

## **POLICE COMMITTEE**

**Friday, 15 December 2017**

**Minutes of the meeting of the Police Committee held at the Guildhall EC2 at 11.00 am**

### **Present**

#### **Members:**

Deputy Douglas Barrow (Chairman)  
Nicholas Bensted-Smith  
Deputy Keith Bottomley  
Simon Duckworth  
Emma Edhem

Alderman Alison Gowman  
Christopher Hayward  
Alderman Ian Luder  
Deputy Henry Pollard  
Lucy Sandford

#### **Officers:**

|                 |   |                                   |
|-----------------|---|-----------------------------------|
| Oliver Bolton   | - | Town Clerk's Department           |
| George Fraser   | - | Town Clerk's Department           |
| Carl Locsin     | - | Town Clerk's Department           |
| Alex Orme       | - | Town Clerk's Department           |
| Peter Kane      | - | Chamberlain                       |
| Ian Dyson       | - | Commissioner, CoLP                |
| David Clark     | - | Commander of Economic Crime, CoLP |
| Jane Gyford     | - | Commander of Operations, CoLP     |
| Hayley Williams | - | CoLP                              |
| Martin O'Regan  | - | City of London Police             |
| Simon Rilot     | - | City Surveyor's Department        |

#### **1. APOLOGIES**

Apologies were received from Deputy James Thomson, Andrew Lentin and Deputy Richard Regan.

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

There were no declarations.

#### **3. MINUTES**

The Committee considered the minutes from the last meeting, held on 2 November 2017.

**RESOLVED** – That the minutes be approved.

#### **4. OUTSTANDING REFERENCES**

The Committee considered a report of the Town Clerk which set out Outstanding References from previous meetings of the Committee.

**OR1 – “Use of Force” Figures in Custody**

The Chairman requested clarification as to when the conclusive information on “use of force” in custody would be available. The Commissioner explained that it had become evident that this would be significantly more complex to draw conclusions from the data they currently have available for comparisons with other forces. This was due to the fact that measurements were not directly aligned with those made by other forces, which for example included data on over 17s. The Chairman of the Professional Standards and Integrity Sub Committee explained that this had been discussed at the last meeting of the Sub-Committee and that the Safeguarding Committee was also awaiting the conclusion. The Commissioner confirmed that this was being followed up and the conclusive information would be provided to Members of the Sub-Committee as soon as it becomes available.

**OR11 – POCA Reserves Allocation to Safer City Partnership**

The Commissioner confirmed that a bidding process was in place for the Safer City Partnership to bid for funding from the POCA Reserves. He confirmed that there had been discussion with the Safer City Partnership, and that they were aware of this process. The Chairman emphasised the importance of funds being allocated to the Safer City Partnership, and requested that this item be marked as complete.

**OR12 – Retrospective Waivers**

The Chamberlain explained to Members that the Chamberlain’s department and the City of London Police had been working together on this area, in an effort to try to reduce the use of waivers. The Commissioner explained that significant improvements had been made over the last 18 months, in which the number of waivers had been drastically reduced. However, a number of retrospective waivers still remained, owing to previous action that could not be reversed. He explained that the Finance Committee had put a great focus on the use of retrospective waivers, and as such their use by the CoLP had now been minimised and appropriate processes to address previous issues were now in place. It was requested that this item be marked as complete.

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

**5. CAPITAL BUILDINGS COMMITTEE**

The Committee considered a report of the Town Clerk that sought Members’ approval on the formation of a new Committee appointed by the Court of Common Council to scrutinise, provide detailed oversight and delivery of two major capital projects, namely the upcoming Police Accommodation and City’s Courts projects.

The Chairman emphasised that the importance of sufficient and accurate initial scoping be carried out before the work of the new Committee goes ahead. He cited previous mistakes made with regards to management of the Police Accommodation Strategy, and stated that they should not be repeated. A Member stated their approval of the new Committee, on the basis that assurance could be given that Police projects would be treated as a priority, with significant need for support in development going forward. Another

Member noted that the very proposal of the new Committee covering two key areas for the City of London was an illustration that the importance of the Police Accommodation projects had been recognised as such. The City Surveyor explained that the new Committee would enable forward movement and address the issues surrounding governance that had caused significant challenge so far under the current Committee facility.

**RESOLVED** – That the report be received and Members approve the formation of a Capital Buildings Committee, and approve its Terms of Reference and Constitution as cited within the report appendices.

6. **MEDIUM TERM FINANCIAL PLAN (MTFP) [TO FOLLOW]**

The Committee received a draft joint report of the Chamberlain and the Commissioner of Police that provided Members with an update on the report previously sent to the Police Committee and Finance Committee in December 2016 summarising the future financial outlook of the City of London Police.

The Chamberlain confirmed with Members that the report was being submitted to the Committee for information.

