



Police Committee

Date: THURSDAY, 12 JULY 2018
Time: 11.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deputy Douglas Barrow (Chairman)
Deputy James Thomson (Deputy Chairman)
Nicholas Bensted-Smith
Deputy Keith Bottomley
Tijs Broeke
Simon Duckworth
Emma Edhem
Alderman Alison Gowman
Christopher Hayward
Alderman Ian Luder
Andrew Lentin (External Member)
Deputy Henry Pollard
Vacancy (External Member)

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Next Meetings: 20 Sep 2018 1 Nov 2018 5 Dec 2018

Lunch will be served in the Guildhall Club at 1.00pm.

N.B. Part of this meeting may be subject to audio-visual recording.

John Barradell
Town Clerk

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**
 - a) **Police Committee (24 May 2018)**

To agree the minutes from the last meeting, held on 24 May 2018.

For Decision
(Pages 1 - 14)
 - b) **Professional Standards & Integrity Sub-Committee (6 June 2018)**

To receive.

For Information
(Pages 15 - 20)
4. **OUTSTANDING REFERENCES**

Report of the Town Clerk.

For Information
(Pages 21 - 30)
5. **MEMBER APPOINTMENTS**

Report of the Town Clerk.

For Decision
(Pages 31 - 34)
6. **REVENUE AND CAPITAL OUTTURN 2017/18**

Joint Report of the Chamberlain and the Commissioner.

For Information
(Pages 35 - 44)
7. **JOINT FRAUD TASKFORCE UPDATE**

Report of the Commissioner.

For Information
(Pages 45 - 48)

8. **RESOLUTION - SUICIDE PREVENTION**
Resolution from the Health and Wellbeing Board.
- For Information**
(Pages 49 - 50)
9. **POLICE PENSION BOARD ANNUAL REPORT**
Report of the Chamberlain.
- For Information**
(Pages 51 - 56)
10. **ANTI-TERRORISM TRAFFIC REGULATION ORDER (ATTRO) - 2017 REVIEW**
Report of the Director of the Built Environment.
- For Information**
(Pages 57 - 66)
11. **ANNUAL REPORT ON PROFESSIONAL STANDARDS ACTIVITY 2017/18**
Report of the Commissioner.
- For Information**
(Pages 67 - 84)
12. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**
Report of the Commissioner.
- For Information**
(Pages 85 - 94)
13. **SPECIAL INTEREST AREA UPDATES**
- For Information**
- a) **SIA Update - Safeguarding and Public Protection, ICV Scheme**
Nicholas Bensted-Smith to be heard.
- For Information**
- b) **SIA Update - Accommodation and Infrastructure**
Deputy James Thomson to be heard.
- For Information**
14. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
15. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

16. **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 Schedule 12A of the Local Government Act.

Item No.	Paragraph(s) in Schedule 12A
17-26	3
20	5

For Decision

Part 2 - Non-Public Agenda

17. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the following meetings:

For Decision

a) **Police Committee (24 May 2018)**

To agree the non-public minutes from the last meeting, held on 24 May 2018.

For Decision
(Pages 95 - 104)

b) **Professional Standards & Integrity Sub-Committee (6 June 2018)**

To receive.

For Information
(Pages 105 - 110)

18. **NON-PUBLIC OUTSTANDING REFERENCES**

Report of the Town Clerk.

For Information
(Pages 111 - 114)

19. **POLICE ACCOMMODATION STRATEGY - DECANT PROGRAMME ISSUES REPORT**

Report of the Chamberlain, Commissioner and City Surveyor.

For Information
(Pages 115 - 124)

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

Report of the Commissioner of Police.

For Decision
(Pages 125 - 134)

21. **NATIONAL ENABLING PROGRAMMES - REQUEST FOR DELEGATED AUTHORITY**

Report of the Commissioner of Police.

For Decision
(Pages 135 - 140)

22. **DEMAND AND VALUE FOR MONEY / TRANSFORM UPDATE**

Report of the Commissioner.

For Information
(Pages 141 - 192)

23. **COLC & COLP IT STRATEGY - INITIAL FUNDING REQUEST**

Joint report of the Chamberlain and Commissioner.

For Information
(Pages 193 - 198)

24. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

Report of the Commissioner.

For Information
(Pages 199 - 210)

25. **APCC UPDATE**

Simon Duckworth to be heard.

For Information

26. **COMMISSIONER'S UPDATES**

The Commissioner to be heard.

27. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE
WHILST THE PUBLIC ARE EXCLUDED**

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

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POLICE COMMITTEE

Thursday, 24 May 2018

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

Present

Members:

Deputy Douglas Barrow (Chairman)	Emma Edhem
Deputy James Thomson (Deputy Chairman)	Alderman Alison Gowman
Nicholas Bensted-Smith	Alderman Ian Luder
Deputy Keith Bottomley	Andrew Lentin (External Member)
Tijs Broeke	Deputy Henry Pollard
Simon Duckworth	

Officers:

Oliver Bolton	- Town Clerk's Department
George Fraser	- Town Clerk's Department
Ginny Giles	- Town Clerk's Department
Alex Orme	- Town Clerk's Department
Craig Spencer	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Peter Kane	- Chamberlain
Mona Lewis	- Chamberlain's Department
Sean Green	- Chamberlain's Department
Philip Gregory	- Chamberlain's Department
Ian Dyson	- Commissioner, CoLP
Alistair Sutherland	- Assistant Commissioner, CoLP
Jane Gyford	- Commander of Security and Operations, CoLP
Peter O'Doherty	- T/Commander of Economic Crime, CoLP
Charlie Morrison	- CoLP
Hayley Williams	- CoLP
Martin O'Regan	- CoLP
Ian Hughes	- Department of the Built Environment
Richard Jeffrey	- Comptroller and City Solicitor's Department
Simon Rilot	- City Surveyor's Department
Vaishali Dave	- Economic Development Office

1. APOLOGIES

Apologies were received from Christopher Hayward.

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

Tijs Broeke declared his occupation with Hewlett-Packard in relation to any matters relating to IT/Cyber Security.

Alderman Ian Luder declared an interest as a resident in relation to matters concerning the Barbican Estate.

3. **APPOINTMENT OF COMMITTEE**

Members noted the order of the Court of Common Council dated 19 April 2018, which appointed the Committee and approved its Terms of Reference.

The Town Clerk confirmed that since the resignation of Lucy Sandford from the Committee, recruitment for a new external Member had been commenced. He confirmed that, following a review to ensure compliance with GDPR regulation, the process had been approved and would now be progressed with a sight to the new member attending their first meeting around September 2018.

RESOLVED – That the report be received.

4. **ELECTION OF CHAIRMAN**

The Committee considered the appointment of its Chairman for the ensuing year.

The Town Clerk read the list of names of all Member eligible to serve, in alphabetical order, and Members indicated whether or not they wished to stand.

With only Deputy Doug Barrow indicating his willingness to stand, he was duly elected Chairman for the ensuing year.

The Chairman thanked the Committee for their continued support and explained that he hoped to continue to dedicate as much as he could to the advancement of the Committee's goals over the coming year.

The Chairman bid farewell to Deputy Richard Regan and Lucy Sandford, thanking them for their significant contributions, and welcomed new Member Tijs Broeke to the Committee.

The Chairman also welcomed Commander Jane Gyford, congratulating her for her new permanent appointment as Commander of Security and Operations.

RESOLVED – That Deputy Doug Barrow be elected Chairman for the ensuing year in accordance with Standing order No.29.

5. **ELECTION OF DEPUTY CHAIRMAN**

The Committee considered the appointment of its Deputy Chairman for the ensuing year.

The Town Clerk read the list of names of all Member eligible to serve, in alphabetical order, and Members indicated whether or not they wished to stand.

With only Deputy James Thomson indicating his willingness to stand, he was duly elected Deputy Chairman for the ensuing year.

The Deputy Chairman thanked the Committee for their continued support.

RESOLVED – That Deputy James Thomson be elected Deputy Chairman for the ensuing year in accordance with Standing Order No.30.

6. APPOINTMENT OF SUB-COMMITTEES, BOARDS AND REPRESENTATIVES 2018/19

The Committee considered a report of the Town Clerk concerning the appointment of the Economic Crime Board, Performance and Resource Management Sub-Committee, Professional Standards Sub-Committee and Police Pensions Board.

The Chairman requested that those Members not present at the meeting be informed of any vacancies via email.

RESOLVED – That:

- i. membership of the Economic Crime Board, Performance and Resource Management Sub-Committee, Professional Standards and Integrity Sub-Committee be agreed as follows:-

Economic Crime Board 2018/19

Nicholas Bensted-Smith (Chairman)
Deputy Keith Bottomley
Simon Duckworth
Andrew Lentin
Deputy Henry Pollard
Deputy Robert Merrett (Co-Opted)
Vacancy (Co-Opted)

Performance and Resource Management Sub-Committee 2018/19

Deputy James Thomson (Chairman)
Deputy Doug Barrow (Ex-Officio)
Nicholas Bensted-Smith
Deputy Keith Bottomley
Tijs Broeke
Andrew Lentin
Vacancy (Co-Opted)
Vacancy (Co-Opted by Audit & Risk Management Committee)
Vacancy (Co-Opted by Audit & Risk Management Committee)

Professional Standards & Integrity Sub-Committee 2018/19

Alderman Alison Gowman (Chairman)
Nicholas Bensted-Smith
Tijs Broeke
Mia Campbell (External Member)

Vacancy
Vacancy
Vacancy (Co-Opted)
Vacancy (Co-Opted)

- ii. Deputy Robert Merrett should continue to be co-opted on to the Economic Crime Board for the ensuing year and that the vacancy for a second co-opted Member should be advertised to all Members of the Court of Common Council.
- iii. the vacancy for the two co-opted Members of the Professional Standards and Integrity Sub-Committee should be advertised to all Members of the Court of Common Council.
- iv. the vacancy for one co-opted Member of the Performance and Resource Management Sub-Committee should be advertised to all Members of the Court of Common Council.
- v. following the result of a ballot between Alderman Ian Luder and John Todd, Alderman Ian Luder be re-appointed as the Chairman of the Police Pensions Board for the ensuing year.
- vi. Following the resignation of Davina Plummer, recruitment for the vacancy for one Scheme Member representative be commenced in consultation with the Commissioner of Police.

7. MINUTES

a) Police Committee (12 April 2018)

The Committee considered the minutes from the last meeting, held on 12 April 2018.

The Commissioner asked that it be noted that, in reference to Item 8, paragraph 5, the CoLP were invited to attend the Mayor's Briefing, though their representative was unable to attend due to illness on the day.

RESOLVED – That the minutes be approved.

b) Police Pensions Board (9 January 2018)

The Committee received the minutes from the last meeting of the Police Pensions Board, held on 9 January 2018.

RESOLVED – That the minutes be received.

c) Performance and Resource Management Sub (26 April 2018)

The Committee received the minutes from the last meeting of the Performance and Resource Management Sub-Committee, held on 26 April 2018.

The Town Clerk noted that item 6 of the minutes had been populated with repeating text and a copy of the corrected version had been tabled.

RESOLVED – That the minutes be received.

d) **Economic Crime Board (27 April 2018)**

The Committee received the minutes from the last meeting of the Economic Crime Board, held on 27 April 2018.

RESOLVED – That the minutes be received.

8. **OUTSTANDING REFERENCES**

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

OR3 – Police Budgets

The Commissioner confirmed that an infographic illustrating funding as previously requested, would be included within the July Financial Outturn report. (1)

OR7 – ATTRO Report

The Director of the Built Environment explained that a report would be produced and submitted to the Committee's next meeting on 12 July. (2)

A Member noted that responses to outstanding actions of the Committee were often circulated via email, and as a result were not recorded within the agenda packs. They requested that these notes be included as appendices in the pack going forward. Members agreed to reinstate this practice. (3)

RESOLVED – That the Committee notes the report.

9. **CYBER SECURITY STRATEGY**

The Committee received a joint report of the Commissioner of Police and the Director of Economic Development that presented Members with the proposed Cyber Security Strategy for the City of London Corporation and CoLP.

A Member asked for clarification of recommendation 5. The Commissioner explained that if CoLP were able to prove the concept and evidence the impact of Cyber Griffin over the next two years, then they would aim to present a business case for long-term funding.

A Member asked how success would be measured. The Commissioner explained that if business were investing more resources in cyber security, then there should conceivably be a reduction in material damages. He explained that a measure of Return on Investment within cyber security by monitoring financial losses after Year 1 would give a reliable representation of impact.

A Member asked how recruited personnel would be funded if there was a failure to secure longer-term funding. The Commissioner explained that, given the skills demands and investments in training, the CoLP would aim to absorb these police costs into the establishment as a result of natural turnover.

A Member asked whether payments to Bristol University would be ongoing. The Commissioner confirmed that they had agreed a one-off payment for their commissioned research, and no further payments beyond this.

A Member noted that the funding decision for the Cyber Strategy was to be made by the Policy and Resources Committee, and the funds would not come from the Police budget.

A Member asked for clarification over staffing costs in the recruitment of Cyber Security Advisors (CSAs) which appeared to average £80,000 per individual, noting that this was relatively high. The Commissioner agreed to check these figures and feed back to the Member. (4)

A Member noted that this project was highly important, but suggested that, given the recent focus on Police-related funding requests, Members give due consideration to funding priorities. The Chairman noted that the Corporation has historically always been supportive of the Police through funding when required. The Commissioner explained that this was a joint-funded project, and was not perceived by CoLP as a particular risk in relation to the issues referenced around Police funding.

A Member noted that the two-year 'trial' period was relatively short for a project of this nature, and thus any conclusions drawn should be moderate. The Commissioner agreed, but also noted that it was a reasonable timeframe with regards to a long-term funding request. He asked Members not to underestimate the value of the "Griffin" brand, and explained that CoLP were confident in the success of the project.

A Member noted that the total funding of £1.4m, would be of real assistance to the City's key constituents, and was satisfied that the request for this sum of funding prior to results was not too unreasonable.

A Member asked if there were any assurances that future funding would be likely, and that there would be appropriate contingency plans in place if funding could not be secured. The Commissioner explained that there had been great interest from private sector businesses, so CoLP were confident that the project could be sustained.

The Chairman asked how this project compared with the costs of the original Project Griffin. The Commissioner explained that it would be problematic to attempt to compare costs of projects years apart.

RESOLVED – That Members agree to:-

- i. note the cyber strategy and recommend that the Policy & Resources and Finance Committees provide their support.
- ii. Note that, pending the initial success of Cyber Griffin, CoLP and EDO will present a business case to seek long-term funding, to continue to deliver the strategy, beginning in 2020/21 Budget.

10. **ANNUAL REPORT 2017/18**

The Committee considered a draft report of the Commissioner of Police that highlighted the achievements of the City of London Police over the past financial year.

The Commissioner explained that there had been a different approach to the report this year, with a focus on creating an online interactive version that was hard to replicate in a paper report, though a version of this would be ready to submit to the Court of Common Council for their meeting on 19 July. The Town Clerk confirmed that any Member feedback should be submitted directly to them by Monday, 4 June.

A Member noted that black backgrounds with white text was not very legible, and that the figures did not specify the presumed “00k” designation.

A Member noted that the infographic on Police budgets would be very useful here and noted that the case referencing fake airbags as the top highlight was perhaps a little underwhelming.

A Member noted that the responses section on “we said we would” and “What we did” did not necessarily match up, and also noted that there was no context to concerning figures such as 170% increase in rape. The Chairman agreed with the Members statements, and a third Member suggested that perhaps current and historic rape cases could be separated, given their significance in the quoted figures.

A Member noted that the highlights stories were useful as they provided much needed colour to the report.

The Chairman requested that the final draft be circulated for information to Police Committee Members prior to its submission to the Court of Common Council. (5)

RESOLVED – That the draft report be approved, subject to further comments of Members to be with CoLP Corporate Communications Director via the Town Clerk by 4 June 2018.

11. **INDEPENDENT CUSTODY VISITING SCHEME ANNUAL REPORT 2017/18**

The Committee considered a report of the Town Clerk that updated Members on the progress of the City of London’s Independent Custody Visiting (ICV) Scheme.

The Town Clerk explained that the main issues identified within the report were indicative of a resilience shortfall for which there is a continuity plan in place.

A Member noted that 44 complaints received around infrastructure as referenced within the report, was a significant number. The Town Clerk agreed and explained that this was a prioritised issue for which continued efforts were being made to address. The Member asked if there was an agreement with the contractor to address such issues within a reasonable timeframe. The Commissioner explained that responsibility for resolving infrastructure issues within Custody rested ultimately with the City Surveyor and that he was aware that a new contractor had been sought which had compounded delays. The Police Committee's representative on the ICV Scheme Panel requested that the resolution of the infrastructure issues in the Custody Suite be kept as an outstanding action. (6)

A Member noted that a report on maintenance would be discussed at an Audit & Risk Management Members' briefing by the City Surveyor on 12 June, and that Members were welcome to attend if desired.

RESOLVED – That the report be received.

12. EQUALITY AND INCLUSION UPDATE

The Committee considered a report of the Commissioner of Police that updated Members on the Equality and Inclusion related activities conducted by CoLP.

The Assistant Commissioner confirmed that there was a new Equality and Inclusion Manager in post, and that they had made a very enthusiastic start. He explained that the workforce was generally working together on equality and inclusion issues.

