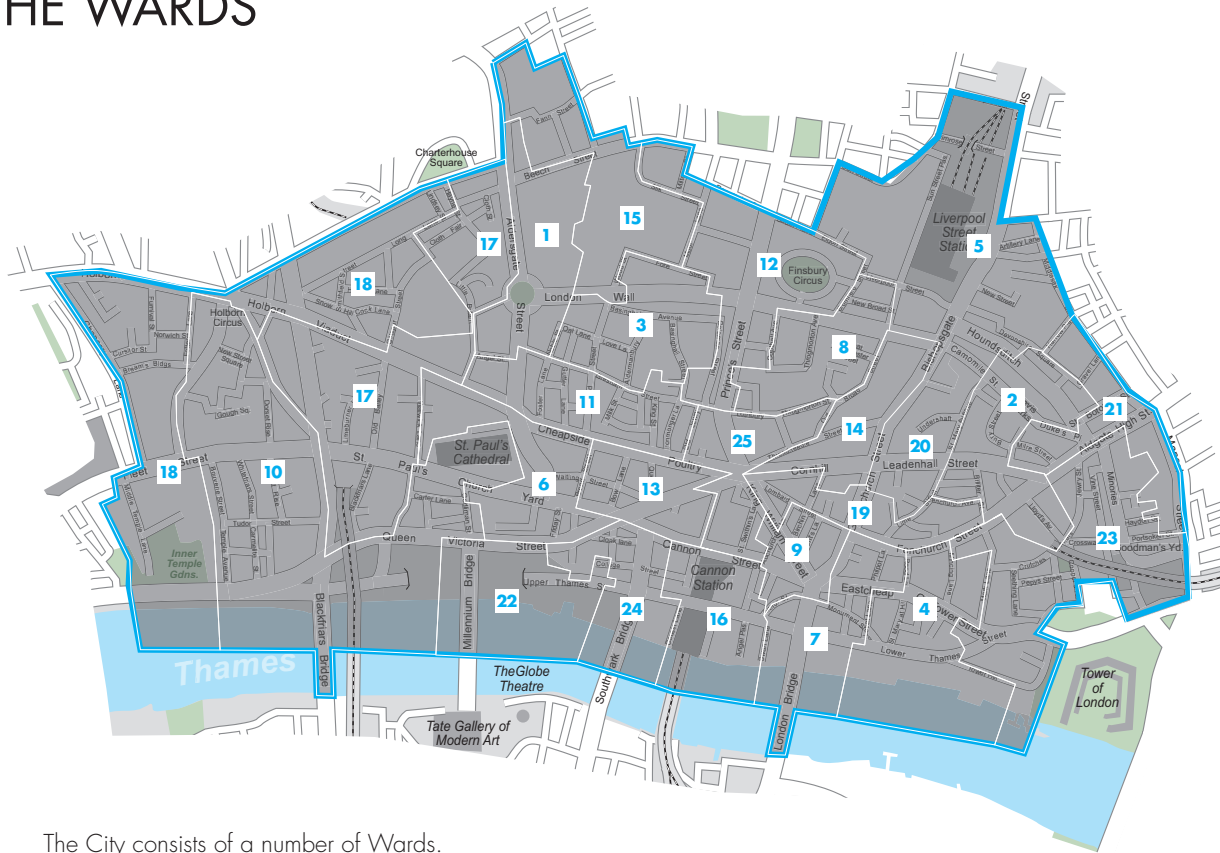
A slight increase in business rates within the City was agreed to fund increased terrorism measures in the City.

# THE LEADERSHIP

Commissioner	<p>The Commissioner works with the City of London Corporation, business community and other stakeholders, and the force to set the strategic direction of policing in the City of London, having regard to both National and local Policing Plans and to represent the image and interests of the force both at a local and national level. Additionally the role is ultimately responsible for keeping the City safe by sustaining low levels of crime, minimising security threats and promoting resilience and ensuring co-operation with and contribution to the work of the Safer City Partnership to enhance the safety of those who live, work and visit the City of London.</p>	<p><b>Adrian Leppard QPM</b> To December 2015</p>	<p><b>Ian Dyson QPM</b> From January 2016</p>
Assistant Commissioner	<p>The Assistant Commissioner leads programmes of change at a national and/or local level to ensure the Force adapts to emergent pressures and demands, ensuring our workforce is developed to meet and sustain these challenges and manages a number of Operational portfolios including Performance, Professional Standards, Finance, HR, Leadership Development, Facilities – ensuring robust financial management and resource management arrangements are in place. The role also holds responsibility for ensuring the delivery of identified financial savings.</p>	<p><b>Ian Dyson</b> To December 2015</p>	<p><b>Alistair Sutherland</b> From April 2016</p>
Commander – Operations	<p>The Commander – Operations is responsible for leading the Operational Command for the force with responsibility for Crime, Uniform Policing, Operations, Community Safety, Counter Terrorism, Licensing and Intelligence.</p>	<p><b>Wayne Chance</b> To December 2015</p>	<p><b>Richard Woolford</b> From January 2016</p>
Commander – Economic Crime	<p>The Commander – Economic Crime holds national responsibility for driving policing’s response to fraud and other economic crimes. The role is responsible for devising the force’s strategy in relation to its National Lead for fraud status.</p>	<p><b>Stephen Head</b> To September 2015</p>	<p><b>Christopher Greany</b> From September 2015</p>
Director Corporate Services	<p>This role has previously held responsibility for force support services, such as HR, finance, IT and the accommodation programme.</p>	<p><b>Eric Nisbett</b> To September 2015</p>	<p><b>Post currently vacant</b></p>



# THE WARDS



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The City consists of a number of Wards.