The Commissioner clarified with Members what the report entailed for the future plan of the CoLP. He explained that a significant amount of work had been achieved around the area of improving efficiencies. He explained that a large amount of costs had been reduced with a commitment to making the 2% efficiency savings proposed. The STRA process had been very effective in highlighting where savings could be made in some areas, but where investment would be required in others. This process was acting as a driving force behind the future developments with regards to the management of performance of the CoLP. An area worthy of particular note was the identification of redundant staff posts.

In reference to table 1 within the report, the Commissioner explained that there had been significant changes affecting the CoLP since the budget last agreed in January 2017. Following the Q2 Monitoring Report which stated that £1.6m would be required from reserve funds, the Commissioner confirmed that updated expectations based on identified likely income streams from counter-terrorism grant funds as well as pay underspend due to lag from recruitment now suggest this sum would be zero. The Chamberlain confirmed that if the revised outlook proved accurate, the reserves could thus be retained at approximately £3-4m.

In reference to Table 2 within the report, the Commissioner explained that there would be challenges facing the CoLP to face in 2018 and that they would take great care not to attempt to make concrete predictions that would not be reliable.

In reference to paragraphs 10-13 the Commissioner emphasised to Members that possible staff reductions had been identified. He also explained that posts previously deemed supernumerary, such as the Action and Know Fraud team would now be taken into account where it had not been previously. He

explained that, there will need to be a balance between those posts that can be offered as efficiencies, and those where reinvestment to meet threat and risk needed to be made. He emphasised that most police staff posts are in front line roles, such as call handling and intelligence analysis. He assured Members that any staff reductions made would not affect front line service delivery, but would rather be focused on streamlining back-office functions.

The Commissioner explained that the STRA process had identified vulnerabilities and outstanding risks, and these would be comprehensively presented to Members in January in a non-public report alongside a report to both Police and Policy and Resources Committee outlining the 2018-19 budget.  
(1)

The Chamberlain explained that the report had come in draft form for information rather than decision for two reasons: Firstly, the police grant settlement for 2018/19 was due to be announced on 19 December. Secondly, further discussion was needed between CoLP and Chamberlain's on a number of efficiencies and staffing assumptions.

The Chairman expressed his approval of the report contents, and explained that there had been numerous recent consultation meetings with the Chairman of the Finance Committee regarding Police finances which have been highly productive. He noted that the increased collaboration between the Chamberlain's department and the CoLP had led to significant progress and a positive outlook.

A Member noted that there had been significant focus on increasing efficiencies and reducing costs, and they conveyed their concern over whether there is sufficient understanding nationally that security and defence demands significant resourcing and requires this support in order to function effectively. The Chairman agreed with the Member's comments, and as such reiterated that resource requests should be clear and evidence-based.

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

## **7. COLP VOLUNTEER RESERVES PROPOSAL PRESENTATION**

The Committee heard a presentation of the Special Commander that provided Members with an update on the use of Volunteers by the City of London Police.

The Commissioner explained that the Special Commander had achieved a great deal, that the Specials Constabulary was very well regarded and as such had secured additional funding from government. He also explained that the Cyber Specials programme was to be rolled out nationally.

The Special Commander presented to Members an outline of the work that had been done on formulating a strategy for the use of volunteers within the CoLP. He explained that with current recruitment they expected to reach full capacity in 2018. He explained that there was a significant desire from members of the public to volunteer, strengthened following the recent terror attacks, and up until now this desire has not been effectively utilised. He explained that the Specials

have an understanding of how to utilise volunteers in roles that were currently demanding Police staff resources, and the desire was thus for the CoLP to formulate a gold standard for the use of volunteers that could be employed nationwide.

The Specials Commander emphasised the benefit of employer-supported policing, in which tax breaks were provided for companies that allowed their employees to take time out of work to volunteer. This held particular potential as there was a wealth of talent within the City that employees could provide in areas such as Cyber-crime.

The Specials Commander explained that the goal was for the programme to be entirely funded without the requirement for additional funding requests from the Police budget, aided by grants income and savings. He confirmed that the proposals would be put forward in the week commencing 18 December, with the launch date planned for March 2018. A national template for the use of volunteers would then be formulated by the end of 2018. The Chairman illustrated his approval of the work achieved, the enthusiasm of the Commander and the ambitions for the future. He requested that the planned launch date in March 2018 be confirmed with a view to Member attendance. (2)

A Member enquired with regards to equality and diversity as to the reasonable adjustments available for those who will have difficulty accessing this, but have a desire to volunteer. The Specials Commander confirmed that the same allowances would apply as for Special Constabulary. For example, reasonable travel expenses would be provided, though the Specials Commander emphasised that it was not explicitly necessary for volunteers to travel from their area of residence – they may be able to contribute significantly from their own residence with the benefit of agile working arrangements.