With regard to the gender pay gap information provided, a Member noted that the percentage figures quoted within the table below paragraph 1.10 of the report that showed women's average pay as a percentage of men's pay appeared to be inaccurate, and likely reversed. The Commissioner noted this and confirmed that he would clarify the figures. The Chairman asked for this to be circulated to Members via email. (7)

RESOLVED – That the report be received.

13. SPECIAL INTEREST AREA SCHEME 2018/19

The Committee received a report of the Town Clerk that set out the arrangements for the Police Committee's Special Interest Area (SIA) Scheme for 2018/19.

The Town Clerk noted that these appointments had been addressed under Item 6 on the agenda.

A Member gave his thanks to the outgoing T/Commander of Economic Crime, David Clark, as a highly professional representative for the City of London, citing his national reputation in the field.

RESOLVED – That the report be received.

14. BARBICAN CCTV UPDATE

The Committee received a report of the Commissioner of Police that updated Members on the rejected plan to install an additional 24 CCTV cameras into the Barbican Residential Estate.

The Commissioner referenced previous reports to the Committee and explained that the camera proposal was rejected due to regulations on camera placements as advised by the Surveillance Camera Commissioner, but noted that CoLP were meeting current commitments.

The Commissioner explained that due to delays in the opening of the Crossrail ticket hall to December 2018, no pedestrian modelling had been carried out since TfL's initial fact finding and as such it was still not yet clear whether Moorgate Crossrail Station would affect the requirement for CCTV in the Barbican Estate.

Noting the timeline concerns, and consideration of the City's CCTV Estate within the Secure City Programme, the Chairman agreed that a standalone report for Barbican CCTV in September was not necessary.

RESOLVED – That the report be received.

15. REFRESH OF DRAFT MEDIUM TERM FINANCIAL PLAN UP TO 2022/23

The Committee received a joint report of the Chamberlain and the Commissioner that provided Members with an update on the Draft Medium Term Financial Plan submitted in December 2017.

The Commissioner assured Members that the assumptions made at the time of the December meeting were still valid.

The Chamberlain explained that this report represented the current best estimate of the financial position of the City of London Police but there remained significant uncertainties, reflected in the late emergence of a significant underspend in the 2017/18 budget. He noted that there was therefore a need to increase understanding through a task group review of key budget assumptions.

The Chamberlain explained that the underspend meant that there had been no drawdown of the reserves in 2017/18. The increased reserve level of £7m would cover the forecast deficit of £3.5m in 2018/19 and all but £0.7m of the forecast deficit for 2019/20.

The Chamberlain noted that the total Police projected capital funding requirement of £32m was significant and, if agreed, would underline the strong support from the City Corporation.

The Commissioner explained that the issue of Police funding would likely continue and be addressed at the Resource Allocation Sub-Committee Away Day. He noted that the demand was growing across policing, and that CoLP were the first force to carry out a full Strategic Threat and Risk Assessment (STRA) in order to inform its resourcing demands. He explained that he was currently holding significant risk and, whilst accepting the comments of the Chamberlain and the support given by the City Corporation, he was obliged to raise the issue of increased Premium funding once again. The Commissioner noted that every other Police force in the country had benefitted from a rise in council tax via Police and Crime Commissioners.

A Member noted paragraph 8 of the report, which highlighted staff efficiencies made under the Transform Programme, and reiterated that the Police Committee always supported the Commissioner's requests with regards to operational risks. He explained that the argument perhaps not readily accepted by other Committees was that, although efficiencies are supported by the Committee in every instance, there will always be the likelihood of risks that require additional resource on top of efficiencies, and that these too should be fully supported.

RESOLVED – That the report be received.

16. DISCLOSURE - UPDATE ON FORCE RESPONSE TO NATIONAL ISSUES

The Committee received a report of the Commissioner of Police that updated Members on CoLP's response to the national issue of disclosure of evidence.

The Commander of Operations and Security confirmed that there was an action plan in place.

A Member thanked CoLP for the report as an update had been requested. They noted that the volume of digital evidence in particular that required disclosure would place a very high manpower demand and so illustrated his appreciation of the significance of the task. A Member asked whether it was a feasible option to permit the defence council to interrogate themselves with regards to disclosure, or whether the use of artificial intelligence would be possible. The Commander of Operations and Security explained that two tests would determine acceptability of methods – the question of whether it would undermine prosecution, and whether it supports the defence. She explained that artificial intelligence was a rapidly developing area, and this was certainly perceived as a potential option.

A Member noted that disclosure has been a long running issue within the criminal justice sector, and e-discovery, which was mentioned within the report, would cut down investigation times dramatically. She noted that defence council have recently been engaged in strikes due to the significant time taken to carry out work relative to the pay, highlighting the seriousness of the issue.

RESOLVED – That the report be received.

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

There were no questions.

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

A Member asked when the recruitment of an external Member would be progressed, and the Town Clerk confirmed that, following clarification required over GDPR, this would now be progressed with the new Member expected to attend their first meeting around September, depending on security clearances. A Member noted that the advertisement of the vacancy should take into account the issue of diversity, given the challenge faced by the Committee currently in this regard. The Town Clerk agreed to keep Members updated on the procedure. (8)

The Chairman requested that read receipt requests be sent out with any late papers to the Police Committee and that Members confirm receipt in each case. (9)

19. **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.

Item No.	Paragraph(s) in Schedule 12A
23-38	3

20. **NON-PUBLIC MINUTES**

a) **Police Committee (12 April 2018)**

The Committee considered the non-public minutes from the last meeting, held on 12 April 2018.

RESOLVED – That the non-public minutes be approved.

b) **Police Pensions Board (9 January 2018)**

The Committee considered the non-public minutes from the last meeting, held on 12 April 2018.

RESOLVED – That the non-public minutes be approved.

c) **Performance and Resource Management Sub (26 April 2018)**

The Committee received the non-public minutes from the last meeting of the Performance and Resource Management Sub-Committee, held on 26 April 2018.

RESOLVED – That the non-public minutes be received.

d) **Economic Crime Board (27 April 2018)**

The Committee received the non-public minutes from the last meeting of the Economic Crime Board, held on 27 April 2018.

RESOLVED – That the non-public minutes be received.

21. **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.

22. **SUPPORT SERVICES CONTRACT FOR THE POLICE NATIONAL ENABLING PROGRAMMES**

The Committee considered a report of the Commissioner of Police that sought Members approval for the creation of a contract in relation to the National Enabling Programmes.

23. **ACTION FRAUD - INTERIM SERVICE PROVIDER**

The Committee considered a report of the Commissioner of Police relating to Action Fraud.

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

The Committee considered a report of the Commissioner of Police relating to Action Fraud.

25. **POLICE ACCOMMODATION PROGRAMME UPDATE**

The Committee considered a report of the Commissioner of Police that sought to update Members on projects forming the decant phase of the Police Accommodation Strategy and CoLP Enabling Projects.

RESOLVED – That the report be received.

26. **POLICE ACCOMMODATION STRATEGY - DECANT UPDATE**

The Committee considered a joint report of the Chamberlain, Commissioner and City Surveyor that sought Members approval of a number of Decant elements within the Police Accommodation Strategy.

27. **POLICE ACCOMMODATION STRATEGY - DECANT LOGISTICS / MOVE PARTNER**

The Committee considered a report of the Commissioner of Police that sought Members' approvals in relation to the Police Accommodation Strategy

28. **POLICE ACCOMMODATION STRATEGY - FLEET STREET ESTATE - OPTIONS PROPOSAL**
The Committee considered a report of the City Surveyor that sought Members approval in relation to the Fleet Street estate.
29. **CITY OF LONDON CORPORATION & CITY OF LONDON POLICE IT STRATEGY UPDATE**
The Committee considered a report of the Chamberlain that sought Members' approval of the updated CoLC and CoLP IT Strategy.
30. **CITY OF LONDON POLICE IP TELEPHONY UPGRADE - GATEWAY 3-4**
The Committee considered a report of the Chamberlain that sought Members' approval of the CoLP IP Telephony system upgrade.
31. **S22A CUSTODY COLLABORATION AGREEMENT**
The Committee considered a report of the Commissioner of Police that sought Members' approval of a custody collaboration agreement.
32. **OCCUPATIONAL HEALTH PHYSICIAN SERVICES**
The Committee considered a joint report of the Commissioner of Police and the Director of Human Resources relating to Occupational Health Physician Services.
33. **EMERGENCY SERVICES MOBILE COMMUNICATION PLATFORM (ESMCP) - CONTROL ROOM UPGRADE - GATEWAY 5 - ISSUE REPORT**
The Committee considered a report of the Commissioner of Police relating to the Emergency Services Mobile Communication Platform (ESMCP).
34. **BODY WORN VIDEO - GATEWAY 7 - OUTCOME REPORT**
The Committee received a report of the Commissioner of Police relating to Body Worn Video.
35. **BODY WORN VIDEO - TACTICAL FIREARMS GROUP - GATEWAY 7 - OUTCOME REPORT**
The Committee received a report of the Commissioner of Police relating to Body Worn Video.
36. **COMMISSIONER'S UPDATES**
The Commissioner provided Members with an update on activities relating to the CoLP since the last meeting.
- RESOLVED – That the Commissioner be heard.
37. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There was one question from a Member.

38. **ANY OTHER NON-PUBLIC 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 closed at 1.09 pm

Chairman

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PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE

Wednesday, 6 June 2018

Minutes of the meeting of the Professional Standards and Integrity Sub (Police) Committee held at the Guildhall EC2 at 10.30 am

Present

Members:

Alderman Alison Gowman (Chairman)	Mia Campbell (External Member)
Nicholas Bensted-Smith	Deputy James Thomson (Ex-Officio Member)

Officers:

Maria Woodall	- Director of Economic Crime, CoLP
Oliver Bolton	- Town Clerk's Department
George Fraser	- Town Clerk's Department
Alistair Sutherland	- Assistant Commissioner, City of London Police
Marshah Dixon-Terry	- City of London Police
Julia Perera	- CoLP
Angela Rogers	- CoLP

1. APOLOGIES

Apologies were received from Tijs Broeke.

The Chairman noted that Lucy Sandford had resigned from the Police Committee, and subsequent role on the Sub-Committee. She thanked her for her valuable contribution.

2. DECLARATIONS BY MEMBERS OF PERSONAL OR PREJUDICIAL INTERESTS IN RESPECT OF ITEMS TO BE CONSIDERED AT THIS MEETING

There were no declarations.

3. MINUTES

The Sub-Committee considered the public minutes from the last meeting, held on Monday 5 March 2018.

RESOLVED – That the minutes be approved.

4. OUTSTANDING REFERENCES

The Sub-Committee received a report of the Town Clerk that provided Members with a summary of the outstanding actions from previous meetings.

OR1 – Gifts and Hospitality Report

The Director of Professional Standards noted that this had been updated on the CoLP website, and asked Members if it was sufficiently visible. Members agreed that it was reasonably straightforward to locate now.

OR2 – Body Worn Video Demonstration

The Chairman asked for confirmation that this demonstration would take place at the next meeting of the Sub-Committee in September. The Director of Professional Standards confirmed that it would.

OR4 – Force Leadership Changes Update

Members noted that the CoLP organigram was circulated and the Assistant Commissioner explained that updates on leadership personnel would only be provided on a monthly basis if there had been any changes to note. The Chairman agreed that this was the correct approach.

RESOLVED – That the report be received.

OR5 – National Association of Legally Qualified Chairpersons for Police Misconduct Panels

The Director of Professional Standards and the Town Clerk explained that they had both made considerable attempts to engage with the Association but had not had any success. The Chairman accepted that efforts had been made and agreed that the action should now be closed.

OR7 – Staff Survey Action Plan

The Chairman noted that the Detective Chief Superintendent of Intelligence and Information submitted his apologies as was unable to attend the meeting as planned due to a CoLP engagement.

The Assistant Commissioner explained that the action plan will be formulated prior to the next meeting. The Chairman requested that it be submitted to the next meeting. (1)

OR8 - Legitimacy Action Plan

The Town Clerk tabled a copy of the Performance and Resource Management Sub Committee report that summarised HMICFRS recommendations for improvement from the recent Legitimacy inspection of CoLP. The Head of Strategic Development explained that the only category marked as “RED” was the use of stop and search, and noted that this was impacted by an issue with the PRONTO system that is used for the recording of crimes. Members queried how this was related to NICHE, and the Head of Strategic Development explained that NICHE was a core system that interfaces with a range of other systems, such as PRONTO, which are not necessarily synchronised with other Police forces.

The Assistant Commissioner explained that there were a list of identified actions that CoLP were working through. The Chairman of the Performance and Resource Management Sub-Committee noted that an issue highlighted at that Sub-Committee was the 14% of officers rated as having completed training

for Stop and Search. The Assistant Commissioner noted that this was unsatisfactory and explained that CoLP were planning to produce a briefing note updating Members on the training plan that was in place. He agreed to circulate to Members of the Sub-Committee. He noted that the level of complaints around stop and search had not seen an increase regardless. (2)

A Member asked if the training aimed at addressing unconscious bias was online. The Assistant Commissioner confirmed that this was the case.

The Chairman noted that the briefing note should be circulated to the Police Committee's Equality and Diversity Lead that had given his apologies for this meeting.

OR9 – New Complaints Procedure

The Chairman asked if the planned changes to the complaints procedure had been made. The Director of Professional Standards confirmed that they had and that there had subsequently been a significant drop in complaints received around Action Fraud.

OR10 – Stop and Search Concerns

It was agreed that this was now being addressed and should be closed.

OR11 – Community Scrutiny Group (CSG) and Independent Advisory Group (IAG) Meeting Dates

The Chairman asked if the dates had been confirmed for both these groups. The Assistant Commissioner explained that CSG dates had been confirmed, but that the IAG dates had not been for the remainder of 2018. The Chairman asked that the Equality & Diversity Lead should be kept updated with these dates. (3)

RESOLVED – That the report be received.

Post Incident Procedure (PIP)

The Sub-Committee received a verbal update from a CoLP Post-Incident Manager (PIM) on Post-Incident Procedures (PIP).

The Post-Incident Manager explained that a Post-Incident Procedure would be actioned following a range of adverse events that may occur whilst Police officers are carrying out their duty, such as the discharge of a firearm. She explained that chief officers would be notified immediately following the incident, and that CoLP would then make provisions for the management of the staff member involved to ensure that they are supported throughout the process by a Post-Incident Manager.

The Post-Incident Manager explained that they were staff members not solely dedicated to this task, though they were required to have a range of skills and competencies to fill the role, such as: empathy, commitment, independence and strong communication.

The Post-Incident Manager provided Members with the 2016 London Bridge Terror Attack as an example where a Post-Incident team consisted of both CoLP and Metropolitan Police Service (MPS) officers. She highlighted the challenge in managing the inherent pressure that officers face given IOPC involvement. She emphasised the importance of anonymity throughout the process to enable subjects to continue their daily life and work. She also noted the requirement for PIM's to provide updates to the subject on hearing dates and help ensure that the best evidence is provided in court, particularly in the case of the London Bridge Terror Attack, which would be heard on 6 July in January 2019 at the Central Criminal Court. She noted that the officers involved in this case were currently in a "good place".

Members questioned the level of awareness of the Post-Incident Procedure from amongst CoLP staff. The Post-Incident Manager explained that all firearms officers were well aware of the process, and assured members that there was now much improved awareness amongst non-firearms officers.

A Member asked how many recorded "incidents" had occurred over the last 5 years. The Post-Incident Manager explained that PIM's would only be aware of those incidents that they themselves are involved in. The Assistant Commissioner explained that the exact figure would have to be confirmed but noted that there was steadily increasing use of PIP, likely resulting from the influx of staff from MPS where it had been well established.

The Chairman thanked the Post-Incident Manager for the informative update.

5. INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE

The Sub-Committee received a report of the Commissioner of Police that provided Members with an update on CoLP's Integrity Dashboard and Code of Ethics.

The Head of Strategic Development explained that a summary of meetings had not been included due to the timing of the agenda submission deadline prior to the meeting of the Integrity Standards Board. He explained that the dashboard was well received at that meeting on 23 May, and the performance of CoLP was deemed to be stable. He noted that an action from the meeting raised by the Assistant Commissioner was the question of ethical crime recording.

The Head of Strategic Development explained that the London Police Challenge Forum (LPCF) was well attended on 29 April. The Chairman noted that the lack of minutes/notes being circulated following the meeting was a real concern. The Head of Strategic Development agreed and noted that there wasn't any perceivable reason why they could not be. He noted that many of the issues covered could be overlooked as minor, though cumulatively have a significant impact on Police performance.

The Chairman suggested that it would be valuable for Members to attend the next meeting on 5 July and requested that the Town Clerk circulate the details to Members. A Member asked that the meeting outcomes also be circulated to Members. (4)

The Chairman asked if Crime Audits were ongoing, and the Head of Strategic Development confirmed that they were. The Assistant Commissioner explained that the procedures for the recording of crime had been amended on 1 May, with the Force Control Room now taking incoming crimes directly. He explained that CoLP were employing a more forensic approach to their first contacts on crimes. He noted that CoLP had received a rating of “inadequate” for crime reporting, and in an effort to correct this, there would likely be an increase in reported crime rates. He explained that the central challenge was around the prioritisation of crimes. The Chairman asked if this issue would feature in a report to Police Committee on 12 July, and the Assistant Commissioner noted that this was a possibility. He noted that an unexplained rise in crime figures which could result, may have a detrimental effect on officers’ confidence.