### Key to Wards

- |                 |                    |                    |                        |                |
|-----------------|--------------------|--------------------|------------------------|----------------|
| 1. Aldersgate   | 6. Bread Street    | 11. Cheap          | 16. Dowgate            | 21. Portsoken  |
| 2. Aldgate      | 7. Bridge          | 12. Coleman Street | 17. Farringdon Within  | 22. Queenhithe |
| 3. Bassishaw    | 8. Broad Street    | 13. Cordwainer     | 18. Farringdon Without | 23. Tower      |
| 4. Billingsgate | 9. Candlewick      | 14. Cornhill       | 19. Langbourn          | 24. Vintry     |
| 5. Bishopsgate  | 10. Castle Baynard | 15. Cripplegate    | 20. Lime Street        | 25. Wallbrook  |

Community policing (formerly known as Wards Policing) consists of three teams – Residential, Business and Street Intervention, which cover the whole of the Square Mile.

## Deputy Henry Pollard, Chairman

Henry Pollard is an elected Member of the City of London Corporation, having been elected for the Ward of Dowgate in 2002. He has served on the Police Committee since 2007 and previously served as Deputy Chairman and Chairman of the Professional Standards Sub Committee. He is Chairman of the Safer City Partnership and Patron of the City of London Crime Prevention Association. He also sits on the Investment Committee, Financial Investment Board, Planning and Transportation Committee and Finance Committee.



He is Chairman of the Corporation's Christ's Hospital Committee, an Almoner of the school and a Liveryman of the Skinners' Company. He has been involved in financial services for the past 25 years.

# PERFORMANCE 2015/2016

Below is a high level summary of performance against the measures contained within this plan. Performance is reported in detail quarterly to the Police Performance and Resources Sub Committee.

## Measure

1. The level of specific counter terrorism deployments that are completed

## Performance

We have delivered all tasked counter terrorism deployments, which include targeted vehicle stops, entry point policing, armed foot patrols and targeted counter terrorism patrols.

2. The level of community confidence that the City of London is protected from terrorism

66.8% of respondents were confident that the City is protected from terrorism and 90.4% of respondents who were reassured by the work done by us to protect the City from terrorism.

3. The level of evidence-based education and enforcement activities supporting the City of London Corporation's casualty reduction target

We have consistently delivered all planned operations targeted at areas that experience the greatest volume of casualties, complemented by operations targeting taxi touting, poor bicycle use (referrals made to education programmes) and drivers using mobile phones.

4. The number of disposals; Traffic Offence Report (TOR), Fixed Penalty Notice (FPN) or Summons from manned enforcement activities

Over the course of the year we issued 988 TORs and 353 FPNs to people who had contravened the City's 20mph speed limit or used their mobile phones whilst driving.

5. The percentage of those surveyed who are satisfied with the information provided to them about large scale, pre-planned events and how those events were ultimately policed

94.5% of those surveyed were satisfied rate of information provided to the community about large scale pre-planned events.

6. The level of victim-based violent crime

We recorded a 22.4% increase in levels of victim based violent crime compared to the same point in 2014-2015, this represents an additional 167 offences compared to the previous year. This rise is consistent with the national trend; however, we will continue to target this category of crime as a priority.



Measure	Performance
<b>7.</b> The level of victim-based acquisitive crime	We recorded 3212 offences compared to 3512 offences at the same point last year, a reduction of -8.5%.
<b>8.</b> The level of antisocial behaviour incidents	We recorded 294 fewer antisocial behaviour incidents than the previous year, 835 incidents compared to 1129.
<b>9.</b> The percentage of victims of fraud investigated by the Economic Crime Directorate who are satisfied with the service provided	76% of those surveyed were satisfied with the service provided, compared to 68% for 2014-2015.
<b>10.</b> The level of City Fraud Crime, investigated by ECD resulting in a positive action whether through offender disposal, prevention or disruption	22 cases were finalised, all of which resulted in a positive outcome.
<b>11.</b> The value of fraud prevented through interventions	We prevented fraud valued at £384,236,214 compared to £370,512,050 in 2014-2015.
<b>12.</b> The attrition rate of crimes reported to Action Fraud	We recorded an attrition rate of 15.48% compared to 9.4% at the same point the previous year.
<b>13.</b> The level of complaints against Action Fraud	289 complaints were recorded, of which 279 were resolved. The percentage of complaints represents only 0.1% of reports made to Action Fraud.
<b>14.</b> The level of the National Lead Force's return on investment	At the end of December the return on investment stood at £61.76, compared to £60.33 at the same point the previous year.
<b>15.</b> The percentage of victims of fraud satisfied with the Action Fraud reporting service	Data not available past July 2015 due to the company providing the service ceasing to trade. The interim company cannot provide the information. At the end of July, the level of satisfaction was 91%.
<b>16.</b> The percentage of victims of crime satisfied with the service provided by the police	81.7% of victims of crime were satisfied with the service provided (data to the end of the third quarter, final quarter data not available at the time this report was prepared).
<b>17.</b> The percentage of people surveyed who believe the police in the City of London are doing a good or excellent job	80.2% of respondents stated the City of London Police are doing a good or excellent job.