**RESOLVED** – That the Specials Commander be heard.

**8. POLICE PROPERTY ACT FUND NOMINATIONS**

The Committee considered a report of the Town Clerk that informed Members of the charities proposed by the Members of the Committee and the Commissioner to receive grants from the Police Property Act Fund for 2017-18.

**RESOLVED** – That the report be received and Members agree to:

- 1) Note the contents of the report; and
- 2) Approve a one-off grant payment to the charities below:
  - i. Care of Police Survivors (£2,500)
  - ii. Police Rehabilitation Trust (£2,000)
  - iii. Sheriffs' Recorder's Fund (£1,000)
  - iv. Royal Humane Society (£2,000)
  - v. Embrace CVOC (£1,000)
  - vi. St John Ambulance (£1,000)

- vii. Trailblazers Mentoring (£1,000)
- viii. City of London Police Charity for Children (£1,000)
- ix. Safer London Foundation (£1,000)

**9. STAFF SURVEY UPDATE**

The Committee received a report of the Commissioner of Police that provided Members with a detailed update on the Staff Survey, following the receipt of the full results by CoLP since the last meeting.

The Commissioner noted that the results were impressive by comparison to the national figures, but explained that the CoLP were not complacent.

The Commissioner explained that the CoLP would take note of the areas requiring improvement, and would provide updates on these as developments are made.

In reference to paragraphs 19-20 of the report, the Chairman requested that the more detailed analytical returns were submitted to the Professional Standards and Integrity Sub Committee. The Chairman of the Sub-Committee agreed and explained that they were eagerly awaiting these findings.

The Chairman of the Professional Standards and Integrity Sub-Committee stated that they were somewhat confused by the ratings system used within the report, which in some cases related to information that was not included within the report. The Commissioner explained that the report was merely aiming to provide a summary overview of the findings of the survey, and that the full datasets omitted were too voluminous and complex to be suitable. He explained that the questions respondents had been asked were numerous so as to avoid predictability, and therefore had not been included within the report.

The Chairman of the Professional Standards and Integrity Sub Committee confirmed that, although a presentation of the methodology at the next Police Committee meeting would not be necessary, it would be useful to see a full explanation of measures at the next meeting of the Professional Standards and Integrity Sub-Committee. (3)

A Member noted that the level of respondents was high, and asked if there was any understanding of the reasons for those opting not to respond to the survey. The Commissioner conceded that findings of previous surveys had not been utilised as effectively as they perhaps should have been. He explained that the primary objective now was to give sufficient focus and action in response to the information that had been submitted, rather than attempting to contemplate “unknown unknowns”. He explained that the goal would be to track longer term data as surveys are carried out going forward with the new methodology.

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

**10. NICHE - ACCEPTED LIABILITIES**

The Committee received a report of the Town Clerk, Chamberlain and Comptroller & City Solicitor that provided Members with an update on the

acceptance of a cost sharing arrangement for insured liabilities incurred as a result of collaboration with other Forces on the NICHE RMS computer system.

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

## 11. **SPECIAL INTEREST AREA UPDATES**

### a) **IT**

The Committee heard a verbal update from the SIA lead for Information Technology.

A Member requested assurance from the Commissioner that the Strategic Road Mapping for CoLP IT was on target and the Commissioner confirmed that it was. The Chamberlain confirmed that much improvement had been made, and the appointment of a CoLP head of IT will make a significant difference, with a dedicated project manager for the CoLP strengthening their position. The Chamberlain explained that the Chairman of the IT Sub-Committee had requested close collaboration.

The Commissioner explained that the January 2018 action plan would align the process.

**RESOLVED** – That the SIA lead be heard.

### b) **Business Improvement & Change and Performance & Risk Management**

The SIA lead had given his apologies for the meeting, and this item was omitted from the agenda.

### c) **Road Safety and Casualty Reduction**

The Committee heard a verbal update from the SIA lead for Road Safety.

The SIA lead explained that there was a plan for the new year ahead to tackle Road Safety.

The SIA lead explained to Members that Road Safety Week had taken place in November, focusing on speeding and cycling tests in collaboration with the Metropolitan Police Service (MPS), in which drivers were stopped and warned for endangering cycling undercover Police officers.

The SIA lead explained that the Museum of London had carried out an event on Road Safety with approximately 200 attendees that was very positive.

The SIA lead explained that Road Collisions had been highlighted as they were now seen as an increased risk.

A Member congratulated the SIA lead for her good work leading this area.

**RESOLVED** – That the SIA lead be heard.

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

There were no questions.