In reference to Business Interest investigations cited within the Integrity Dashboard, a Member asked whether scores of “0” were reliable, or were indicative of a lack of resource available to monitor thoroughly. The Director of Professional Standards confirmed that all the figures were representative as each Business Interest was being checked.

The Chairman noted that measure No.17- *Identified Breaches of the Donations and Sponsorship SOP* had data missing and this was a result of a lack of staffing resource. The Assistant Commissioner confirmed that CoLP’s finance function was now at full strength, with an interim Finance Director appointed for 6-months. He explained that a financial tasking meeting would take place every Monday morning and so he was confident that CoLP were now in a stronger position. The Chairman asked that measure No.17 – *Identified Breaches of the Donations and Sponsorship SOP* be marked as an outstanding action. (5) The Head of Strategic Development explained to Members that this log was kept with the aim of providing reassurance and explained that they were generally happy and would ensure to keep it high on CoLP’s agenda.

RESOLVED – That the report be received.

6. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

The Chairman requested that the Professional Standards Newsletter be circulated to Members as a matter of course. (6)

7. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There was no urgent business.

8. 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.

Item No.
9-19

Paragraph(s) in Schedule 12A
3

The meeting closed at 12.22 pm

Chairman

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POLICE COMMITTEE

12 July 2018

OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
1.	24-05-18 Item 4 - <i>Outstanding References</i> 12-04-18 Item 4 – Outstanding References Police Budgets Infographic	<p>The Commissioner explained that the CoLP would welcome increased transparency on their budgets in written form. The Chairman requested that a joint report of the Chamberlain and the Commissioner be submitted to the Committee that provides a clear and detailed explanation of the allocation and accounting of Police budgets.</p> <p>24-05-18: The Commissioner confirmed that an infographic illustrating funding as previously requested, would be included within the July Financial Outturn report.</p> <p>Update 28-06-18: The Financial Outturn 17-18 Report is on the agenda, though the Infographic is awaiting sign off by the Commissioner.</p>	Chamberlain/ CoLP	OUTSTANDING

No.	Meeting Date & Reference	Action	Owner	Status
2.	24-05-18 Item 4 - <i>Outstanding References</i> 12-04-18 Item 8 – Questions ATTRO Report	<p>A Member noted that a full report on the implementation of ATTRO had been promised, but still had not been received. The Commissioner apologised for the delayed response, explaining that it had been actioned but not yet concluded. He confirmed that he would liaise with the Department of Built Environment Director to ensure a report on this would be submitted to the next meeting. The Chairman confirmed that this was disappointing that this had not been addressed, and that the Department for the Built Environment were unable to send a representative to respond to Member queries. He noted that this report should be a collaboration between the Department of the Built Environment and the Police.</p> <p>10-05-18: Subject to an update by DBE who was ascertaining position with regard to governance by P&R Committee.</p> <p>Update 24-05-18: The Director of the Built Environment explained that a report would be produced and submitted to the Committee's next meeting on 12 July.</p>	DBE/ CoLP	COMPLETE – On the Agenda
3.	24-05-18 Item 4 - <i>Outstanding References</i> Outstanding Actions Notes	<p>A Member requested that outstanding action notes be included as appendices in the pack going forward for the record. Members agreed to reinstate this practice.</p>	Town Clerk	COMPLETE
5.	24-05-18 Item 10 – <i>Annual Report 2017/18</i> Annual Report Final Draft	<p>The Chairman requested that the final draft be circulated for information to Police Committee Members prior to its submission to the Court of Common Council.</p> <p><i>This was circulated to Members via email on 29 June 2018.</i></p>	CoLP	COMPLETE

No.	Meeting Date & Reference	Action	Owner	Status
6.	24-05-18 Item 11 – <i>Independent Custody Visiting Scheme Annual Report 2017/18</i> Custody Suite Infrastructure Issues	<p>The Police Committee’s representative on the ICV Scheme Panel requested that the resolution of the infrastructure issues in the Custody Suite be kept as an outstanding action.</p> <p>Update 28-06-18: A decision has been made by CoLP to close the Bishopsgate Custody facility from the 1st-25th July 2018 for the remedial improvements to be made. The Custody facility at Snow Hill Police Station will be opened as per Business Continuity Plan. BTP Custody at Brewery Street can also be used by CoLP as a further contingency.</p>	CoLP	OUTSTANDING
7.	24-05-18 Item 11 – <i>Equality and Inclusion Update</i> Gender Pay Gap	<p>With regard to the gender pay gap information provided, a Member noted that the percentage figures quoted within the table below paragraph 1.10 of the report that showed women’s average pay as a percentage of men’s pay appeared to be inaccurate, and likely reversed. The Commissioner noted this and confirmed that he would clarify the figures. The Chairman asked for this to be circulated to Members via email.</p> <p>Update 28-06-18: The Gender Pay Gap information was provided by CoL Payroll. The CoLP Equality & Inclusion Manager has clarified with Payroll and it does appear that the Member is correct, the position between men and women has been reversed.</p> <p>So, the table says “Women’s pay as a percentage of men’s pay” when in fact it should say “Men’s pay as a percentage of women’s pay”</p> <p>CoLP Equality & Inclusion Manager will ensure that this is amended and re-published as appropriate.</p>	CoLP	COMPLETE

No.	Meeting Date & Reference	Action	Owner	Status
8.	24-05-18 Item 18 – <i>Any Other Business</i> Recruitment of External Member	<p>A Member asked when the recruitment of an external Member would be progressed, and the Town Clerk confirmed that, following clarification required over GDPR, this would now be progressed with the new Member expected to attend their first meeting around September, depending on security clearances. A Member noted that the advertisement of the vacancy should take into account the issue of diversity, given the challenge faced by the Committee currently in this regard. The Town Clerk agreed to keep Members updated.</p> <p>Update 04-07-18: The Town Clerk worked in collaboration with the CoLP's Equality and Inclusion Manager and communications department to ensure that the advertisement was more accessible and inclusive to a wide and diverse audience, and equally could be distributed to the appropriate networks. A public notice was placed in City Matters for the vacancy for publication on 4 July 2018 and a poster was redesigned for distribution to the City's estates through their noticeboards, newsletters and delivery to residents. The flyer was also circulated digitally to community and policing groups. A deadline for applicants was given as Sunday 5 August 2018.</p>	Town Clerk	COMPLETE – See Appendix 1
9.	24-05-18 Item 18 – <i>Any Other Business</i> Late Item Read Receipts	<p>The Chairman requested that read receipt requests be sent out with any late papers to the Police Committee and that Members confirm receipt in each case.</p>	Town Clerk/ Members	OUTSTANDING

No.	Meeting Date & Reference	Action	Owner	Status
10.	12-04-18 Item 6 – Quarterly Community Engagement Update Community Engagement Outcomes	<p>The Chairman agreed that, whilst the report was good, there needed to be more evidence of the effectiveness of engagement activities presented within it. The T/Commander of Operations and Security confirmed that they would include more information on outcomes in the next quarterly update in July, feeding back with figures to Members in the meantime on the issue of CPNs and their effectiveness as a tool.</p> <p>Update 10-05-18- A note addressing the latter part of this OR regarding CPNs was sent to the Town Clerk for circulation to Members on 9 May (see appendix 2). The part regarding more information on outcomes will be reported in the July quarterly community engagement update.</p>	CoLP	COMPLETE – On the agenda + See Appendix 2

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Calling on a Volunteer

City of London Police Committee Vacancy

- Are you over 18 years old?
- Do you live or work in the City of London (Square Mile)?
- Can you demonstrate a genuine, active interest in Policing or Community matters?
- Are you fair, independent and efficient?
- Can you represent your community on key issues
- Can you volunteer 8 hours a month (Meetings usually 11am on Thursdays, 8 times per year)?
- You DO NOT work for the City of London Police or City of London Corporation.

YES – Would you like to be an independent Police Committee Member?

In its role as the police authority for the Square Mile, the City of London Corporation is responsible for ensuring that the City of London Police deliver a fair, efficient and effective police service. We are seeking to appoint an independent person to serve as a member of the Police Committee of the City of London Corporation to help it fulfil this role. The appointment will be for a four-year term commencing in September 2018, with a commitment of attendance at committee meetings eight times per year for approximately two hours.

We will provide you with:

- ✓ Necessary training and Member support in the role.
- ✓ Reimbursement of travel and subsistence costs.
- ✓ Reading papers prior to each meeting.

To request an application pack or for any further queries, please contact george.fraser@cityoflondon.gov.uk

Closing date for applications is Sunday 5 August 2018.

Interviews will take place in August 2018 at Guildhall, London EC2V 7HH. The City of London Corporation will use your information to assess your suitability for employment with us. If your application is unsuccessful we will no longer store any information submitted.



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Outstanding Reference: 10 - Community Engagement Outcomes

Response from: CoLP
Response to: Police Committee

Introduction

1. *At the Police Committee on the 12th April as part of Outstanding Reference No 5 a Member asked for the Force to feed back with figures to Members on the issue of CPNs and their effectiveness as a tool. This was in relation to the point that CPN's can restrict an individuals' movement/ freedoms and the Member wanted reassurance that the Force was using CPN's appropriately. The below update has been provided by Chief Inspector Jesse Wynne and approved by Supt David Lawes Head of Uniformed Policing/ Community Policing.*
2. *CPNs can be issued when the conduct of the recipient is having a detrimental effect on the quality of life in the local community, when it is of a persistent nature and is considered unreasonable. A CPN may stipulate a requirement to stop doing specified things, a requirement to do specified things and/or a requirement to take reasonable steps to achieve specified results. They can be issued to anybody who is aged 16 years or over and can be given to individuals or businesses. They grant powers of forfeiture/seizure and to take remedial action. Breaching a CPN is deemed a criminal offence and may incur a fine. A CPN warning must be issued before a CPN can be given out. It must make clear that a CPN may be issued if the recipient's anti-social behaviour is not stopped. Other information that may be included may be an outline of the anti-social behaviour, an outline of the time by which the behaviour should be stopped and clarifying the potential consequences of being issued with a CPN.*

Number of CPNs/warnings:

3. *Between 1st January 2016 and 31st December 2017, 184 individuals were given CPNs/warnings. These were split by level as follows:*
 - 1st warning 204*
 - 2nd warning 27*
 - 3rd warning / arrest 19*
 - TOTAL 250*
4. *In the 27 instances where 2nd warnings were given out, a 1st warning had been given in all bar one of the cases. Of the 19 cases where a 3rd warning/arrest was made, all the individuals had received a 1st warning and around 50% of the individuals had been issued with a 2nd warning.*

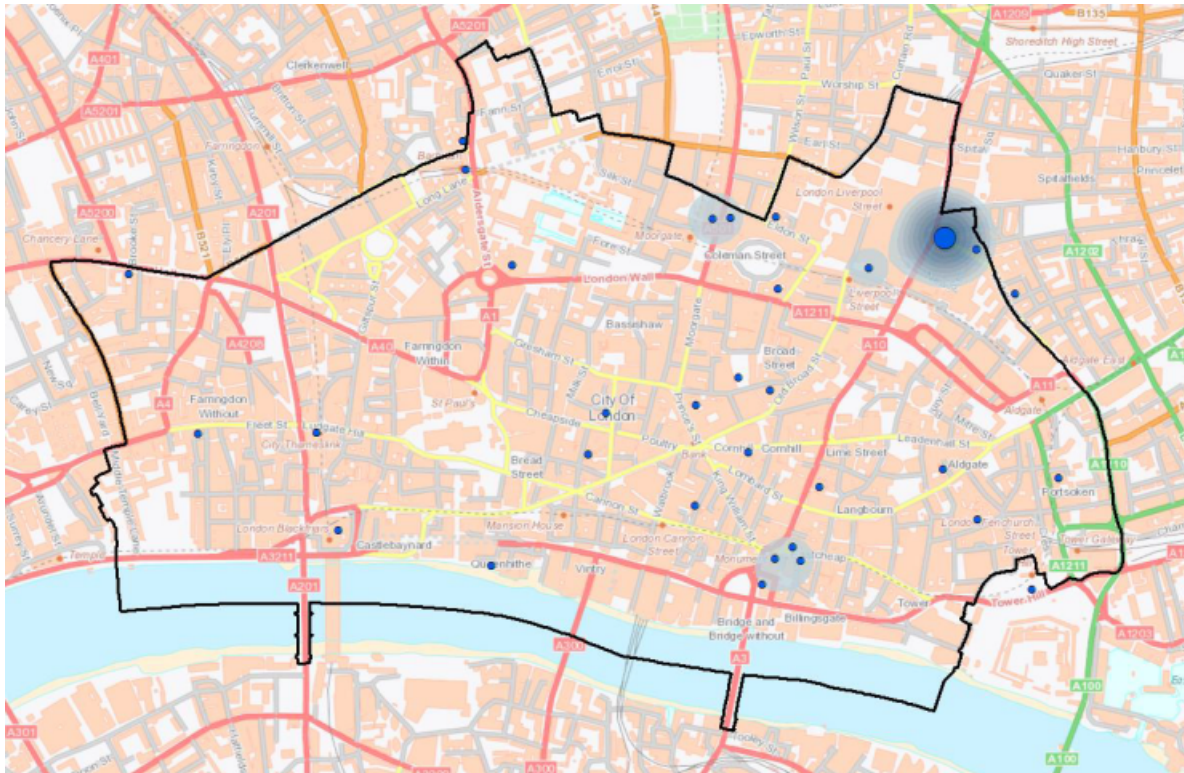
CPNs for Begging

5. *184 individuals received a CPN/warning in relation to begging (often in conjunction with other offences). This clearly illustrated that CPNs/warnings are used by the Force to address this offence.*

Of the individuals' whose CPNs/warnings related to begging, 66% were of no fixed abode, 28% gave an address of some kind and the address of 6% was not known or had not been given. Two-thirds of the individuals given CPNs/warnings were of no fixed abode, however this may in fact be even higher than the indicated figure as addresses given include hostels and Outreach service day centres which are often used only on a temporary basis and the users frequently return to rough sleeping.

Locations of those receiving CPNs

6. *The following map shows the locations of where individuals were begging when they were issued with a CPN/warning:*



7. *Bishopsgate is the most common location, followed by Eastcheap /Monument, Moorgate and Liverpool Street. These are all extremely busy areas with a high footfall. These locations are all on the East side of the City – this may either indicate that there is genuinely high levels of begging that takes place towards this side of the City where there is potentially a higher density of City workers owing to volume of businesses and because there are a number of key transport hubs are there such as Liverpool Street/ Fenchurch Street Stations). Additionally, Police Officers are more likely to encounter incidents of begging in this area, as it is nearer to Bishopsgate Police Station.*
8. *The Chief Inspector Communities is confident that CPNs are used appropriately and act as a deterrent.*

Committee(s): Police Committee	Date: 12 July 2018
Subject: Appointment of Co-opted Members 2018/19	Public
Report of: Town Clerk	For Decision
Report author: George Fraser	

Summary

This report recommends that your Committee makes a number of internal appointments for 2018/19.

Recommendation(s)

That,

- a) consideration be given to the appointment of co-opted Members from the Court of Common Council to the following for the ensuing year:
 - i. Economic Crime Board
 - ii. Performance and Resource Management Sub Committee
 - iii. Professional Standards and Integrity Sub Committee
- b) Consideration be given to the appointment of two Members to the Homelessness and Rough Sleepers Sub (Community and Children's Services) Committee

Main Report

1. The Committee is asked to agree the appointment of Co-opted Members to the following vacancies on its Sub-Committees and Boards for 2018/19:
 - a) **Economic Crime Board**
One Member co-opted from the Court of Common Council
 - b) **Performance and Resource Management Sub-Committee**
One Member co-opted from the Court of Common Council
 - c) **Professional Standards and Integrity Sub-Committee**
One Member co-opted from the Court of Common Council
2. The Committee is asked to agree the appointment of two Members to the Homelessness and Rough Sleepers Sub (Community and Children's Services) Committee. Its draft terms of reference are attached at Appendix 1.

Appendices:

Appendix 1 – Draft Terms of Reference - Homelessness and Rough Sleepers Sub
(Community and Children's Services) Committee

George Fraser

Town Clerk's Department

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Draft terms of reference for the Rough Sleepers and Homelessness Sub-Committee.

1. To give consideration to strategies and proposals to alleviate rough sleeping and homelessness in the City of London together with other associated activities.
2. To have an overview of government and regional policies on rough sleeping;
3. To have an overview of rough sleeping in the City of London;
4. To monitor new approaches to working with rough sleepers;
5. To monitor the financial implications in delivering a service to rough sleepers;
6. To be informed about the health and wellbeing of rough sleepers, what services are required and how they can be delivered;
7. To monitor the implications of any enforcement activities; and
8. To monitor the numbers of rough sleepers on the City streets.
9. To liaise with other local authorities and agencies working towards tackling homelessness and rough sleeping.

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Committee(s):	Date(s):
Police Performance and Resource Management Sub Committee- For information	29 th June 2018
Police Committee – For information	12 th July 2018
Subject: Revenue and Capital Outturn 2017/18	Public
Report of: Commissioner of Police and the Chamberlain Pol-58-18	For Information
Report Author: Mark Reeves, CoLP and Philip Gregory, Chamberlains Department.	