# HOME OFFICE RECORDABLE CRIME

Number of Offences

	2014/15	2015/16
<b>Victim based acquisitive crime</b>		
Robbery	38	42
Burglary	228	232
Vehicle offences	196	109
Theft from a person	384	424
Theft of pedal cycles	375	275
Shoplifting	582	680
<b>Other acquisitive crime</b>	<b>1732</b>	<b>1432</b>
<b>Victim based violent crime</b>		
Homicide	1	2
Violence with injury	342	396
Violence without injury	348	415
Sexual offences	59	93
<b>Criminal damage</b>	<b>207</b>	<b>265</b>
<b>Drug offences</b>	<b>414</b>	<b>390</b>
<b>Possession of weapons</b>	<b>28</b>	<b>34</b>
<b>Public order offences</b>	<b>210</b>	<b>265</b>
<b>Miscellaneous crimes against society</b>	<b>174</b>	<b>173</b>
<b>Total countable crime</b>	<b>5318</b>	<b>5227</b>

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# OUTCOMES BASED ON CRIME DISPOSAL DATE

	Victim based Violence		Victim Based Acquisitive		All other crimes		Outcomes based on crime Disposal Date	
	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16
Charge/Summoned	144	162	471	396	326	399	941	957
Caution – youths	0	0	2	1	1	3	3	4
Caution – adults	86	100	64	57	138	127	288	284
Taken into consideration	0	0	1	16	1	0	2	16
The offender has died	0	2	1	1	0	1	1	4
Penalty Notice for Disorder	1	1	15	11	23	27	39	39
Cannabis Warning	0	0	0	0	179	104	179	104
Community Resolution	22	11	40	49	8	17	70	77
Prosecution not in the public interest (CPS)	1	1	1	0	4	6	6	7
Formal action against the offender is not in the public interest (Police)	21	5	21	6	24	9	66	20
Prosecution prevented – Named suspect is below the age of criminal responsibility	0	0	0	0	0	0	0	0
Prosecution prevented – Named suspect too ill to prosecute	4	6	2	3	4	3	10	12
Prosecution prevented – Named suspect identified but victim is deceased/too ill to give evidence	0	1	1	0	0	0	1	1
Evidential Difficulties – Victim declines to support further police action	51	67	29	54	6	23	86	144
Named Suspect Identified – Victim supports but evidential difficulties prevent further action	88	133	88	89	67	65	243	287
Named Suspect Identified – Victim does not support further police action	99	180	22	34	23	29	144	253
Prosecution time limit expired	1	5	0	0	1	4	2	9
Investigation Complete – No suspect identified. Crime investigated as far as reasonably possible	174	222	2609	2549	212	278	2995	3049
Action will be undertaken by another Body/Agency	0	1	0	0		0	0	1
Suspect Identified – Further Investigation is not in the public interest	0	1	0	1		1	0	3
<b>Total with an Outcome</b>	<b>692</b>	<b>898</b>	<b>3367</b>	<b>3267</b>	<b>1017</b>	<b>1106</b>	<b>5076</b>	<b>5271</b>

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Complete figures will be available in May.

## TRAFFIC PROSECUTIONS

	13/14	14/15
Persons subject to written warnings	329	45
Vehicle defect rectification scheme notices issued (option to repair or be prosecuted)	50	91
Endorsable penalty tickets issued	1,152	1,526
Non-endorsable tickets issued	2,815	1,629

### CAMERA DETECTED OFFENCES – SPEED AND AUTOMATIC TRAFFIC SIGNAL (RED LIGHT)

Number of offences	17,680	10,567
Conditional offers made	2,791	1,539
Accepted offers	2,774	1,225

### REPORTABLE ROAD TRAFFIC CASUALTY COLLISIONS

Fatal collisions	1	4
All other injury collisions	363	395

## ISSUE AND USE OF FIREARMS

	13/14	14/15
Officers authorised to use firearms	56	62
Operations where persons known or believed to be armed	25	30

## PROTECTION

	13/14	14/15
(1) Persons	76	173
(2) Property eg premises and valuable goods in transit	56	59
Incidents in which firearms were discharged (other than in training)	0	0

## PUBLIC ORDER AND SPECIAL OCCASIONS

	14/15	15/16
Operations	805	608
Marches	1	1
Demonstrations/picketing at industrial disputes	94	71
Visits by members of the Royal Family to the City	70	108
VIP protection for persons other than the Royal Family	55	63
High value cargo escorts	60	48

Complete figures will be available in May.