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

The Chairman explained to Members that Alderman Alison Gowman had stepped down from the Performance & Resource Management Sub-Committee at their last meeting. Recently appointed external Police Committee member, Andrew Lentin, had illustrated his desire to fill this vacancy, and also to take over the role of SIA Lead for Business Improvement & Change and Performance & Risk Management. The Chairman asked Members if they agreed to appoint Andrew Lentin to the Sub-Committee and to lead the related SIA area. All Members were in agreement.

**RESOLVED** – That Members agree:

1. to appoint Andrew Lentin to the Performance and Resource Management Sub-Committee;
2. to appoint Andrew Lentin as SIA lead for Business Improvement & Change and Performance & Risk Management.

**14. 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 I of Schedule 12A of the Local Government Act.

**15. NON-PUBLIC MINUTES**

The Committee considered the non-public minutes from the last meeting, held on 2 November 2017.

**RESOLVED** – That the minutes be approved.

**16. NON-PUBLIC OUTSTANDING REFERENCES**

The Committee received a report of the Town Clerk that summarised the non-public outstanding actions from previous meetings.

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

**17. REPORT OF ACTION TAKEN**

The Committee received a report of the Town Clerk that summarised any actions taken under delegated authority or urgency procedures since the last meeting.

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

**18. POLICE ACCOMMODATION STRATEGY P3E - LONDON WALL CAR PARK**



*This item was removed from the agenda.*

19. **POLICE ACCOMMODATION STRATEGY - 21 NEW STREET: BUSINESS RATES & REVERSIONARY LEASE**

The Committee received a report of the Chamberlain, the Commissioner and the City Surveyor that sought Members' approval for the reversionary lease terms for 21 New Street beyond 2021.

**RESOLVED** – That the decision be deferred and taken under delegated authority.

20. **POLICE ACCOMMODATION STRATEGY: DECANT - COLP DECANT LOGISTICS / MOVE PARTNER**

The Committee received a report of the Commissioner of Police that sought Members' approval for the extension of the contract of CoLP's move partner as part of the Police Accommodation Strategy.

**RESOLVED** – That Members agreed to the recommendations.

21. **POLICE ACCOMMODATION STRATEGY: ENABLING WORKS**

The Committee received a report of the Chamberlain, City Surveyor and Commissioner of Police that sought their approval of enabling works relating to the Police Accommodation Strategy.

**RESOLVED** – That Members agreed to the recommendations.

22. **ACTION FRAUD INTERIM SERVICE PROVIDER WAIVER REPORT: DOCUMENT REFERENCE NUMBER: WLOF0060**

The Committee considered a report of the Commissioner of Police that sought Members' approval to the continued appointment of the Action and Know Fraud interim service provider.

**RESOLVED** – That the report be received and the recommendation be approved.

23. **ACTION AND KNOW FRAUD CENTRE -CONTRACT SERVICE BUDGET**

The Committee considered a report of the Commissioner of Police that sought Members' approval to the continued appointment of the Action and Know Fraud interim service client team contracts.

**RESOLVED** – That Members agreed the recommendations.

24. **CONTRACTUAL ARRANGEMENTS FOR SPONSORSHIP OF THE DCPCU**

The Committee received a report of the Commissioner of Police that sought Members' approvals in relation to the Dedicated Card and Payment Crime Unit (DCPCU).

**RESOLVED** – That Members' approve the novation of the Sponsored Services Agreement and the Secondment Agreement.

25. **NATIONAL BALLISTICS INTELLIGENCE SERVICE (NABIS) S22A COLLABORATION AGREEMENT**

The Committee received a report of the Commissioner of Police that sought Members' approval of the National Ballistics Intelligence Service (NABIS) S22A Collaboration Agreement.

**RESOLVED** – That Members' agree to instruct the Comptroller and City Solicitor to sign the Agreement on behalf of the Police Authority subject to the negotiation of suitable final terms.

26. **NATIONAL POLICE CHIEFS COUNCIL (NPCC) S22A COLLABORATION AGREEMENT - REVIEW 2017**

The Committee received a report of the Commissioner of Police that sought Members' approval of the National Police Chiefs Council (NPCC) S22a Collaboration Agreement.

**RESOLVED** – That Members' agree to instruct the Comptroller and City Solicitor to sign the Agreement on behalf of the Police Authority subject to the negotiation of suitable final terms.

27. **COMMISSIONER'S UPDATES**

The Committee heard a verbal update from the Commissioner of Police on the work and developments of the CoLP since the last meeting.

**RESOLVED** – That the Commissioner be heard.

28. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

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

The Chairman stated that he was very impressed with the Police Performance in 2017. The Chairman congratulated the CoLP on this achievement and their ability to make positive changes in the face of challenge. The Chairman noted that 2018 would be likely to bring great and unexpected challenges. The Chairman thanked Members for their contributions, and thanked the Deputy Chairman for his particularly significant efforts over the last year.

**The meeting closed at 12:55**

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Chairman

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