Summary

In the January 2018 report to Members, the Force outlined its expectations of a balanced budget. However, 2017/18 outturn revealed an underspend of £3.54m

The final outturn shows net expenditure of £72.44m which allows a transfer to the General Reserve of £3.54m, increasing the balance from £3.5m to £7.0m at 31 March 2018. This differs from the expected balanced budget forecast

Revenue Outturn by Standard Category	Budget 2017/18 £	Actuals 2017/18 £	Variance £
Employees - Direct Pay	87.99	86.68	1.31
Employees - Indirect Pay	3.30	4.59	(1.29)
Other	17.60	14.47	3.13
Premises	3.46	2.61	0.85
Supplies and Services	24.54	24.40	0.14
Transport	1.85	1.89	(0.04)
Income	(62.76)	(62.20)	(0.56)
Grant Total	75.98	72.44	3.54

A year end analysis by Directorate is shown in the main report under paragraph 10.

Recommendation

Members are asked to:

- Note the revenue and capital outturn for 2017/18.

Main Report

Budget Outturn Position for 2017/18

1. The budget anticipated a nil transfer from/to the General Reserve; however the actual transfer was a contribution of £3.54m to the General Reserve.
2. There has also been a transfer from the Proceeds of Crime Act (POCA) Reserve of £0.7m for the year.
3. The original cash limit for 2017/18 was agreed at £63.99m. There have been several adjustments during the year increasing the cash limit to £75.98m. An analysis of these changes is set out in Appendix 1.

Revenue Outturn for 2017/18

4. The revenue outturn by standard category is illustrated in Table 1 below.

Table 1 Revenue Outturn for 2017/18 by Standard Category

Revenue Outturn by Standard Category	Budget 2017/18 £m	Actuals 2017/18 £m	Variance £m
Employees - Direct Pay	87.99	86.68	1.31
Employees - Indirect Pay	3.30	4.59	(1.29)
Employees Subtotal	91.29	91.27	0.02
Other	17.60	14.47	3.13
Premises	3.46	2.61	0.85
Supplies and Services	24.54	24.40	0.14
Transport	1.85	1.89	(0.04)
Income	(62.76)	(62.20)	(0.56)
Grant Total	75.98	72.44	3.54

5. The final outturn shows net expenditure of £72.44m which allows a transfer to the General Reserve of £3.54m.
6. The outturn shows the Employee (direct and Indirect) Pay Budget was expected to be underspent due to Police Officer and Police Staff Vacancies. This has not materialised and the employee pay budget is balanced. Accurate workforce forecasting remains a challenge given resource constraints within the Finance Department that are now being addressed, along with the unpredictability of staff turnover and the ability to rapidly fill vacancies. The Force, as of April 2018, has addressed the significant vacancies of 2017 and is now broadly at full establishment strength
7. Other costs were underspent by £3m, due to non-achievement and payment of profiled IBM (UK) Ltd Milestones in the Action Fraud IBM Implementation. These costs will slip to 2018/19 and the funding is effectively carried forward in the contribution to the general reserve.
8. Premises related cost underspend £0.84m, within Rents and Rates all within Business Support Directorates.

Directorate Outturn

9. The Directorate outturn is illustrated in Table 2 below and individual Directorate analysis is shown in Appendix 2.

Table 2: Outturn Analysis by Directorate for 2017/18

Directorate	Budget 2017/18 £m	Outturn 2017/18 £m	Variance £m
Crime Investigation Directorate	11.12	9.86	1.26
Economic Crime Directorate	13.75	10.44	3.31
Information & Intelligence	11.03	10.04	0.99
Uniformed Policing Directorate	10.90	11.56	(0.66)
Business Support Directorate	18.48	17.40	1.08
Central Costs	10.70	13.14	(2.44)
Grand Total	75.98	72.44	3.54

10. Table 2 shows that all Directorates, excluding Central, achieved a net under spend of £5.9m.

Crime Investigation Directorate - net under spend of £1.26m

The Crime Investigation Directorate achieved a net under spend of £1.26m, predominately to do with vacancies of Police and Civilian Staff. These vacancies have now been filled and will not generate a saving in 2018/19.

Economic Crime Directorate - net under spend of £3.31m

The Economic Crime Directorate (ECD) achieved an under spend of £3.31m. This is the net result of an over spend on funded units of £0.44m and an under spend on project costs of £3.76m. The under spend on core activity was due to non-achievement and payment of profiled IBM (UK) Ltd Milestones in the Action Fraud IBM Implementation, as mentioned earlier.

Information and Intelligence Directorate - net under spend of £0.99m

The Information and Intelligence Directorate (I&I) achieved an under spend of £0.99m, as with most other directorates I&I has seen a significant under spend on Direct Employee Expenses of £0.44m due to vacancy levels which have now been filled. There have also been some significant under spends on Supplies and Services with savings in the areas of Computer Licences, Subscriptions and Security costs, totalling £0.51m.

Uniformed Policing Directorate - net over spend of £0.66m

The Uniformed Policing Directorate (UPD) had an overspend of £0.66m, mainly as a result of increased overtime for Police Staff (£0.83m) as well as an overspend on training of around £0.39m. This was offset by an underspend on supplies and services (£0.52m) mainly due to lower interpreter fees of £0.14m and spending £0.30m less on equipment.

Business Support Directorate - net under spend of £1.08m

The Business Support Directorate (BSD) had an underspend of £1.08m. BSD manages business support functions for the Force and includes resourcing the Force's extensive and ambitious capital programme including pipeline projects from 2017/18 to 2019/20. The Force utilises a number of specifically skilled project managers, on a combination of fixed term and agency contracts whose costs are charged to capital when programmes attain Gateway 5 status, but otherwise the costs remain in revenue until this stage is reached. This will only be an overspend if the project does not achieve Gateway 5 status. These resources are not part of the establishment since it is proper accounting practice to charge costs which are directly attributable to the creation of an asset to capital. This raises an important aspect in that feasibility/pre-Gateway 5 costs relating to capital programmes are unfunded and from 2018/19 the Force will need to budget for feasibility expenditure. Where possible, project managers working on capital projects are recharged to appropriate capital programmes.

Central Costs - net over spend of -£2.44m

Central costs include overarching functions such as Pension Costs, Secondments, and the ICT contract

Central costs include ICT charges agreed at £6.34m. Following a corporate wide review of ICT and the realisation that such savings were not going to be achieved, the Corporation increased 2017/18 funding by £1.1m to cover the additional ICT costs. The Corporation have agreed to fund similar costs of £1.1m for 2018/19.

Capital and Supplementary Revenue Projects Outturn for 2017/18

11. Expenditure on the 2017/18 Capital and Supplementary Revenue Projects, excluding Police Accommodation (see Appendix 3) was £4.95m, an under spend of £1.08m against a forecast of £6.03m.
12. The capital under spend for 2017/18 was £1.08m, of which a net amount of £1.05m has been re-phased into future years and Appendix 3 refers.
13. Assumptions have been made on the available funding and indicative projects to 2019/20. Whilst it is anticipated that there will be some specific funding available for a few of the projects, there remains a significant overall shortfall of around £17m. It should be noted that this figure may change as further detailed work is being undertaken and does not take account of the additional investment required to deliver the latest Police IT Strategy, currently estimated at over £15m.

14. Approval was granted to additional central support from City Fund resources to finance the shortfall in funding from 2017/18 onwards and a sum of £1.147m was drawn down in 2017/18 from the provision included in the City Fund draft medium term financial plan.

General Reserves

15. The balances on the General reserves and POCA reserves at 31 March 2018 are £7.01m and £2.93m respectively.

Table 3 General Reserves and POCA Reserve Balances

City of London Police Balances	General Reserve £m	POCA Reserve £m	Balances £m
Opening balance (01/04/17)	3.49	3.63	7.12
2017/18 transfer to/(from)	3.54	(0.7)	2.84
Closing balance (31/03/18)	7.03	2.93	9.96

Conclusion

16. The outturn for the year shows a surplus, brought about by a combination of factors which include a higher than originally planned level of vacancies (one-off benefit) and other internal control decisions. The Force will consider process and invest to save opportunities and review with the Chamberlain the feasibility of future cashable efficiencies. However, the position is challenging in future years, with an underlying deficit remaining and an increase in demand for policing services.
17. The original forecast was a balanced budget, however there has been an underspend of £3.54m mainly due to project underspend.
18. The Assistant Commissioner will continue to look for opportunities to find risk based efficiencies and control expenditure. The Force is also looking to develop future income streams through commercial opportunities to support future funding gaps.
19. As referred to in the Medium Term Financial Plan, presented to your Committee in May 2018, the Commissioner and Chamberlain require more assurance on the robustness of the 2018/19 budget. This will be assessed as part of a task and finish group chaired by the Deputy Chamberlain.

Appendices

- Appendix 1 – Analysis of charges to Force Cash Limit for 2017/18
- Appendix 2 – Detailed revenue outturn by Directorate 2017/18
- Appendix 3 – Capital Outturn 2017/18

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Analysis of Changes to Force Cash Limit for 2017/18

Changes to Force Cash Limit 2017/18	2017/18 £m	2017/18 £m
Original Cash Limit - Jan 2017		63.9
Budget Adjustments		
<u>In-Year adjustments</u>		
Action Fraud implementation funding B/fwd from 2016/17	0.9	
Additional resources to meet IT pressures	1.1	
Action Fraud IBM Implementation - allocation from Corporation Reserves	5.1	
Funding for Police Accommodation Project supplementary revenue schemes	4.9	12
Final Cash Limit - March 17		75.9

Detailed Revenue Outturn by Directorate 2017/18

	Employees - Direct Pay	Employees - Indirect Pay	Other	Premises	Supplies and Services	Transport	Income	Grand Total
Crime Directorate								
Budget 2017/18	10.74	0.24	0.23	0.02	0.44	0.02	(0.57)	11.12
Actuals 2017/18	9.79	0.29	0.19	-	0.32	0.03	(0.76)	9.86
Variance - better/(worse)	0.95	(0.05)	0.04	0.02	0.12	(0.01)	0.19	1.26
Business Support Directorate								
Budget 2017/18	8.16	0.83	2.40	3.11	3.77	0.21	-	18.48
Actuals 2017/18	8.55	0.59	2.63	2.26	5.70	0.37	(2.70)	17.40
Variance - better/(worse)	(0.39)	0.24	(0.23)	0.85	(1.93)	(0.16)	2.70	1.08
Intelligence & Information Directorate								
Budget 2017/18	10.31	0.14	-	-	1.41	0.06	(0.89)	11.03
Actuals 2017/18	9.88	0.31	-	-	0.90	0.07	(1.12)	10.04
Variance - better/(worse)	0.43	(0.17)	-	-	0.51	(0.01)	0.23	0.99
Uniformed Policing Directorate								
Budget 2017/18	19.31	0.81	0.39	0.04	1.77	0.16	(11.58)	10.90
Actuals 2017/18	19.17	2.07	0.35	-	1.25	0.22	(11.50)	11.56
Variance - better/(worse)	0.14	(1.26)	0.04	0.04	0.52	(0.06)	(0.08)	(0.66)
Economic Crime Directorate - Core Activity Functions								
Budget 2017/18	5.57	0.13	5.76	-	0.04	-	-	11.50
Actuals 2017/18	4.72	0.13	2.34	0.14	0.46	0.01	(0.06)	7.74
Variance - better/(worse)	0.85	-	3.42	(0.14)	(0.42)	(0.01)	0.06	3.76
Economic Crime Directorate - Funded Activity Functions								
Budget 2017/18	14.25	0.85	0.45	0.86	10.41	0.45	(25.02)	2.25
Actuals 2017/18	13.82	0.61	1.52	0.79	9.23	0.37	(23.64)	2.70
Variance - better/(worse)	0.43	0.24	(1.07)	0.07	1.18	0.08	(1.38)	(0.45)
Central Support								
Budget 2017/18	19.65	0.30	8.37	(0.57)	6.70	0.95	(24.70)	10.70
Actuals 2017/18	20.75	0.59	7.44	(0.58)	6.54	0.82	(22.42)	13.14
Variance - better/(worse)	(1.10)	(0.29)	0.93	0.01	0.16	0.13	(2.28)	(2.44)
GRAND TOTAL								
Budget 2017/18	87.99	3.30	17.60	3.46	24.54	1.85	(62.76)	75.98
Actuals 2017/18	86.68	4.59	14.47	2.61	24.40	1.89	(62.20)	72.44
Variance - better/(worse)	1.31	(1.29)	3.13	0.85	0.14	(0.04)	(0.56)	3.54

Capital Outturn 2017/18

Police 2017/18 Capital and Supplementary Revenue Project Expenditure (excluding Police Accommodation Projects)

	Police Committee Jan 18	Police Committee Jul 18		
Project Name	2017/18 Forecast	2017/18 Outturn	Variance	C/Fwd
Expenditure	£'000	£'000	£'000	£'000
Forecast and Actual Expenditure				
Body Worn Video	0	(7)	7	0
Body Worn Video TFG	(63)	(49)	(14)	0
ICT Support to CCCI Functions	(2,569)	(2,915)	346	346
WAN	(1,436)	(590)	(846)	(846)
Payroll and Duty Management System - HR Integrated	(236)	(136)	(100)	(100)
ESMCP - Integrated Command	(836)	(603)	(233)	(233)
ROS - IMS/DRS (back office)	(765)	(588)	(177)	(177)
ROS - ANPR Cameras (excluding PAS elements)	(76)	0	(76)	(76)
Secure City	0	(36)	36	36
Vehicle Purchases	(48)	(23)	(25)	0
IP Telephone Infrastructure	0	(2)	2	0
Total Capital/SRP Expenditure	(6,029)	(4,949)	(1,080)	(1,050)
Funding				
Home Office Capital Grant	959	383	576	576
Police Revenue Contribution	1,378	1,918	(540)	0
Additional Central Support from City Fund	1,888	1,147	741	185
Earmarked Funding				
Proceeds of Crime Funds	951	951	0	0
Proceeds of Crime Funds - Body Worn Video TFG	63	49	14	0
S31 Police Control Room Upgrade Grant - ESN501	501	501	0	0
Bridge House Estates contribution to ROS - River Cameras(IMS/DRS)	114	0	114	114
On-Street Parking Reserve contribution to ROS - IMS/DRS	175	0	175	175
Total Funding	6,029	4,949	1,080	1,050

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Committee(s): Economic Crime Board – For information Police Committee – For information	Date: 6 th July 2018 12 th July 2018
Subject: Joint Fraud Taskforce Update	Public
Report of: Commissioner of Police Pol 61-18	For Information
Report author: T/Commander Peter O'Doherty, Economic Crime	

Summary

At the meeting of the Police Committee on the 1st March 2018, a Member requested an update on the Joint Fraud Task Force (JFT). The Commissioner gave a brief verbal update at the April Committee but at that time owing to the position with a review of the Taskforce which had commenced in February 2018, it was not possible to give a full update and the Commissioner undertook to provide an update to the July Committee once the review concluded at the end of May 2018.

This paper provides an update on the Joint Fraud Taskforce (JFT) following its launch in February 2016 and Public Accounts Committee scrutiny in December 2017.

An independent review concluded that the JFT has huge potential but certain aspects, including an effective operating model, need strengthening. There is clear support for the JFT from government, industry and law enforcement. The future ambition, objectives and operating model will be adjusted to maximise the potential of the JFT. Recommendations and structures for JFT 2.0 will be finalised by September 2018.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. The Joint Fraud Taskforce (JFT) was set up by the Home Secretary in February 2016.

2. The JFT is a partnership between banks, law enforcement and government to deal with fraud and to focus on issues that have been considered too difficult for a single organisation to manage alone.
3. The objectives of the JFT are to:
 - a. protect the public and businesses from financial fraud
 - b. reduce the effects of fraud on victims
 - c. increase prosecution of fraudsters
4. A Public Accounts Committee (PAC) in December 2017 found that establishing the JFT was a positive step, but there needed to be a clear set of objectives for what it planned to do and by when, and the JFT need to be more transparent and partners accountable.
5. The PAC also found that the policing response was inconsistent and made two recommendations directly related to City of London Police:
 - a. The Home Office must prioritise efforts to improve the collection and reporting of data on fraud. It should update us on progress by the end of March 2018, when we also expect to hear how it is improving information sharing between government, industry and law enforcement, and working with Action Fraud to reduce the gap between reported and actual fraud.
 - b. Home Office should, with the City of London Police, establish what more they can do to help all police forces tackle online fraud, including opportunities to identify, develop and share good practice in a more systematic way.
6. An independent review of the JFT was commissioned by the Home Office in February 2018.

Current Position

7. The independent review concluded at the end of May 2018. The review found the JFT had huge potential however it was also agreed that certain aspects needed strengthening.
8. The findings of the review were discussed at the JFT Management Board in June 2018. Board members discussed the overall ambition, including how best to set objectives, the place of the JFT within the wider economic crime reform landscape and how to ensure that the JFT is using its collective good to drive the fraud agenda forward. This included a clear understanding of and commitment to resourcing.
9. The Board agreed the key next steps were to take the review findings and build the next phase of the JFT. The Board agreed a small team would undertake an agile approach, with a focused blitz in July 2018 to work up proposals for JFT 2.0 based on review findings. It was also agreed that work already in progress should not be stopped but might need to be prioritised. A joint government / industry /

law enforcement strategic threat assessment would also be commissioned to help prioritise and set JFT outcomes.

10. Law enforcement (City of London Police), the private sector and government all commitment resources to delivering these next steps.
11. It was agreed that the review team would produce recommendations by the beginning of September 2018. This will be in advance of other key developments in economic crime in the law enforcement landscape including publication of an HMICFRS thematic inspection on fraud and the launch of the multi-agency National Economic Crime Centre hosted by the National Crime Agency.