## HUMAN RESOURCES

HEAD COUNT		White or White British		Mixed		Black or Black British		Asian or Asian British		Chinese/ Chinese British or other ethnic minority group		Not Stated		Total
		F	M	F	M	F	M	F	M	F	M	F	M	
Police	Chief Officer Team	0	4	0	0	0	0	0	0	0	0	0	0	4
	Chief Superintendent	0	4	0	0	0	0	0	0	0	0	0	0	4
	Superintendent	2	7	0	0	0	0	0	0	0	0	0	0	9
	Chief Inspector	5	11	0	0	1	1	0	0	0	0	1	0	19
	Inspector	9.9	36	0	0	0	1	0	0	0	0	0	2	48.9
	Sergeant	22.9	84.7	1	2	1	1	0	5	0	1	0	0	118.6
	Constable	106.58	379.5	3	6	3	4	2	10	2	0	1	7	524.08
<b>Sub Total</b>		<b>146.38</b>	<b>526.2</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>727.58</b>
<b>Special Constables</b>		10	40	0	0	0	1	0	4	0	0	4	2	61
Support Staff	Chief Officer Team	0	0	0	0	0	1	0	0	0	0	0	0	1
	PCSO	1	8.79	1	0	0	0	0	1	0	0	0	0	11.79
	Staff	129.1	86.98	7	2	17	9	22	7	4	4	5	3	294.08
	Supervisor	18.46	39.1	1	0	4	1	0	0	0	1	2	2	68.56
	Manager	17	9	0	0	1	1	0	2	0	1	0	1	32
<b>Sub Total</b>		<b>165.56</b>	<b>141.87</b>	<b>9</b>	<b>2</b>	<b>22</b>	<b>12</b>	<b>22</b>	<b>10</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>407.43</b>

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### CIVILIAN SUPPORT STAFF – sickness absence

Absences due to sick leave	160
Working days lost	2,882
Average strength	465
Average number of days lost per member of CSS	6.1

### POLICE – sickness absence

Absences due to sick leave	242
Working days lost	4,610
Average strength	730
Average number of days lost per officer	6.3

## EXPENDITURE AND INCOME

EXPENDITURE	2015/16		2014/15			
	Latest approved budget		Outturn (unaudited)		Outturn	
	£'000	%	£'000	%	£'000	%
Premises-related expenses	5,454	4.4	5,167.5	4.2	5,815	4.3
Transport-related expenses	1,991	1.6	1,904.8	1.6	1,905	1.9
Supplies and services	12,952	10.5	17,952.4	14.8	17,952	9.8
Third-party payments	16,732	13.5	1,938.3	1.6	1,928	0.8
Central and other recharges	3,623	2.9	2,780.9	2.3	2,781	2.5
Surplus transferred	0	0.0	1,769.0	1.5	1,767	0.7
Capital expenditure (inc. financing costs)	1,000	0.8	2,662.7	2.2	1,446	1.3
Contingencies	00	0.0	0.0	0.0	0	0.0
<b>Total other expenditure</b>	<b>41,725</b>	<b>33.7</b>	<b>34,175.6</b>	<b>28.2</b>	<b>32,959</b>	<b>21.3</b>
Employees (inc. pensions)	82,107	66.3	87,076.0	71.8	87,076	21.3
<b>Total expenditure</b>	<b>123,859</b>	<b>100.0</b>	<b>121,251.6</b>	<b>100.0</b>	<b>120,035</b>	<b>100.0</b>

INCOME	2015/16		2014/15			
	Latest approved budget		Outturn (unaudited)		Outturn	
	£'000	%	£'000	%	£'000	%
Home Office revenue grants (Principal Formula and SSA)	52,400	42.3	55,224.0	45.6	55,224	46.0
Police Authority	15,030	12.1	5,139.0	4.2	5,139	4.3
<b>Total basic income</b>	<b>67,430</b>	<b>54.4</b>	<b>60,363.0</b>	<b>49.8</b>	<b>60,363</b>	<b>50.3</b>
Other Home Office revenue grants	38,100	54.4	34,713.4	28.6	36,435	30.4
Other grants, reimbursements and contributions	13,100	10.6	12,337.2	10.2	10,651.0	8.8
Transfer from Reserves	3,129	2.5	6,321.7	5.2	6,322	5.3
Customer, client receipts and recharges	2,100	1.7	6,229.7	5.2	46,044	5.0
Home Office capital grant/capital receipt	0.0	0.0	1,216.6	1.0	256.0	0.2
<b>Total income</b>	<b>123,859</b>	<b>100.0</b>	<b>121,251.6</b>	<b>100.0</b>	<b>120,035</b>	<b>100.0</b>

The unaudited 2015-16 statement of accounts is approved by the Police Committee in July.



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7.30am – 7.30pm  
Monday to Friday





# Annual Report

## 2014–2015

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<b>Committee:</b>	<b>Date:</b>
Police	Thursday 19 May 2016
<b>Subject:</b> Independent Custody Visiting Scheme Annual Report	<b>Public</b>
<b>Report of:</b> Town Clerk	<b>For Information</b>
<p><b><u>Summary</u></b></p> <p>This report completes the requirement to update Members on the progress of the City of London's Independent Custody Visiting (ICV) Scheme, presenting the Panel's Annual Report and informing Members of some of the recent issues raised by the ICV Panel in relation to custody provision in the City. Issues raised at the Panel meetings over the past year include access to the custody suites, the response times for repairs and maintenance work and how best to time their visits.</p> <p><b>Recommendation:</b> Members are asked to note the contents of this report.</p>	

## **Main Report**

### **Background**

1. The existing Independent Custody Visiting Scheme has been operational, in its current form, since November 2007. As part of the Scheme, Members agreed at your meeting in May 2009 that a regular report would come to Committee on an annual basis, and this report fulfils that requirement.

### **Visits to the Custody Facilities**

2. Members will recall that Custody Visitors make unannounced visits in pairs to custody suites to monitor and report on the treatment and conditions of individual detainees on an entirely independent and confidential basis. They are there to look, listen and report on conditions in custody at the time of their visit, and report what they see through to the Force and the Committee. The City Visitors have all been trained in conjunction with the Independent Custody Visiting Association.
3. The visits take place on a weekly basis for Bishopsgate Police Station as agreed in the Scheme. Each visit is recorded by the two visitors who complete a short form covering any issues for concern following meetings with the detainees.

Copies of each completed form are then sent to the Divisional Chief Superintendent, the Scheme's Administrator in the Town Clerk's Office, and the Commander for action if necessary.

4. Meetings of the ICV Panel continue to take place on a quarterly basis and are attended by all Custody Visitors together with representatives from the Town Clerk's Department and the City Police, as well as the Committee's representative Deputy Richard Regan.
5. The Panel then reviews the record of visits since the last meeting and is able to ask detailed questions of the representatives of the Force with custody responsibilities about any issues which concern them. Finally, the Panel considers more general aspects and the administration of the Scheme such as the visit rota and availability. Your officers would like to record their thanks to Chairman Peter Tihanyi for his contribution to the Scheme over the past year.

### **Panel issues in 2015/16**

6. This year the Panel has produced its seventh Annual Report, which is attached at Appendix A. This reports on the Panel's performance over the last 12 months, provides information about the visits made and issues raised as a result and, finally, sets out the Panel's objectives for 2016/17. Issues raised at the Panel meetings include the following:

- a. **Access Rights to the Custody Suite** – Rights of access to the Custody Suite has been a long standing issue for the ICV Visitors, who would prefer direct access to allow for more efficient unannounced visits. Therefore the following was adopted as the agreed standard at the ICV panel meeting in November 2013 and was subsequently agreed by the Force. These arrangements were as follows:

*The visitors will on arrival at the front desk be let into the station and be allowed to proceed to the area outside the custody suite. This would be without delay, unless unavoidable, due to the front office staff being temporarily unavailable. Front office staff will then contact the Custody Sergeant and let them know that the ICV is on their way to the suite and once the Custody Sergeant has judged it is safe for them to enter, they will be allowed access.*

However, the recent introduction of more robust access arrangements (in response to the increased security threat) has resulted in some inconsistencies regarding their rights of access (causing a level of inconvenience, wasted journeys and frustration). All ICV's have recently been vetted and will be receiving new passes so the Force now needs to agree a consistent process for access.

- b. **Repairs & Maintenance – Time lag** The Panel raised a number of concerns about the time taken to institute repairs to the cells. This has been a persistent concern for the last few years. The Force has always responded rapidly to the concerns raised by our visitors – quickly rectifying

problems. The Force has not replaced the current CCTV contract. This had been expected to change in 2015.

- c. **Healthcare Provision** – the Panel continues to take a great interest in the way healthcare is provided and will continue monitor the arrangements in the coming year.
- d. **Custody Usage** – the Panel receives regular data from the Force on the usage of the Custody Suites and compares this against the timing of their visits on a regular basis so as to ensure that the timing of future visits better reflects the usage of the Custody Suites. The Panel has therefore tried to ensure that the spread of visits are appropriate to the volume of usage at particular times. The analysis shows that the timing of visits reflects the level of Custody Usage. As agreed last year, the Panel began undertaking visits during the Midnight to 6am slot to ensure 24 hour coverage. .No visits were undertaken during this slot in 2015-16. The Panel have agreed to undertake four visits annually - during the Midnight to 6 am slot in 2016-17.
- e. **Police Accommodation Review** – The Panel has been kept up to date with the review and the proposals for a new custody facility. The Force has recently taken up the offer for the Custody Visitors to provide input into the shaping of the new custody facilities at Wood Street. The Chairman of the ICV Panel has been invited to be a member of the Custody User Group and he will feed in the Panel's views. .