Public Accounts Committee Recommendations

12. City of London Police is working with the Home Office and other partners on the PAC recommendations from December 2017.
13. To increase reporting, City of London Police is currently:
 - a. running a campaign to educate the public on the importance of reporting (#everyreportmatters)
 - b. working with industry to deliver an API to automate reporting (funded through the National Cyber Security Programme)
14. To identify, develop and share good practice in a more systematic way, City of London Police is currently:
 - a. continuing to deliver its force engagement programme
 - b. developing a refreshed communications plan
 - c. developing a suite of good practice guidance for forces (“key factors for success”) which will be available digitally
 - d. awaiting confirmation of Home Office funding for regional fraud liaison officers in each ROCU

Conclusion

15. There is clear support for the JFT from all partners involved. The future ambition, objectives and operating model are being revisited to maximise the potential of the JFT. Recommendations and structures will be agreed in September 2018. Further updates to your Economic Crime Board and Police Committee will follow.

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TO: **POLICE COMMITTEE**

12th July 2018

FROM: **HEALTH AND WELLBEING BOARD**

15th June 2018

SUICIDE PREVENTION ACTION PLAN (ANNUAL UPDATE)

Members noted the progress on the City of London Suicide Prevention Action Plan which is a jointly produced document between the City of London Corporation and the City of London Police.

In response to a query Members noted that following the transfer of public health from the NHS to local government in April 2013, suicide prevention became a local authority led initiative involving close collaboration with the police, clinical commissioning groups (CCGs), NHS England, coroners and the voluntary sector.

Officers informed the Board that suicide is one of the top twenty leading causes of death for all ages worldwide. Suicide is a major issue for society and a serious but preventable public health problem. Suicide can have lasting harmful impact economically, psychologically and spiritually on individuals, families, and communities. While its causes are complex and no strategy can be expected to completely prevent suicide there were actions that could be taken to reduce the number of suicides in the City of London Members had previously discussed the use of CCTV cameras along bridges in London to deter anyone from committing suicide.

Board Members were disappointed that cameras had not yet been positioned on bridges; the Chairman agreed to speak with the Chairman of the Police Committee regarding the matter. Discussions ensued regarding the slow progress and lack of monitored CCTV cameras erected around the city. A motion was proposed and seconded that a resolution be submitted to the Police Committee highlighting the Board's disquiet regarding the matter.

The Board agreed that there was much that could be done to ensure that we reduce the likelihood of suicide and to ensure support is available for people at their most vulnerable.

Resolved – that the resolution be submitted to the Police Committee to be considered at their meeting on 12th July 2018.

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Committee: Police Committee	Date: 12 July 2018
Subject: Police Pensions Board – Annual Review of Activities to 31 March 2018	Public
Report of: The Chamberlain	For Information
Report author: Graham Newman	

Summary

This report summarises the activities of the Police Pensions Board since its first meeting on 17 January 2017. The Police Pension Scheme Regulations 2015 provided for the establishment of a Board with the responsibility of assisting the Scheme Manager (the City of London Police?) in ensuring the efficient and effective governance and administration of the Police Pension Scheme (PPS).

Since inception the Board has:

- reviewed the working practices of the City of London Police Pensions Office and commenced a review of all letters and documents issued to members, prospective members, leavers and retirees;
- agreed a Risk Register for the Board; and
- in consultation with the Local Government Pensions Board agreed a Breaches Policy

Training needs assessments have been completed by all Board Members and a training plan is now in place.

Recommendation

Members are asked to note this report.

Main Report

Background

1. The Public Services Pensions Act 2013 (the 2013 Act) included several provisions regarding better governance and improved accountability for all public-sector pension schemes. As a result, the Police Pension Scheme Regulations 2015 provided for the establishment of a Board with the responsibility of assisting the Scheme Manager in ensuring the efficient and effective governance and administration of the Police Pension Scheme (PPS).
2. The Scheme Manager for the City of London Police Pension Scheme is the City of London Police Commissioner, with responsibility for the administration of the Scheme delegated to the Chamberlain of the City of London Corporation.

The Role of the Police Pension Board

3. The Pension Board sits in an oversight role, to assist the Scheme Manager with ensuring the administration of the Scheme complies with
 - the Regulations;
 - other legislation relating to the governance and administration of the Scheme; and
 - the requirements imposed by The Pensions Regulator in relation to the Scheme.
4. In accordance with the Regulations, the structure of the Board must include an equal number of scheme member and scheme employer representatives. The City of London Police Pension Board consists of 3 scheme Member representatives and 3 scheme employer representatives.
5. The 2013 Act makes it a legal requirement that members of the Board do not have a conflict of interest and therefore all members are expected to identify, monitor and manage any potential, actual or perceived conflicts of interest. The Members of the Board are as follows:

Scheme Employer Representatives:

Alderman Ian Luder (Chairman) – Elected Member
Deputy Alexander Deane – Elected Member (until May 2017)
Mr Alexander Barr – Elected Member (since May 2017)
Superintendent Helen Isaac – Serving City of London Police Officer

Scheme Member Representatives:

Mr John Todd (Deputy Chairman) – Retired City of London Police Officer
Constable Davina Plummer – Serving City of London Police Officer
Mr Kieron Sharp – Retired City of London Police Officer

Appendix A sets out the attendance record of each Board Member.

Activities of the Board

6. The first formal meeting of the Police Pension Board was held on 17 January 2017 and a further three meetings have been held – 10 May 2017, 2 October 2017 and 9 January 2018. It is expected that there will continue to be 2-3 meetings held in every year.

Training

7. Board Members have certain legal responsibilities and must be conversant with the PPS Regulations and the governance and administration of the Scheme to enable them to exercise their role as a Board Member.
8. Board Members were required to carry-out a training needs analysis which they all completed in 2017. The Board enlisted Barnet Waddingham, the Scheme Actuary, to analyse the training needs and this analysis has then been used by the Pensions Office to produce a training plan for the Board. All necessary training will be delivered by the Pensions Office and external providers as required.
9. Members are expected to keep their knowledge and understanding requirements under review and going forward will be required to formally

complete a training needs analysis at least once a year in January. This will allow the training plan to be reviewed and updated as required.

10. Barnet Waddingham attended both the January and May 2017 Board meetings and delivered presentations regarding the Police Pension Scheme regulations, overriding legislation, scheme guidance and pensions taxation. Training was also provided regarding the background to Pension Boards, governance bodies and their roles and responsibilities as well as providing an overview of the regulatory environment. In addition, individual training has been provided by Barnet Waddingham to Board Members as required.

Annual Schedule of Events

11. In order that the Board is able to monitor and oversee the administration of the Police Pension Scheme an Annual Schedule of Events was developed to illustrate the tasks carried out by the Pensions Office, their deadlines and the actual completion dates of each task. The Schedule is updated as required and is a standing agenda item for each Board meeting.

Risk Register

12. A risk register has been created to cover the risks in respect of the City of London Police Pension Scheme. The Register is a standing agenda item for each Board meeting and means that potential risks are continually assessed, reviewed and amended or added to or removed from the Register as deemed appropriate.

Documentation and Communication

13. The Board has reviewed the working practices of the City of London Police Pensions Office and has commenced a review of all letters and documents issued to members, prospective members, leavers and retirees to ensure optimum clarity as well as accuracy. This work is on-going and several recommendations have been made.
14. In addition, the Board recommended that a disclaimer be added to all correspondence to notify all scheme members that the Pensions Office is not authorised or regulated to provide financial or other advice and that scheme members may wish to seek independent financial advice from an adviser authorised by the Financial Conduct Authority.
15. The recommended disclaimer was reviewed and approved by the Comptroller City Solicitor and was added to all relevant correspondence.

Breaches of Law

16. In accordance with the Occupational and Personal Pension Scheme (Disclosure of Information) Regulations 2013, annual benefit statements (ABS's) should be issued to all active members of the PPS by 31st August each year.
17. Guidance and documentation regarding the production of the ABS's was not issued until 3 weeks before the ABS deadline and with limited resources caused by a staff vacancy, the 2017 PPS ABS's were issued 8 days after this deadline had passed. The Pensions Office sought Members' approval to report this to the Pensions Regulator as a breach of the law.

18. The Board noted that although the breach was regrettable, it was not deemed to be a major offence and therefore there was no requirement to report it. However, as the City did not have a Breaches Policy in place at that time it was agreed that the Breach should be reported to the Pensions Regulator. The Pensions Regulator confirmed that no action would be taken.
19. A formal breaches policy was drafted by Barnett Waddingham and reviewed by the Comptroller and City Solicitor for both the Police Pension Scheme and the Local Government Pension Scheme. The Breaches Policy was approved under delegated authority by both the Police Pensions Board and the Local Government Pensions Board in April 2018.

Conclusions

20. The Police Pension Board was created with reference to the Public Services Pensions Act 2013 and the Police Pension Scheme Regulations 2015. Since its creation, the Board has met four times and Members continue to receive training to ensure they are compliant with the legal requirements.
21. The Board have reviewed the working practices of the City of London Police Pensions Office and have commenced a review of all letters and documents issued to members, prospective members, leavers and retirees. The Board has also agreed a Risk Register and approved a Breaches Policy.
22. The Board will over the next 12 months complete online training modules using the 'Public Service toolkit' provided by The Pensions Regulator. The Pension Regulator is also expected to attend the October Board and deliver a presentation on pension legislation, the TPR expectations of Local Pensions Boards and he will present the results of the 2017 scheme survey.

Appendices:

Appendix A – Board Member attendance record

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Police Pension Board - Board Member Record of Attendance

	17/01/2017	10/05/2017	02/10/2017	09/01/2018
Alderman Ian Luder	X	X	X	X
Deputy Alex Deane ⁽ⁱ⁾	X	N/A	N/A	N/A
Alexander Barr ⁽ⁱⁱ⁾	N/A	X	X	
Helen Isaac	X	X	X	
Davina Plummer	X	X		
Kieron Sharp	X	X		X
John Todd	X	X	X	X

Notes:

- (i) Served on the Board until May 2017
- (ii) Joined the Board in May 2017

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Committee(s)	Dated:
Police Committee Planning & Transportation Committee Policy & Resources Committee	12 July 2018 26 July 2018 6 September 2018
Subject: Anti-Terrorism Traffic Regulation Order: 2017 Review	Public
Report of: Director of the Built Environment	For Information
Report Author: Ian Hughes, Assistant Director (Highways)	

Summary

This report reviews the uses of the City's permanent Anti-Terrorism Traffic Regulation Order (ATTRO) during 2017.

The ATTRO authorises the City Police to potentially control the movement of pedestrians and vehicles on City streets, and was originally requested as part of a package of measures aimed at both improving the security of people in crowded places & preventing damage to buildings from a potential terrorist attack.

Members approved the ATTRO in 2016 on the basis that the City Corporation's area was particularly vulnerable to terrorism due to its highly dense nature and the concentration of high profile, historic, prestigious and financial targets that can be found throughout the Square Mile.

Matters since would suggest this assessment has not changed, albeit the use of the ATTRO to control traffic and pedestrians for anti-terrorist purposes has been limited to a small number of high-profile special events. In that context, the very limited use of the ATTRO would suggest it has been used proportionately and to the minimum extent necessary in order for the Commissioner to better protect the City community.

Recommendation(s)

Members are recommended to receive this report.

Main Report

Background

1. In September and October 2016, the Planning & Transportation Committee (for decision), the Police Committee (for information) and the Policy & Resources Committee (for decision) discussed and agreed to the creation of an Anti-Terrorism Traffic Regulation Order (ATTRO) in the City Corporation area.

2. This was in response to a request from the Commissioner of the City Police in July 2015 to introduce such an order, and followed a statutory public consultation.
3. The Commissioner's request was informed by advice received from his counter-terrorism security advisors, including the Centre for the Protection of National Infrastructure (CPNI). The advice related to the whole administrative area of the City, and was in the context of the potential impact of terrorism due to the City's intensely crowded nature and its role as a high-profile world centre of economic activity.
4. The ATTRO is a counter terrorism measure pursuant to the provisions of the Civil Contingencies Act 2004, which allows traffic orders to be written by the Traffic Authority under s6, s22C and s22D of the Road Traffic Regulation Act 1984. These orders can only be made on the recommendation of the Commissioner of Police, and are for the purposes of:
 - Avoiding or reducing the likelihood of, or danger connected with, terrorism, or;
 - Preventing or reducing damage connected with terrorism.
5. On the basis of a security assessment or an intelligence threat, the ATTRO gives a City Police Inspector or above the discretion to restrict traffic and / or pedestrians to all or part of any street in the City. That discretion must be exercised in accordance with an agreed protocol so that any interference is proportionate, and that such restrictions are in place for the minimum extent and time necessary.
6. The Commissioner requested the ATTRO be put in place on a permanent basis, but that its use be contingent on it only being used as a proportional counter terrorism response to the needs of an event, incident or item of intelligence.
7. The permanent ATTRO allows the controls to be activated at any time, albeit in accordance with an agreed protocol that reflects the statutory requirements for making such an order. Nevertheless, its permanent nature enables speedier activation of security measures to meet operational requirements given the unpredictability of the current terrorist threat.
8. Members agreed to making the ATTRO on two key conditions, namely that an annual review be presented to Members, and as part of that review, confirm that the ATTRO had been used in a proportionate matter.

Current Position

9. The protocol established for using the ATTRO allowed for two main types of scenario, namely for intelligence-based Police led urgent situations, and secondly for pre-planned special events. In the latter case, the ATTRO would be used by the Police to supplement the City Corporation's event planning process, which would typically have a separate pre-advertised temporary traffic regulation order (TTRO) granted to the organiser to close roads just to facilitate the event. In such

circumstances, the ATTRO could be used to authorise additional protective security measures and / or additional road closures that might be determined nearer the event.

10. During 2017, the ATTRO was only used in relation to these event-related circumstances, so a summary of ATTRO uses was included in the annual Special Events report to Policy & Resources Committee, Culture, Heritage & Libraries Committee and Streets & Walkways Sub Committee in January 2018.
11. However, Members have since requested a stand-alone report on the ATTRO to review its use and impact, with that report now including Police Committee as well.

Security & Special Events

12. In the context of this report, recent events in the UK, Continental Europe and the United States have highlighted the vulnerability of crowded spaces to terrorist attack. With incidents such as the Boston Marathon bombing, the Nice Bastille Day lorry attack and the Manchester bomb, special events and event venues have also been recognised as being particularly at risk.
13. A recent study suggested that 50% of people may now be influenced by security when deciding whether to attend an event, concert or festival, suggesting there is a public expectation that events will be protected in some way. As a result, the City Corporation is working at a strategic and operational level with the GLA, Westminster, TfL, the City Police, the Metropolitan Police and other security agencies to develop a consistent and proportionate approach; to reassure & protect the public and participants without impeding the look & feel of an event.
14. This has led to a new assessment process for the largest high-profile events where mass participation, large spectator numbers, TV coverage and iconic locations combine to create a higher than usual threat level. This process involves the appropriate police force appointing a Security Coordinator to make recommendations to the event organiser on how to best mitigate that threat, and in certain circumstances, to consider requesting the City Corporation to authorise measures to control traffic and pedestrians for counter terrorism purposes under the permanent ATTRO.
15. In 2017, the Town Clerk was requested by Commissioner of Police to authorise the use of the permanent ATTRO on six separate occasions, each in relation to a particular special event. All six requests were agreed, and further details on each event are contained in Appendix 2. However, in summary, those events were:
 - The 2016 New Year's Eve celebration
 - The funeral of PC Keith Palmer at Southwark Cathedral (11 April)
 - The IAAF Marathon event (6 August)
 - The 2017 Lord Mayor's Show & Fireworks (11 November)
 - Grenfell Tower Memorial Service at St Paul's Cathedral (14 December)
 - The 2017 New Year's Eve celebration

(Note: At the time of writing this report, no further requests to use the City's ATTRO have been made since New Year's Eve.)

16. On four of those occasions (New Year's Eve (twice), PC Keith Palmer's funeral and the IAAF marathon), operations were led by the Metropolitan Police, and the City's ATTRO was used in parallel to similar measures requested and implemented by the Met Police outside the Square Mile.
17. As described above, the ATTRO potentially gave the City Police the authority to control traffic and pedestrians for counter terrorism purposes at each of these events, but in practice, these ATTRO powers were used sparingly, and in general had no noticeable impact on the public.
18. For each of the events listed above, the overarching City Corporation TTRO in place to facilitate the event allowed the restriction of traffic and was in keeping with the advance warning notices about the extent of the event footprint. In terms of public impact, the only noticeable change in stance was the use of 'hard' measures to prevent vehicle incursion within the ATTRO footprint, such as those seen around the Lord Mayor's Show.
19. The small number of ATTRO requests in 2017 and their limited consequential impact would suggest they were used proportionately, and that a fair balance was struck between the public interest and an individual's rights. No single use of the ATTRO exceeded 48 hours which would have triggered a review by the Town Clerk & Commissioner, and in fact none of the ATTRO uses in 2017 lasted more than 12 hours.
20. In addition, the Department of the Built Environment (who is responsible for both writing the ATTRO and for authorising on-street special events) did not receive, nor was made aware of, any complaints, traffic disruption or human rights infringements specifically deriving from the use of the ATTRO for any of these events.
21. Finally, to reiterate, the permanent City ATTRO was not used at any point in 2017 to implement controls as a result of intelligence-based Police led urgent situations. Its use was carefully balanced with the need to facilitate public events, and to give the City of London Police the ability to respond quickly to an emerging terrorist threat. Ultimately the use of the ATTRO was to provide enhanced protection and reassurance to the public.

Corporate & Strategic Implications

22. Counter Terrorism is a tier one threat against our country as per the National Strategic Policing Requirements. Nationally and locally, there is quite rightly a strong expectation that the threat against terrorism is met by an appropriate and proportionate response by the police and our partners.
23. The Government's Contest Strategy aims to reduce the risk to the UK and its interests overseas from terrorism, so people can go about their daily lives freely and with confidence. The City of London Police, part of the London counter

terrorism region, supports the Contest Strategy through the four P's approach of Pursue, Prevent, Protect and Prepare. Protective Security as a theme, and therefore the ATTRO, fits firmly under Protect element of the Government's Contest Strategy.

24. The City of London Policing Plan for 2017-20 has a mission statement aiming to 'maintain the City of London as one of the safest places in the country'. The plan states 'the threat from extremism remains high and is becoming more diverse and complex in how it is manifested'. In addition, the Corporation of London's Corporate Plan 2018-2023 states an ambition that 'people are safe and feel safe'.
25. The City of London's historical, cultural and economic importance means it will always be an attractive target for those who are intent on causing high profile disruption. By continuing to protect the City of London from terrorism we will continue to protect the UK's interests as a whole. In terms of prevention, the City of London Police plan states 'we will continue to develop different ways to engage and work with partners in a coordinated way to deter, detect and disrupt terrorist activity'.
26. The City of London Local Plan 2015 aims to ensure that the City remains a safe place to live, work and visit. Core Strategic Policy CS3 makes specific provision for implementing measures to enhance the collective security of the City against terrorist threats, applying measures to broad areas, including the City as a whole. The Policy also encourages the development of area-based approaches to implementing security measures.
27. Finally, the risk of terrorist attack remains at the top of the current Corporate Strategic Risk Register because of the City's concentration of high profile, historic, prestigious and financial targets.
28. Otherwise, the legal implications on the use of the ATTRO remain unchanged from the original 2016 report and are repeated in Appendix 1 for reference.

Conclusion

29. Due to the exceptional environment of the Square Mile, the City of London remains particularly vulnerable to terrorist attack. As a result, the City's permanent ATTRO was approved in 2016 as an appropriate measure to enable the Commissioner of Police to more readily and better protect the City community.
30. Given the small number of occasions the ATTRO was used in 2017, and the limited extent to which the police used it to prohibit the movement of traffic and / or pedestrians, the evidence would suggest the ATTRO powers were used proportionately and to the minimum extent necessary in accordance with both the statutory requirements and Members' wishes.

Appendices

Appendix 1 – ATTRO Legal Considerations

Appendix 2 – ATTRO Uses in 2017

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Appendix 1: ATTRO Legal Considerations

1. Statutory power to make the ATTRO – Sections 6, 22C and 22D of the Road Traffic Regulation Act 1984 (as amended by the Civil Contingencies Act 2004) enables traffic orders to be put in place by the traffic authority for the purposes of avoiding or reducing the likelihood of danger connected with terrorism, or preventing or reducing damage connected with terrorism.
2. Statutory duties of traffic authority - As traffic and highway authority, the City Corporation has the duty to secure the expeditious, convenient and safe movement of traffic (having regard to the effect on amenities) (S122 Road Traffic Regulation Act 1984) and the duty to secure the efficient use of the road network avoiding congestion and disruption (S16 Traffic Management Act 2004). The Schedule to the ATTRO sets out requirements aimed at meeting these duties by ensuring that any restrictions will be the minimum necessary to remove or reduce the danger and are consistent with the statutory requirements for making such Orders. In implementing the ATTRO the traffic impacts of restricting or prohibiting traffic to roads within the City, including, potentially, pedestrian traffic, should be considered. In the event of a threat, the disruption to traffic flow would also have to be weighed against the threat of more severe disruption and greater risk being caused due to failure to prevent an incident.
3. Further controls - The Schedule to the draft ATTRO requires that in most cases at least seven days' notice of any restrictions must be given to persons likely to be affected (unless this is not possible due to urgency or where the giving of notice might itself undermine the reason for activating the ATTRO), and notice must also in any event be given to the City, TfL and other affected traffic authorities.
4. Human Rights and Proportionality - In considering the request for the ATTRO, there is a duty to act in accordance with the European Convention on Human Rights. In relation to possible restriction of access to property, any interference with Article 1 rights to enjoyment of property must be justified. Interference may be regarded as justified where it is lawful, pursues a legitimate purpose, is not discriminatory, and is necessary. It must also strike a fair balance between the public interest and private rights affected (i.e. be proportionate). It is considered that the public interest in being protected by the existence and operation of the ATTRO can outweigh interference with private rights which is likely to occur when restrictions are in operation. The scope of restrictions must be proportionate and should only last until the likelihood of danger or damage is removed or reduced sufficiently in the judgment of a senior police officer. The Schedule to the ATTRO sets out arrangements (further expanded in the Protocol) for ensuring that any interference is proportionate. Given the risks to life and property which could arise if an incident occurred, and the opportunity provided by the ATTRO to remove or reduce the threat of and/or impacts of incidents, it is considered that the ATTRO can be justified and any resulting interference legitimate.

Appendix 2 – ATTRO Uses in 2017

Date	Event	Justification	Impact
31 Dec / 1 Jan	New Year's Eve celebrations	New Year's Eve celebrations impact both the City of London and the wider London area, policed by all three London police forces. Therefore the overall command for the New Year's Eve event in London is the responsibility of the Metropolitan Police Service (MPS), with the City of London taking geographical command. The celebrations in London attract well over 100,000 people, all descending on specific, predictable locations. This report has already highlighted the threat from terrorism and New Year's Eve is a high profile, crowded event. The MPS requested the use of the ATTRO for New Year's Eve to protect the public by ensuring stronger controls were in place to prevent vehicles entering crowded areas. This was not based on specific intelligence but on the current national threat from terrorism, highlighted further by a number of attacks in the UK during 2017.	The ATTRO still facilitated the event and the movement of people and therefore it can be concluded that it had little impact on the members of the public who attended.
11 April	Funeral of PC Keith Palmer at Southwark Cathedral	This ATTRO was also requested by the MPS and complimented by the City of London to ensure the event footprint was protected as per the MPS Gold Commander's Strategic Intentions. The funeral was facilitated for the family and all those affected by the death of PC Palmer and the anticipation of crowds forming to pay their respects to the procession meant the need to consider all protective security measures. The ATTRO enabled the MPS to put in place protective security measures on the roadway to protect the public and also protect the procession. The funeral was high profile and well-advertised.	The policing plan for the funeral enabled the facilitation of the event for the family, those affected and those wishing to pay their respects.

6 August	International Association of Athletics Federations – World Championship Marathon	This particular event is a high-profile sporting fixture played out on the world stage and hosted against the backdrop of historic and iconic London landmarks. The overall command of the event, which spanned both City and Metropolitan police areas, was by the Metropolitan Police. Therefore the request of the use of an ATTRO was made by the Metropolitan Police and supported by the City of London to facilitate the wider protective security plan. The use of hostile vehicle mitigation was proportionate against a range of vulnerability factors and therefore fully rationalised. The ATTRO allowed for greater protection to the public and participants and had no greater impact on traffic movement than the wider TTRO for the event.	The event was successful and both participation and viewing facilitated, with no notable impacts.
11 Nov	Lord Mayor's Show & Fireworks	The area wide TTRO for this event created a wide event footprint that would attract large numbers of people in roadways that (with the exception of the parade) would be traffic free. The event itself is a very predictable one that is televised and annually attracts crowds. This report has already highlighted the terrorist threat picture at the time of the event and the backdrop of several attacks in the UK. The overlaying of an ATTRO on to the TTRO enabled the placement of hard measures in the roadway to prevent vehicle incursion into the areas densely populated with the people.	The ATTRO had very little impact on the event and the public attending. The TTRO prevented traffic from entering the wider footprint and the additional controls in place within the ATTRO area meant some delays as vehicles were checked again before being allowed into the parade area. There was no impact on the walking public.
14 Dec	Grenfell Tower Memorial Service & St Paul's Cathedral	The area around St Paul's Cathedral is ordinarily open to the public. This event was highly publicised, anticipated to attract large numbers of people and had the potential to be very (and understandably) emotionally charged. As part of the policing plan for this event it was considered necessary to implement	The event was successful for all those involved and who attended. The security measures implemented as part of the ATTRO and beyond facilitated a safe

		an ATTRO to provide greater ability to control the movement of pedestrians into the area and to provide suitable mitigation to vehicles. All this control was to mitigate against the national terrorism threat of low sophistication attack methodology.	event and provided that reassurance of safety to the public in attendance.
31 Dec / 1 Jan	New Year's Eve celebrations	As previously described for New Year's Eve, above. Whilst each event is assessed in its own merit and against the current intelligence and threat picture, the rationale for both New Year's Eve celebrations was the same.	The ATTRO still facilitated the event and the movement of people and therefore it can be concluded that it had little impact on the members of the public who attended.

Committee:	Date:
Police Committee- For Information	12th July 2018
Subject:	Public
Annual Report on Professional Standards Activity – 2017/18	
Report of:	For Information
Commissioner of Police Pol 62-18	

Summary

This report provides a comprehensive overview of activities relating to Police Professional Standards over the year 2017/18, giving an account of both the work of your Professional Standards and Integrity Sub-Committee and of the Force's Professional Standards Department (PSD) during this period.

Your Sub-Committee discharges an essential role of oversight and scrutiny of the Force's handling of complaint and conduct matters. It also provides invaluable support to the work of the Organisational Learning Forum (OLF) and the Force's Integrity Standards Board (ISB) incorporating the Police 'Code of Ethics'.

This report also provides a summary of performance statistics which are submitted annually to the Independent Office for Police Conduct (IOPC) formally the Independent Police Complaints Commission (IPCC). Overall the recorded number of complaint cases has decreased in this period. This is partially attributable to a reduction in complaints relating to Action Fraud, the fraud reporting service hosted by the Force which has a national remit. Complaints relating to City of London Police personnel have seen a slight reduction with the number of allegations remaining static. Figures are low relative to the number of interactions with the public and to the complaint figures for other Forces.

The City of London Police's PSD performs well in terms of recording complaint cases within the target of 10 days (98% against a national average of 84 %). The time the Force takes to complete a local investigation is also lower than the national average (68 days compared to the national average of 173 days). These figures represent the lowest local investigation times in the country.

PSD continues to improve the visibility of the department through improved internal communication and PSD training inputs across the Force.

The Organisational Learning Forum (OLF) monitors trends identified as potential concerns and identifies where action such as changes to operational procedures or specific training might drive service improvements. During 2017/18 examples of action taken following OLF include a number of changes to procedures, including but not exhaustively, Reasonable Adjustments, and Property.

NB: For the benefit of Members, a glossary of technical terms has been included as an Appendix.

Recommendations

That the report is received and its contents noted.

Main Report

The Professional Standards and Integrity Sub-Committee

1. The Professional Standards and Integrity Sub-Committee has responsibility for providing detailed oversight of professional standards in the City of London Police. During 2017/18, it received statistical updates on complaint cases and trends relating to (a) the nature of allegations in complaints, and (b) the means by which those allegations are resolved. The Sub-Committee continues to perform a highly detailed scrutiny function to examine the casework of every complaint recorded by the Force – this is unique among all Offices of Policing and Crime Commissioners and local policing bodies.
2. The Sub-Committee has worked with the Director of the Professional Standards Department (PSD) to ensure that the papers reviewed by Members contain sufficient information to be able to assess whether an appropriate outcome was reached, while not unnecessarily revealing personal details of individuals involved. It was also important to ensure that this was achieved without creating unnecessary extra work for the officers and staff preparing the reports. In addition, the performance sections of the report to the Sub-Committee has been extensively reviewed to ensure Members have the appropriate data to assess the performance of the force in its handling of complaints.
3. In 2017/18 the Sub-Committee continued to look at matters of conduct; it received updates on all misconduct meetings and hearings which had been dealt with by the Force. The Sub-Committee receives updates on Unsatisfactory Performance Procedures (UPP), which concern performance or attendance issues (as opposed to misconduct). It continues to receive updates on Employment Tribunal cases concerning police officers and police staff. These outlined the nature of claims and the outcome of cases. A report from the Integrity Standards Board (ISB) and integrity dashboard are also scrutinised. This includes the gifts & hospitality received by the Chief Officer team.
4. The Sub-Committee continues to support the Force in ensuring themes identified in complaint or conduct cases are progressed as issues of Organisational Learning. This is done through the PSD Working Group (PSDWG). The Force's Organisational Learning Forum (OLF), chaired by the Assistant Commissioner, includes representation from all Force Directorates and has a series of working groups focusing on specific areas of organisational learning, including PSD, Custody and Public Order. The Sub-Committee is represented by Oliver Bolton, from the Town Clerk's Department, who attended meetings of the PSDWG in 2017/18, and the Sub-Committee received a digest of highlighted areas/themes of learning at every meeting.

The Work on Police Integrity & Code of Ethics

5. Integrity is now driven within CoLP by three distinct units. Strategic Development holds the Force lead for overseeing how integrity is embedded in the organisation, principally through initiatives delivering the objectives of the National Police Code of Ethics. PSD educates, monitors and investigates issues that impact on integrity while Organisational Development Department is responsible for ensuring that integrity informs and enhances workforce development.

6. During 2017/18 the Force has continued to deliver initiatives supporting workforce and organisational integrity. The Chairman of the Professional Standards and Integrity Sub-Committee continues to support these activities as a critical friend, which has helped to drive the improvements forward. These include:
- i. A quarterly Integrity Standards Board (ISB) that is chaired by the Assistant Commissioner and attended by the Chairman of the Professional Standards and Integrity Sub-Committee together with a representative from the Town Clerk's department. The Board considers information against a range of indicators that highlight where individual or organisational integrity might be called into question. The Board also receives regular updates on activities to promote and embed the Police Code of Ethics into business as usual.
 - ii. An annual Integrity and Code of Ethics development plan, which is considered at your Professional Standards and Integrity Sub-Committee.
 - iii. An internal group of Ethics Associates, who meet to consider ethical dilemmas and situations as part of the Regional London Police Challenge Forum, of which the City of London Police was a founding member. The Force has hosted two regional meetings, one chaired by the Commander Operations and the other by the Head of Strategic Development. Both now sit on the newly constituted National Board for Police Ethics under the direction of the Chief Constable of Gwent.
 - iv. Consideration of ethical issues as part of proposals made to Force strategic boards and subsequent decisions. This has been achieved by including a section on board templates to prompt report authors to consider whether any proposals or required decisions might have an adverse (including inadvertently adverse) impact on the principles of the Code of Ethics.
 - v. Awareness of the Code of Ethics and how it can be used is included in the formal induction programme for new staff/officers.

HMICFRS¹ Legitimacy Inspection

7. Part of HMICFRS's annual inspection programme examines forces' legitimacy. The inspection looks specifically at the extent to which forces:
- i. Treat people with fairness and respect;
 - ii. Ensure their workforce act ethically and lawfully; and
 - iii. Ensure the workforce themselves have been treated with fairness and respect.
8. The latest report relating to the City of London Police was published on 12th December 2017 and graded the Force as **REQUIRES IMPROVEMENT** overall for legitimacy.
9. HMICFRS found that the Force needed to do more to scrutinise its use of coercive powers and, through training, improve the workforces' understanding of how to use them fairly and with respect. They also considered how well the Force handles

¹ Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services

complaints and misconduct cases focusing specifically on access to complaints system and handling of allegations of discrimination. HMICFRS found the extent to which the force treats its workforce with fairness and respect to be good.

10. Despite the overall grading of 'Requires Improvement' HMICFRS did not find any underlying causes for concern and did not make any formal recommendations. Their report identified 7 'areas for improvement' (AFIs), all of which have been reported to your Police Performance and Resources Sub-Committee and Professional Standards and Integrity Sub-Committee.
11. For 2018 the legitimacy inspection is being subsumed within the Integrated PEEL Inspection, which is due to take place in Force during September 2018.

Independent Office for Police Conduct (IOPC) formally The Independent Police Complaints Commission (IPCC)

12. The IOPC was launched in January 2018. Before this, they were the Independent Police Complaints Commission. Since 2013, the IPCC had doubled in size and taken on six times as many investigations. This led the Home Office to make structural changes to better suit the much-expanded organisation. These changes were established in the Policing and Crime Act 2017.
13. The IOPC collects complaint data from all 43 Forces in England and Wales and produces a quarterly statistical bulletin. Each Force is provided an individual Bulletin containing complaint data, data compared to the "most similar force" (which the CoLP does not have given its unique size and remit) and national data. The IOPC also reports on its own performance. It produces an Annual Report on complaint statistics which allows Forces to see all national Force data together, and outlines any national trends on the reporting, investigation and appeals to the IOPC. We await the full annual report for all Forces for the previous year's data 2017/18. The IOPC acknowledged the complaints generated from Action Fraud which is a national service.
14. CoLP PSD referred 17 cases to the IOPC during 2017-18². During the same period the total number of method of investigation (MOI) decisions by the IOPC (including some cases referred during the previous year) were for 7 to be locally investigated by CoLP, 5 to be independently investigated by the IOPC and 0 to be supervised by the IOPC. 1 was returned to CoLP for the Force to deal with locally, not necessarily by means of an investigation. Currently the IOPC is conducting 8 independent investigations into CoLP officers. This increase in independent investigation reflects an increase in staff, span and scope of the IOPC involvement and the case referral criteria.
15. According to IOPC data, the City of London Police's PSD performs well in terms of recording complaint cases within the target of 10 days (98% against a national average of 84%). The time the Force takes to complete a local investigation is also lower than the national average (68 days compared to the national average of 173 days). These figures represent the lowest local investigation time in the country.