### **Legal Implications**

- 7. In accordance with Section 51 of the Police Reform Act (2002), the City Corporation is required to have in place an Independent Visitors Scheme.

### **Community Strategy & Other Significant Implications**

- 8. The ICV Scheme supports the 'safer and stronger' aspect of the sustainable Community Strategy.

### **Conclusion**

- 9. The Independent Custody Visiting Scheme is now well established and the Panel is pleased to present its annual report to the Police Committee. Further updates on this Scheme will continue to be provided to Members on an annual basis.

### **Contact:**

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Policy Manager  
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**City of London**

# **Independent Custody Visiting Scheme**

**Annual Report**

May 2016

# Foreword

The City of London Independent Custody Visiting scheme has had a very successful year. We have recently completed a major recruitment campaign appointing eight new ICV members to our scheme. Four of them are now fully trained and are keen to embark on their custody visits. They will be shadowing our more experienced colleagues on their visits in June 2016. They provide a fresh and innovative approach both in terms of their contribution to our Panel meetings and during their custody visits. The Panel continues to operate at full strength and we will look to broaden its remit in the forthcoming year.

The City Police Force main custody suite is located at Bishopsgate Police Station. The second custody suite at Snow Hill Police Station is now only used as an alternative resource or as an overflow facility. Therefore, our visits are limited to when there is a necessity.

Our working relationship with the custody staff has been largely cordial although we had a period of disruption to some of our visits – when the national security threat was raised in the autumn of 2015. Long standing Members have been re-vetted and are in the process of receiving new passes. While the vetting processes were very efficient – the service provided by the Force’s shared service has been very slow. There remains a lack of clarity about the visitors’ rights of access to the Bishopsgate custody suite. The new arrangements were supposed to provide greater flexibility for the Custody Visitor in terms of access, but this has not yet borne fruit.

The ICV national standards have been adopted by the Force – which has helped clarify the Force’s and our roles and responsibilities. I am now an established part of the Force’s induction training for new custody staff– which has helped strengthen the Force’s understanding of the crucial role we play.

This year, we achieved over 90% of the scheduled visits to the Bishopsgate custody suite and have continued to ensure that our visits correspond with the peak periods. The ICV Panel has been monitoring the times of all visits made alongside the level of usage within the Custody Suites. We effectively spread our visits over the whole week (7 days a week). However, increasing the number of visits between midnight and 6am remains a challenge although we intend to make further “in roads” in delivering on this target in 2016-17.

We have been kept up to date about the police accommodation review and the proposed plans for a new custody facility. I am a member of the Custody User Group and I will be active in ensuring that the visitors’ views are heard and that we help shape the new custody facilities at Wood Street, so that they are fit for purpose for the 21<sup>st</sup> century.

Many thanks to my fellow custody volunteers for their hard work this year, a heartfelt welcome to all of our new recruits and I would also like to thank the City of London police officers for enabling us to successfully carry out our responsibilities in 2015-2016.

**Peter Tihanyi**  
**Chairman**  
**ICV Panel**

Welcome to the 2015-16 annual report of the City of London Independent Custody Visiting Scheme.

The Court of Common Council, as the police authority for the Square Mile, has a responsibility for securing an efficient and effective police service in the City of London and holding the Commissioner of the City of London Police to account. Under paragraph 51 of the Police Reform Act 2002, the City of London is required to have in place an Independent Visitors Scheme.

Independent custody visiting schemes have been around since the 1980s following the Lord Scarman Report and became mandatory in 2003. The Scarman Report recommended a system of independent unannounced inspection of detention arrangements in police stations by local community members. Custody Visiting Panels remain a vital important means

of securing police accountability for the local communities they serve.

City Visitors are volunteers who give up their free time to provide independent scrutiny of the treatment of those held in police detention and the conditions in which they are held. They play a vital role in bringing together police and communities closer together and enhancing public perception of police procedures and practice in relation to custody.

We would like to thank all the City's Visitors for their commitment to the Scheme. The Police Committee fully appreciates their hard work and dedication to the Scheme and the contribution this makes to the overall confidence the community has in the City of London Police.

**Henry Pollard**  
Chairman  
Police Committee

**Deputy Richard Regan**  
ICV Panel Member  
Police Committee

# Introduction

## **THE CITY OF LONDON INDEPENDENT CUSTODY VISITING SCHEME (ICV SCHEME)**

The purpose of this report is to give an account of the work of the City of London ICV Scheme in the period 1 April 2015 to 31 March 2016. It aims to:

- report on the Panel's performance;
- provide the local community and the Police Committee with information about the visits made and what they have revealed about the treatment of detainees;
- set out issues and concerns that the visits have raised; and
- set out the objectives for 2016/17.

The City of London Corporation, in its role as the police authority for the City of London, has a statutory duty to have in place an independent custody visiting scheme. The operation of the Scheme is the responsibility of the Police Committee.

Independent custody visiting is governed by a range of legislation and guidance including the Police and Criminal Evidence Act (PACE) 1984 and Home Office Codes of Practice and National Standards.

Independent Custody Visitors (ICVs) are members of the local residential and business community who volunteer to visit police stations unannounced to check on the treatment and welfare of people held in police custody. They must:

- be over 18;
- be independent from the police force and the police authority; and
- have no direct involvement in the criminal justice system.

The City of London ICV Panel currently consists of 16 visitors who visit the custody suites at Bishopsgate Police station once a week. Programmed visits to Snow Hill custody suite (an overflow facility for Bishopsgate) were stopped in late 2013. A member of the Police Committee attends the quarterly Panel meetings and representatives of the Force attend for part of the Panel meetings so that any queries or problems that have arisen out of custody visits can be addressed. The meetings are supported by staff from the Town Clerk's Department.

## **THE ROLE OF INDEPENDENT CUSTODY VISITORS**

Visits are always made in pairs, and are unannounced. The objective of all visitors is to monitor and report on the treatment and conditions of individual detainees and to check that their rights and entitlements have been upheld.

During their visit, ICVs are escorted by a custody officer or gaoler at all times. Every detainee being held is offered the opportunity to speak with the custody visitors, but may choose not to. Visit interviews are carried out within sight, but out of hearing, of the escorting officer. Strict rules of confidentiality apply so that detainees are identified by their custody numbers only, and the details of what visitors see and hear are treated as confidential. ICVs are not concerned with any alleged offence and maintain their independence and impartiality at all times. They do not provide advice to detainees; they are there to look, listen and report on conditions in custody at the time of their visit.

After every visit, custody visitors fill out a report form recording details of the visit. The

information about the visit in the form includes details of problems that were resolved immediately and those that required further action. Copies of the reports are provided for the Commander of Operations, the appropriate Chief Superintendent, and the Scheme Administrator on behalf of the Police Committee. The ICV Panel will follow up and discuss at the next review meeting any concerns that cannot be resolved during visits. If necessary, more serious issues can be highlighted directly to the Police Committee.

## **PANEL MEETINGS**

The quarterly Panel meetings allow Visitors to discuss each visit and any issues that have arisen. In addition, short update or information sessions are often included on each agenda so that Visitors are kept up to date with any national developments concerning the custody environment. Topics discussed this year included:

**Custody visit throughputs** – The Panel has been successful in ensuring that their spread of visits are more appropriate to the usage levels in the custody suites at particular times. They have monitored the times of all visits made alongside the level of usage of the Custody Suites. The analysis shows that the timing of visits reflects the level of Custody Usage.

As agreed in 2014, the Panel agreed to undertake a couple of visits during the Midnight to 6am slot to ensure 24 hour coverage. There were unfortunately no visits undertaken during this slot in 2015-16. The Panel aims to undertake at least four visits annually - during the Midnight to 6 am slot in 2016-17.

**Access Rights to the Custody Suite** - entrance to the Suite has been a long standing issue for the ICV Visitors, who would prefer direct access to allow for more efficient unannounced visits.

Therefore the following was adopted as the agreed standard at the ICV panel meeting in November 2013 and was subsequently agreed by the Force. These arrangements were as follows:

*The visitors will on arrival at the front desk be let into the station and be allowed to proceed to the area outside the custody suite. This would be without delay, unless unavoidable, due to the front office staff being temporarily unavailable. Front office staff will then contact the Custody Sergeant and let them know that the ICV is on their way to the suite and once the Custody Sergeant has judged it is safe for them to enter, they will be allowed access.*

However, the recent introduction of more robust access arrangements (in response to the increased security threat) has resulted in some inconsistencies regarding their rights of access (causing a level of inconvenience, wasted journeys and frustration).

All ICV's have recently been vetted and will be receiving new passes so the Force now needs to agree a consistent process for access.

**National ICV Standards** - The Force adopted the new national ICV standards produced by the ICVA in early 2015. These standards clearly set out the roles & responsibilities of the ICV, their practices and the appropriate working arrangements with the Force. This standardises arrangements and is improving the custody officers understanding of the role of the ICV.

**Snow Hill Police Station Custody Suite** – Representations were made by Vivienne Littlechild (the Police Committee ICV SIA representative) to the Police Committee in 2013 to remove the 2010 Police Committee target of visiting Snow Hill at least four times a year. This change was made because the custody suite was used so infrequently resulting in a large number of unproductive

visits. It was agreed not to include Snow Hill visits in future rotas from early 2014 onwards. There were no programmed visits made to the custody suite in 2015-2016.

**Self-Introduction** – The Panel are looking at the pros and cons of a system of self-introduction. Nationally, the results of many schemes show a greater increase in the number of detainees taking up the offer of an interview - where there is self-introduction. The Panel may therefore run a pilot scheme in 2016-17 to see if it does improve the interview acceptance rates.