² Rolling year – some matters recorded during the previous quarter or year

Complaints

Recorded Complaints



	2016/17 Number (excl Action Fraud)	2016/17 Action Fraud	Total	2017/18 Number (excl Action Fraud)	2017/18 Action Fraud	Total
Complaints	102	174	276	90	142	232
Allegations	210	174	384	180	145	325
Complainants	121	174	295	100	143	243

16. The City of London Police is the national Lead Force within the UK for Economic Crime investigation and since April 2013, receives all reports of fraud reported across England and Wales through the 'Action Fraud' reporting process. Complaints regarding the delivery of the Action Fraud service are recorded under the Appropriate Authority of the City of London Police. The IOPC has acknowledged the complaints generated from Action Fraud as a national service, but the figures are included with the City of London data (due to falling within the remit of the City of London Police Appropriate Authority).

17. Eighteen allegations of "discriminatory behaviour" were recorded during 2017/18; these sub categorise into 9 Race, 2 Mental Health, 1 Religious, 1 Gender Reassignment, 1 Homophobic, 1 Sexual Orientation, 4 Other. Of these allegations 12 were finalised following a PSD investigation, with outcomes as follows: 9 allegations were 'not upheld', 3 were Locally Resolved. One allegation was disappplied by the force. At the close of the period, five are ongoing live investigations.

Allegations Recorded

18. A total of 325 allegations were recorded in 2017/2018. In terms of nature of allegations, the *highest* categories were:

Type:	Number allegations:	Overall percentage
General Policing Standards	79	24%
Operational management decisions	67	21%
Other irregularity in procedure	34	10%
Incivility, impoliteness and intolerance	28	9%
Other neglect or failure in duty	24	7%
Discriminatory behaviour	18	5%
Other ³	10	3%
Other Assault	8	2%
Breach Code C	8	2%

³ This allegation type is generally re assessed during investigation. Initial complaint doesn't provide enough information to determine the allegation type, once investigated the allegation type maybe reconsidered and allocated into a more appropriate allegation type.

19. General Policing Standards and Operational management decisions and allegation types are almost all relating to Action Fraud.
20. City of London Police complaint data accounts for 39% of the total cases recorded with Action Fraud cases forming the remaining 61%.
21. Allegation types Other Irregularity in Procedure and Neglect of Duty remain the highest allegation categories recorded in this reporting period. This is the same as the previous year's data. This shift from the traditional highest allegation types of "Incivility" and "Oppressive Conduct" which could be described as customer facing rather than matters of investigation or victim contact. This could be attributed to the effective use of Body Worn Cameras, and where austerity measures have impacted with fewer Officers/Staff completing the same or higher volume of work. The exceptions are the allegations recorded for the Direction and Control matters relating to Action Fraud where General Policing Standards (24 %) and Operational Management Decisions (21%) make a combined percentage of 45%. This reflects a slight drop of 2% from the previous year.

Finalised Allegations

22. In the last year (excluding Action Fraud), PSD finalised a total of 157 allegations. 143 of which were investigated by PSD. A total of 21 (13%) were upheld.
23. There has been an increase in Local Resolution as a means to finalise allegations. Including Action Fraud data, a total of 183 of the total 302 allegations were finalised by means of Local Resolution, equating to 61%. Figures for the previous year was 51%. National average data for end of Q4 2017/18 is reported as 42%. Action Fraud figures have a positive impact upon Local Resolution data as virtually all are finalised in this manner.

Complainant Characteristics

Ethnicity

24. PSD does record data relating to the ethnicity of the complainant. However, meaningful data is difficult to collect as complainants are often reluctant to self-identify. 177 out of the 243 complainants (73%) did not state their ethnicity. The highest category recorded is White British, 31 complainants have self-defined their ethnicity within this group (13%). These are similar statistics to previous years.

Gender and age

25. A total of 243 complainants were recorded in 2017/18. Of these 171 stated they were male, 59 female and in 12 cases gender is unknown. Most complainants do not state age, but from what the Force has recorded, the highest category is 40-49 years of age. This is a slightly higher age group as the previous 2 years, however of the age groups between 20-49 a total of 72 complainants disclosed their age (30%).

Organisational Learning Forum and other internal groups

26. Learning issues are central to the work of PSD. Complainants often express that they want the officer/organisation to acknowledge what went wrong, and understand how the Force will ensure that similar issues will not happen again. The Organisational Learning Forum (OLF) chaired by AC Sutherland, is well established, has been operating for several years and meets on a quarterly basis.
27. The work of the OLF cuts across the organisation, it is a decision making forum and if necessary issues are escalated to the Force's Strategic Management Board (SMB). The OLF has the responsibility for the strategic overview of learning across all Directorates. It is supported by tactical groups focusing on Custody, Public Order, Stop and Search and Professional Standards, to tackle learning on a local level.
28. The Professional Standards Department Working Group (PSDWG) is attended by Oliver Bolton from the Town Clerk's Department, representing the Sub-Committee. The Chairman of the Professional Standards and Integrity Sub-Committee attends the Integrity Standards Board for independent oversight. Any identified PSD learning issues that need to be addressed at a more strategic level are elevated to the OLF. The PSDWG also reviews the 'Learning the Lessons' bulletins issued regularly by the IOPC and ensures that lessons contained within them are addressed and disseminated across the Force.
29. During 2017-18, the PSDWG took the lead on a number of topics identified as areas for organisational learning, case study examples:-

Reasonable Adjustments

- Following a complaint surrounding Action Fraud it was determined that the vulnerable victim did not have access or means to the advice that was provided as links to the internet within correspondence to her. Once this was established PSD provided this learning to the OLF to assist the Force in raising awareness that not all persons in contact with the Force have access to the internet and that other means of providing information should be sought by all departments and reasonable adjustments made where necessary. Action Fraud management addressed this issue and have ensured that leaflets are available where required.

Property Management

- It was identified that not all of the Force were using the property system. Learning from various complaint and conduct cases around the seizure, disposal and return of property have been highlighted and property management awareness raised across the Force to ensure that property is correctly seized, stored retained or destroyed as per policy and procedure.

Criminal Investigations

30. During 2017/18, a Police Officer was arrested by Essex Police for drink driving. The officer was found guilty at Court and was Fast Tracked to a Misconduct Hearing. The officer was found to have breached the Standards of Professional Behaviour and was Dismissed without Notice.
31. There has been a recent criminal investigation into an allegation of fraud by a member of CoLP staff. A criminal caution has been administered. This member of staff is currently suspended pending an HR misconduct investigation.

Misconduct

32. Misconduct can be categorised as being either 'misconduct' or 'gross misconduct', the latter being the more serious. Where it is determined that an officer has a case to answer, misconduct matters are heard at a misconduct meeting and gross misconduct is dealt with by means of a hearing. During the reporting period 2017/18, 22 misconduct cases were recorded within PSD. A total of 20 misconduct cases were finalised during the reporting period (some of these cases had been carried over from 2016/17). Currently 6 misconduct cases remain live investigations. Of the misconduct cases finalised during the reporting period the outcomes⁴ were as follows:-

a) Misconduct Hearings

One Misconduct Hearing was held. The officer was Dismissed without Notice. (This was the first Fast Tracked Special Case Hearing that the CoLP has held).

b) Misconduct Meetings

There were three Misconduct Meetings held. One officer received a Final Written Warning. Two officers received a Written Warning. One officer received formal Management Advice.

c) Management Action

In one case there was a Case to Answer and the officer was given formal management action. In six cases there was No Case to Answer with no misconduct identified where the officers received management action. In one case there was No Case to Answer and the officer received informal action.

d) No Action

In one case there was a Case to Answer and no further action was taken against the officer. In six cases there was No Case to Answer and no further action was taken against the officers.

e) Members of Police Staff

One member of police staff was subject of misconduct proceedings. The PCSO received a First Written Warning (Stage 2 UPP).

⁴ Some cases involve more than one officer & those involved may receive different disciplinary outcomes

Unsatisfactory Performance Procedures (UPP)

33. During the reporting period two instances of UPP were recorded. Both are informal Stage One procedures. One case relates to Absence. One case relates to Absence and Performance.

Staffing

34. During 2017/18 Assistant Commissioner Alistair Sutherland, continues to oversee the work of the Professional Standards Department within Business Support Directorate. The current Director of Professional Standards is D/Supt Maria Woodall who replaced D/Supt Dermont Robinson in November 2017. T/DCI David Parkin is currently the Designated Appropriate Authority (covering DCI Creswell's period of maternity leave). One newly appointed investigators (DS) will be joining CCU PSD, into a vacant post. Action Fraud have funded a Vetting Post for 2 years, primarily to assist with the Action Fraud call centre vetting, this has been recently filled. The administration team have also successfully recruited a new member of staff who will be joining the department in the coming month. Looking ahead into 2018/19, CoLP PSD is looking to initiate new ways of increased capabilities especially within proactive counter corruption. CoLP and British Transport Police CCU PSD are in initial discussions around a strategic alliance between these units. PSD have recently completed an inaugural team day, opened by the AC and supported by the PSD Sub-Committee, who were represented by Oliver Bolton. The day was a huge success from which the PSD Action Plan was borne detailing planning for the future and a PSD communication plan. During this year we will also see the loss of experienced staff through forthcoming retirements, and will also see an accommodation move.
35. The 2018 Force Awards, a celebration of staff achievements and voted by colleagues across the Force, one members of PSD staff was recognised. Jeremy Wall was nominated for Special Constable of the Year. This is an incredible achievement for not only this individual but a reflection on the whole department.

Future Governance and Regulatory Change

36. The Government is planning to introduce major changes to the police complaints system in April 2019. Its proposals are aimed at improving police integrity and boosting low public confidence in procedures that have proved confusing, frustrating and ineffective. It wants to make the system fairer, easier to understand and more transparent.
37. A review conducted by the Home Office found the public and police officers alike had little faith in the current system. Complainants doubted grievances would be dealt with fairly or effectively. Police officers felt tied-up by vexatious complaints and unable to admit mistakes for fear of them being labelled as misconduct. There will be a greater focus on learning and improvement rather than blame and sanction and where appropriate matters should be dealt with as practice requiring improvement using improvement plans by local management rather than misconduct investigations by PSD.
38. The Government's proposals amount to significant structural change. Directly elected Police and Crime Commissioners (PCCs) (and Police Authorities) will

determine how complaints are dealt with at a local level. They will have discretion to choose whether to record and determine complaints themselves, or to supervise how their local police force exercises such functions. The City of London (in line with the vast majority of forces) has opted to restrict the changes to those mandated in the legislation.

- 39. Local Policing Bodies will also determine appeals against the handling of complaints deemed suitable for local resolution.
- 40. The goal of a more 'complainant-focussed system' will see changes to the language used, with the abandonment of confusing terms and the extension of the definition of 'complaint' to cover not only the conduct of individual police officers but policing practices and service failure as well. All complaints will now be recorded.
- 41. To respond to criticisms that the police complaints system does not listen to communities or groups affected by particular trends or habits in policing, the Government will import the 'super-complaint' concept from the worlds of financial regulation and consumer affairs. NGOs and charities given super-complainant status will be empowered to lodge complaints as a means of raising systemic issues and ensuring all voices are heard.
- 42. We are expecting to see a draft of the new regulations in October this year.

Conclusion

- 43. The number of complaints against police officers remains relatively low⁵ given the high numbers of interactions with members of the public, often in challenging circumstances. However, the number of complex and multiple complaints and conduct matters has increased. There has been an increase in the quantity and quality of confidential anonymous reports of wrong doing to the two way reporting system 'Bad Apple'. This has increased the volume of investigations into PSD. There are also more investigations which have IOPC involvement, (this may reflect their increase in staff levels to accept a higher case load). The increased emphasis on learning has led to some significant changes within the Force, both in terms of improved operational procedures and in positive changes in officer behaviour.
- 44. Following the success of internal communication and PSD training inputs across the Force, PSD has seen an increase in internally referred conduct matters and requests for advice.
- 45. PSD are using the 10 day scoping period prior to recording a complaint in an aim to increase an early resolution. This will have a significant impact upon the complaints surrounding Action Fraud where complainants often seek an update. This early resolution will not only increase confidence in the City of London Police but assist in lowering further the number of complaints recorded against the Force.

⁵ CoLP recorded 152 allegations per 1000 employees, National Average 274 allegations per 1000 employees IPCC 2017/18 – *Police Workforce, England and Wales, 31st March 2017 (National Statistics)*

46. Whilst the number of complaints against City of London officers is relatively low compared to the national statistics, due to budget constraints across all police departments there has been no increase of police personnel to deal with the increase of complaints or complex conduct cases. CoLP PSD has been among the forerunners of Force departments to employ Special Constables in specialist roles and have two Special Constables who have been appropriately vetted and are committed to working in the PSD environ on a regular basis. PSD continue to look for smarter working practices to assist in dealing with complaints and conduct matters concisely, impartially and ensuring that the City of London continues to deliver an exceptional policing service.

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Annex A: glossary of terms

Complaint case: A single complaint case may have one or more allegations attached to it, made by one or more complainants, against one or more persons serving with the police.

Allegation: An allegation may concern the conduct of a person or persons serving with the police or the direction and control of a police force. It is made by someone defined as a complainant under the Police Reform Act 2002 (see 'complainant' below). An allegation may be made by one or more complainants. A complaint case may contain one or many allegations. For example, a person may allege that they were pushed by an officer and that the officer was rude to them. This would be recorded as two separate allegations forming one complaint case. An allegation is recorded against an allegation category.

Direction and control: The IOPC considers the term 'direction and control' to mean general decisions about how a force is run, as opposed to the day-to-day decisions or actions of persons serving with the police, which affect individual members of the public – including those that affect more than one individual.

Local resolution: For less serious complaints, such as rudeness or incivility, the complaint may be dealt with by local resolution. Local resolution is a flexible process that can be adapted to the needs of the complainant. A local police supervisor deals with the complaint, which might involve providing an explanation or information; an apology on behalf of the force; providing a written explanation of the circumstances and any action taken; or resolving the complaint over the counter or by telephone.

Investigation: If a complaint is not suitable for local resolution, it must be investigated. This involves the appointment of an investigating officer who will investigate the

complaint and produce a report detailing the findings about each allegation and any action to be taken as a result of the investigation. There are two different types of investigation referred to in the report:

- **Local investigations**: Are carried out entirely by the police. Complainants have a right of appeal to the relevant appeal body following a local investigation.
- **Supervised investigations**: Are carried out by the police under their own direction and control. The IOPC sets out what the investigation should look at (which is referred to as the investigation's 'terms of reference') and will receive the investigation report when it is complete. Complainants have a right of appeal to the IOPC following a supervised investigation.

Disapplication: Disapplication only applies to allegations linked to complaint cases received on or after 22 November 2012.

A full list of the allegation categories available and their definitions can be found in the IOPC's Guidance on the recording of complaints. There are certain circumstances in which a complaint that has been recorded by a police force does not have to be dealt with under the Police Reform Act 2002 (PRA 2002). For allegations linked to complaint cases received on or after 22 November 2012, this is called disapplication. It can only happen if certain circumstances apply:

- If more than 12 months have passed between the incident, or the latest incident, giving rise to the complaint and the making of the complaint and either no good reason for the delay has been shown or injustice would be likely to be caused by the delay.
- If the matter is already subject of a complaint made by or on behalf of the same complainant.
- If the complainant discloses neither their

name and address nor that of any other interested person and it is not reasonably practicable to ascertain these.

- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to complete the investigation or any other procedures under the PRA 2002.

If the complaint was not required to be referred to the IOPC, the police force can carry out a disapplication. If the complaint was referred to the IOPC and the IOPC has either referred the complaint back to the force or determined the form of investigation, the force must apply to the IOPC for permission to carry out the disapplication.

Dispensation: Dispensation only applies to allegations linked to complaint cases received before 22 November 2012.

There are certain circumstances in which a complaint that has been recorded by a police force does not have to be dealt under the Police Reform Act 2002 (PRA 2002). For allegations linked to complaint cases received before 22 November 2012, this is called dispensation. It can only happen if certain circumstances apply:

- If more than 12 months have passed between the incident, or the latest incident, giving rise to the complaint and the making of the complaint and either no good reason for the delay has been shown or injustice would be likely to be caused by the delay.
- If the matter is already subject of a complaint made by the same complainant.
- If the complainant discloses neither their name and address nor that of any other interested person and it is not reasonably practicable to ascertain these.

- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to investigate the complaint.

Discontinuance: A discontinuance ends an ongoing investigation into a complaint. It can only occur if certain circumstances apply:

- If a complainant refuses to co-operate to the extent it is not reasonably practicable to continue with the investigation.
- If the force decides the complaint is suitable for local resolution.
- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to proceed with the investigation.

If the complaint was not required to be referred to the IOPC, the police force can discontinue a local investigation; otherwise, they must apply to the IOPC for permission to discontinue the investigation. In the case of a supervised investigation, the police force has to apply to the IOPC for permission to discontinue the investigation.