**Healthcare Provision in the Custody Suite** – the Panel continued to take a great interest in the way healthcare was provided. Visitors are satisfied with the current health care provision provided to the detainees. The Panel will continue to monitor the provision of healthcare.

**Disabled Facilities** – The Panel have raised the extent of disabled facilities within the Custody Suite and were generally satisfied to know that a range of provisions for disability had been put in place, although they feel that the facilities were limited and certainly not extensive.

**Coverage for Major Events** – The Panel agreed to increase the number of custody visits undertaken during the Olympic and Paralympic Games. From 2012-13, the ICV Panel agreed to introduce the system for increasing coverage for other future events when it was appropriate. There was no need to increase the number of custody visits to cover for major events in 2015-16.

The Panel however felt there should be closer communication with the Force during these major events – as it tends to be a more pressurised & stressful environment in custody. Panel Members need to be clear about the

Force's expectations of them during these busier times, but they also need to ensure that their independence is not compromised.

In addition to the points above the Panel have raised a number of other issues with the Custody Manager

1) **Repairs & Maintenance – Time lag** - The Panel raised a number of concerns about the time taken to institute repairs to the cells. This has been a persistent concern for the last few years. The Force has always responded rapidly to the concerns raised by our visitors – quickly rectifying problems. However, the Force has not replaced the current CCTV contract to improve the service provided. This was supposed to have been replaced in 2015.

**Outcome** – The Force will continually review the arrangements to try to maintain the improvement in response times and will investigate the significant delays in replacing the CCTV contract.

2) **Future Custody Suite arrangements** – The Panel has discussed the implications of the Police Accommodation Review on the future Custody arrangements. They have offered to provide input into the shaping of the new custody service.

**Outcome** – The Chairman of the ICV Panel is a member of the Custody User Group (a body comprised of representatives from various interested parties including the Police Federation, substance misuse professionals, custody sergeants, health and safety, etc.). The Chairman will ensure that the visitors' views are heard and that they will help shape the new custody facilities at Wood Street - so that they are fit for purpose for the 21<sup>st</sup> century.

## Visit Statistics

During 2015/16 a total of 48 visits were undertaken. The following tables look at the nature of these visits in greater detail.

### NO OF VISITS

Station	Target No of Visits	Achieved	% of Target
Bishopsgate	52	48	92

### DAYS OF VISITS

	No of Visits	%
Monday	9	19
Tuesday	8	17
Wednesday	10	21
Thursday	10	21
Friday	3	6
Saturday	6	13
Sunday	2	4
<b>Total</b>	<b>48</b>	<b>100</b>

### TIME OF VISITS

	Bishopsgate
00.01 – 06.00	0
06.00 - 12.00	27
12.01 – 18.00	16
18.01 – 00.00	5

### DAYS OF VISITS / TIMES – COMBINED

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
00.01 – 06.00							
06.00 -12.00	3	6	3	7	2	5	1
12.01 – 18.00	5	2	5	1	1	1	1
18.01 – 00.00	1		2	2			

## NO OF DETAINEES VISITED

	Total number of detainees in Suite at time of visit	No of detainees offered visit	No. of detainees accepted visit
Bishopsgate Q1	25	18	15
Bishopsgate Q2	38	31	21
Bishopsgate Q3	30	21	19
Bishopsgate Q4	20	9	5
<b>Total</b>	<b>113</b>	<b>79</b>	<b>60</b>

## ISSUES AND CONCERNS ARISING FROM VISITS

This list of issues and concerns reflects the range of issues that have been raised by detainees in the City of London in the last year and, in addition, other issues which have been reported by ICV Panels elsewhere for which there has been a nil return in the City of London.

	Bishopsgate
<b>No of Total Visits</b>	<b>48</b>
Report Form with no matters requiring a police response	47
Comments individual officers - Positive	2
Comments individual officers – negative	2
Infrastructure / furnishings / fittings/out of service	35
Cleaning, tidiness and general hygiene - positive	0
Cleaning, tidiness and general hygiene - negative	1
FME Service and FME room	0
Perceived risk to detainees?	0
Procedures not followed	0
Rights and entitlements seemingly delayed	0
Periodic checks (15, 30 minutes) not maintained	0
Personal hygiene requests– (showers, washing etc)	1
Requests for food and drink	1
Temperature and availability of blankets	1
Requests for literature	0
Requests for phonecalls	0
Other	3



## **2016/17**

The City of London ICV Panel wants to ensure that it meets its objectives in scrutinising the custody arrangements in the City of London. It has set itself the following targets for 2016/17:

- to increase the number of visits to at least 95% of target;
- the piloting of self-introduction arrangements
- to continue to promote and raise awareness of the work of the ICV Panel; and

- to undertake at least four visits per year between the hours of midnight and 6 am.

## **Conclusion**

The City of London ICV Scheme provides an independent check on the treatment of detained persons. Through the dedication of the volunteer visitors, an appropriate level of scrutiny of the Force is achieved on which the Police Committee and the community can rely.

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