Withdrawn: A complainant may decide to withdraw one or more allegations in their complaint or that they wish no further action to be taken in relation to their allegation/complaint. In this case, no further action may be taken with regard to the allegation/complaint.

Investigation outcomes:

- Unsubstantiated / Substantiated: These are the outcomes of allegations that have been judged solely in terms of whether

evidence of misconduct was found. This outcome will only apply to allegations linked to complaint cases recorded before 1 April 2010. As time progresses there will be fewer allegations with these outcomes.

- **Not upheld / Upheld**: As of 1 April 2010, police forces are expected to also record whether a complaint is upheld or not upheld. A complaint will be upheld if the service or conduct complained about does not reach the standard a reasonable person could expect. This means that the outcome is not solely linked to proving misconduct.

Sub judice: After recording a complaint, the investigation or other procedure for dealing with the complaint may be suspended because the matter is considered to be sub judice. This is when continuing the investigation / other procedure would prejudice a criminal investigation or criminal proceedings. There are a number of factors police forces should consider when deciding whether a suspension is appropriate. The complainant must be notified in writing when the investigation / other procedure into their complaint is suspended and provided with an explanation for the decision. A complainant has the right to ask the IOPC to review that decision.

Chief officer: 'Chief officer' is a collective term that refers to the heads of police forces (chief constables for all forces except the Metropolitan Police and City of London Police, which are each headed by a commissioner).

Non-recording appeal: Under the Police Reform Act 2002, the police have a duty to record all complaints about the conduct of a serving member of the police or the direction and control of a police force.

Complainants have the right to appeal to the IOPC in relation to the non-recording of their complaint on a number of grounds. These are set out in the 'findings' section of the report. The appeal right in relation to direction and control complaints is limited; full details can

be found in the IOPC's Statutory Guidance.

Investigation appeal: This applies to all complaints investigated by the police force itself or where the investigation has been supervised by the IOPC. The complainant may appeal to the relevant appeal body on a number of grounds in relation to the investigation, which are set out in the 'findings' section of the report. There is no right of appeal in relation to the investigation of a direction and control complaint.

Local resolution appeal: Complainants are entitled to appeal to the relevant appeal body against the outcome of a local resolution. There is no right of appeal where the complaint locally resolved relates to direction and control.

Disapplication appeal: An appeal may be made to the relevant appeal body against the decision to disapply the requirements of the Police Reform Act 2002. There is no right of appeal where the complaint subject to the disapplication relates to direction and control or where the IOPC has given permission for the disapplication.

Discontinuance appeal: An appeal may be made to the relevant appeal body against the decision by a police force to discontinue the investigation into a complaint. There is no right of appeal where the complaint subject of the investigation discontinued relates to direction and control, where the IOPC has given permission for the discontinuance or if the discontinuance is carried out by the IOPC in relation to a supervised investigation. Invalid appeals: There are a number of reasons why an appeal may be judged to be invalid. These are:

- If the appeal is not complete. An appeal must be in writing and contain certain information such as the details of the complaint, the name of the police force whose decision is subject of the appeal and the grounds of appeal, although the relevant appeal body may still consider an appeal even if it does not consider the

appeal complete.

- If there is no right of appeal. Only a complainant or someone acting on his or her behalf can make an appeal. If anyone else tries to, the appeal is invalid. An appeal must also follow a final decision in relation to a complaint from the force (or, in the case of non-recording where no decision has been made, at least 15 working days must have passed between the complainant making their complaint and submitting an appeal against the non-recording of that complaint).
- If the appeal is made more than 28 days after the date of the letter from the police force giving notification of the decision (which is capable of appeal) to the complainant and there are no special circumstances to justify the delay. The right of appeal in relation to direction and control complaints is limited, as noted in the definition for each appeal type above; full details can be found in the IOPC's Statutory guidance.

Complainants: Under the Police Reform Act 2002, a complaint may be made by:

- a member of the public who claims that the conduct took place in relation to them
- a member of the public who claims they have been 'adversely affected' by the conduct, even though it did not take place in relation to them
- a member of the public who claims to have witnessed the conduct
- a person acting on behalf of someone who falls within any of the three categories above. This person would be classed as an 'agent' or 'representative' and must have the written permission of the complainant to act on their behalf. A person is 'adversely affected' if they suffer distress or inconvenience, loss or damage, or are put in danger or at risk by the conduct complained of. This might apply, for example,

to other people present at the incident, or to the parent of a child or young person, or a friend of the person directly affected. It does not include someone distressed by watching an incident on television.

A 'witness' is defined as someone who gained their knowledge of that conduct in a way that would make them a competent witness capable of giving admissible evidence of that conduct in criminal proceedings or has anything in their possession or control that would be admissible evidence in criminal proceedings.

One complaint case can have multiple complainants attached to it and one individual can make more than one complaint within the reporting year.

Subjects: Under the Police Reform Act 2002 (PRA 2002), complaints can be made about persons serving with the police as follows:

- police officers of any rank
- police staff, including community support officers and traffic wardens
- special constables

Complaints can also be made about contracted staff who are designated under section 39 of the PRA 2002 as a detention officer or escort officer by a chief officer.

Misconduct: A breach of the Standards of Professional Behaviour

Gross Misconduct: A breach of the Standards of Professional Behaviour so serious that dismissal would be justified

Management Action: A way to deal with issues of misconduct other than by formal action. They can include improvement plans agreed with officers involved.

Misconduct Meeting: A type of formal misconduct proceeding for cases where there is a case to answer in respect of misconduct, and where the maximum outcome would be a final written warning.

Misconduct Hearing: A type of formal misconduct proceeding for cases where there is a case to answer in respect of gross misconduct or where the police officer has a live final written warning and there is a case to answer in the case of a further act of misconduct. The maximum outcome at a Misconduct Hearing would be dismissal from the Police Service.

Unsatisfactory Performance Procedures

(UPP): Procedures which are available to deal with performance and attendance issues. They are not, as such, dealt with by Professional Standards, but by the Force's Human Resources Department.

Police Terminology

IOPC: Independent Office of Police Conduct

AA: Appropriate Authority

DSI: Death or Serious Injury

SIO: Senior Investigating Officer

MPS: Metropolitan Police Service

DPS: Directorate Professional Standards
(Metropolitan Police Service)

TFG: Tactical Firearms Group

MIT: Major Investigation Team

NFA: No Further Action

UPD: Unformed Policing Directorate

ECD: Economic Crime Directorate

I&I: Intelligence and Information Directorate

PNC: Police National Computer

ANPR: Automatic Number Plate Recognition

UNIFI: City of London Crime and Intelligence Database

CAD: Computer Aided Dispatch

PMS: Property Management System

TfL: Transport for London

STOT: Safer Transport Operations Team

TPH: Taxi and Private Hire

PHV: Private Hire Vehicle

PCO: Public Carriage Office

PIN: Police Information Notice

BWV : Body Worn Video

SAR: Subject Access Request

SOP : Standard Operating Procedure

FI: Financial Investigator

SAR: Suspicious Activity Report

POCA: Proceeds of Crime Act

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Committee: Police Committee	Date: 12 th July 2018
Subject: Quarterly Community Engagement Update	Public
Report of: Commissioner of Police Pol 63-18	For Information
Author: T/Chief Inspector Jess Wynne (Communities and Partnerships)	

Summary

This report provides an update on engagement activities across five main areas: (1) Counter Terrorism (CT) and communications; (2) Safeguarding the Vulnerable; (3) PREVENTion of Fraud; (4) Anti-Social Behaviour (ASB); (5) Policing the Roads.

- 1. Counter-terrorism and Communications:** Work within CT continues. The team is continuing with their national responsibilities to engage and ensure continuous improvement in security of key sites. Prevent workshops and awareness presentations have been provided across the City to a number of businesses and institutions.
- 2. Safeguarding and Vulnerability:** The mental health street triage scheme continues to be a success with 31 S136 powers avoided being used by Police in comparison to the same period last year. This service has now increased operational hours to 7 days a week.
- 3. PREVENTion of Fraud and Cyber Crime:** Cyber Protect capability is now live within the force. A number of cybercrime prevention presentations have been delivered to organisations, front line officers and schools across the City. CoLP is now investigating a similar number of cyber crimes when compared to larger, regional organised crime units (ROCU's).
- 4. ASB:** Work is ongoing with partner agencies and local businesses to reduce instances of ASB.
- 5. Policing the Roads:** The Roads Policing team continue to conduct enforcement operations around Road safety priorities and working with partners in TFL and the Metropolitan Police Service to support compliance and licensing obligations.

Recommendations

It is recommended that this report be received and its contents noted.

Main Report

1. Counter Terrorism

PREVENT:

Progress on developing PREVENT in the City:

Referrals

- One Prevent referral received in May 2018, which has been investigated by COLP and MPS and is in the process of being closed. Prevent also attended MAPPA¹ meeting with PPU in relation to this case.

Engagement

- Weekly visits continue with Islamic awareness sessions at Mansell Street and advice and information is provided around Prevent. This includes advice on other safeguarding to the women's network including Domestic Abuse following a request for details of support agencies.
- The Prevent team is still in the process of meeting the area Youth Worker to discuss what activity's we can attend in Mansell Street to engage more with youths.
- The Prevent team and PPU/Victim support have agreed to joint work to engage with the communities under safeguarding.
- A Prevent stall was set up at the City of London Residents open meeting at the Guildhall on 9 May 2018.
- The Prevent team alongside communities and Counter Terrorism Security Advisors have set up stall at America Square to encourage engagement with the public.
- The Prevent team attended Jewish Community Awareness Seminars on 30 May 2018 to raise awareness and network.
- The Prevent team is attending City Boys School and Girls School drop in sessions throughout the year, to engage with young people with a view to increasing meaningful engagement with these groups.
- The Prevent team attended the National Association of Muslim Police annual meeting, held at Herts police to discuss future engagement and concerns and to network with other forces.

Training

- The Prevent Team delivered a WRAP (Workshop to Raise Awareness of Prevent) presentation to the induction day for new starters in the

¹ Multi Agency Public Protection Arrangements

police/corporation at Bishopsgate. Good feedback was received, and future dates are already booked for training via L&D.

- The Prevent Team continues to assist Op ARGUS (table top scenarios) training linking with CTSA's.
- WRAP delivered to cleaning staff at CCML on 26/4. (Safety & Compliance Manager CCM London Ltd). They are a major supplier of cleaning staff to several City of London Corporate Business premises.
- Prevent awareness session delivered to the latest intake of City of London Corporation apprentices 11/5 in the City Business library.
- WRAP training delivered at City of London Freeman's School Surrey on 23/5 to their SMT and the safeguarding team. This was very well received.
- Prevent are delivering an awareness session to the 'Green Box' over 50 group on 31/5 at Mansell Street, via Toynbee Hall who are a CoL commissioned service for residents and workers in the City.

Administration

- Prevent PS is working on an updated CT Local Profile for the City.
- Prevent PS working on a Police Standard Operating Procedure on Prevent.

Other

- CoL Prevent officer gave advice to Charterhouse School regarding updating of their own safeguarding policy related to the Prevent aspect.
- CoL Prevent officer has been in contact with some of the providers of City of London services who are employed by the Corporation in remote locations and exploring the delivery of Prevent and other safeguarding aspects.

PREPARE & PROTECT:

Counter Terrorism Security Adviser (CTSA) team:

The team is now at full capacity with an Inspector, Sergeant and 5 CTSA's. The national training process takes approximately two years for each CTSA to become fully qualified.

The CTSA office has continued to support a number of awareness sessions to City businesses and communities. The team have also run a number of bespoke awareness sessions for CoLP staff and officers. The CTSA team has developed a small CT awareness package to be rolled out to the SME community to be inclusive and appreciative of the demands and issues they face.

As part of 'business as usual' the CTSA team has delivered 13 Griffin events and 5 Project Argus events during the period, training in excess of 548 people in CT awareness, reporting and emergency planning. The team has also continued their national responsibilities to engage and ensure continuous improvement in security

of key sites within the City of London through the process laid out by National Counter Terrorism Security Office. The team has run a number of live and table top exercises at sites across the city to raise awareness and further test their specific plans.

There has been another spate of bomb hoaxes to schools across the country. Due to ongoing work with the educational establishments in the City, and particularly in view of the reassurance and advice given after the previous incidents, this recent spate has caused little disruption as the schools had recently reviewed their plans.

The CTSA team now has an established working relationship with the Department of Built Environment to ensure that CTSA officers are present in a variety of situations when discussing changes to the public realm. These include Aldgate Square, Monument and the new Finsbury Square pavilion. This embedded culture of CTSA advice has worked very well in finding a proportionate and risk based approach to measuring vulnerability within our public spaces.

The CTSA team continue to support the CT security coordination of large scale events, most notably the Lord Mayors Show for 2018, and have assisted in the last quarter with the successful Commonwealth Heads Of Government Meeting.

2. Safeguarding and Vulnerability

The COLP is continuing their programme of vulnerability training which has focussed on a child protection package for officers, covering neglect and abuse. Work continues, to ensure the most appropriate mechanism is used to deliver this to all staff across the force.

Additionally COLP members have attended courses with the College of Policing who have developed a new Vulnerability Training package which we will be adopting in line with other police forces. These sessions will be opened up to partners within the City of London Corporation.

COLP is linking in with the Metropolitan Police Service (MPS) around Op Encompass. This is the process whereby schools are notified if police have been called to an incident of domestic abuse where a child is present. The MPS are in the process of rolling out a standard procedure across all boroughs. Once their roll out is complete, COLP will look to mirror the process where possible. City of London Corporation (COL) will need to follow a similar process due to the fact that most COL resident children attend schools in MPS boroughs.

The COLP and COL have met to discuss expanding the dataset for MASE (multi-agency sexual exploitation meeting) to cover additional areas of vulnerability in line with the contextual safeguarding/ theme. This will cover areas such as suicide, domestic abuse, data around children in custody to enable to City VA group to have a more holistic overview of patterns and trends affecting young people in the City. The aim moving forward will be to produce a 'vulnerable adolescents' problem profile rather than the current Child Sexual Exploitation version.

COLP is currently running an awareness campaign during the World Cup focussing on football/alcohol related to domestic abuse which may manifest itself at home, with potential implications for families/children.

COLP is currently planning a Domestic Abuse campaign to target employers and employees and encourage support within the workplace around Domestic Abuse. This will be in the form of a toolkit and guidance. It is likely to be rolled out towards the end of the summer.

COLP took part in a partner challenge event through the Adult Safeguarding Board which was useful in identifying examples of positive working practice and areas for development. In particular, opportunities were identified for more effective sharing of Serious Case Reviews and partnership working around rough sleeping.

MH Street Triage Statistics
For the period 1.1.18-30.4.18

Total number of 136's avoided by MHST team	31
Total number of 136's issued whilst MHST on duty	15
Number of 136's issued outside of MHST duty times	32
Total of 136's for this period	47
Total number of 136's for this same period in 2016	56

Total of 136's there would have been for this period if there was <u>no</u> MHST (total of MHSTs avoided plus total of 136s)	78
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Total number of MH interventions made by MHST	95
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The triage team are still being used to conduct welfare and vulnerability checks on our homeless population. Outcome: This has resulted in some very productive interaction and referrals into care services.

The street triage scheme has now been given further funding by City of London Corporation so we can now run a service 7 nights a week from 1700hrs to 0300hrs, further nurses have been recruited vetted and cleared.

This went live on the 18th June 2018 and has been funded for one year from this date. Further funding through the City of London Police will be sought to continue after this date in 2019.

On street mental health assessments have been ongoing and joint operations identify street homeless individuals with acute mental health issues. In the last month we have had one assessment. Outcome: this person was sectioned and received treatment in health based places of safety.

Moving forward in the next few months we are exploring a phone based staff application for wellbeing, this is an ongoing project.

We are also working closely with NHS England to promote further avenues of care and intelligence gathering this will be a pan London agreement with the MPS, British Transport Police (BTP) and the CoLP. If this plan is implemented the outcome will be more joined up intelligence mental health pathways throughout London giving a more joined up method of policing mental health incidents and its service users.

3. Prevention of Fraud and Cyber Crime

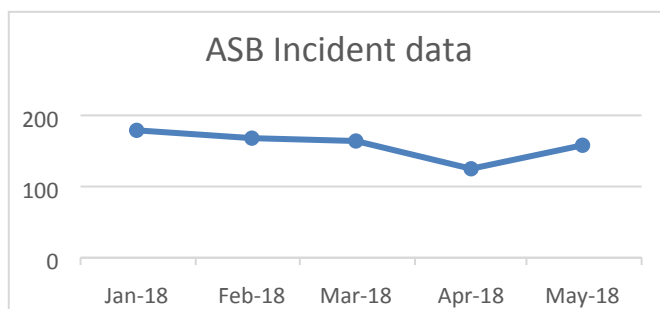
The force now has now launched 'Cyber Griffin' which offers three distinct protect services to people and businesses in the square mile. These services are public briefings, incident response exercises and advisory groups. Businesses in the city now have access to these so can train their staff, improve their cyber incident response and obtain expert advice in this field free of charge.

This quarter has seen further cyber-crime training delivered by the Cyber Protect team working in the Community Policing team. Over 30 events have been held with the community now and surveys following these sessions show the outcome that attendees rate themselves between 25% and 30% more capable of protecting themselves and their data in cyber space.

The CoLP local cybercrime unit continue to investigate a similar number of cyber-crimes compared to that of regional organised crime units (ROCU's).

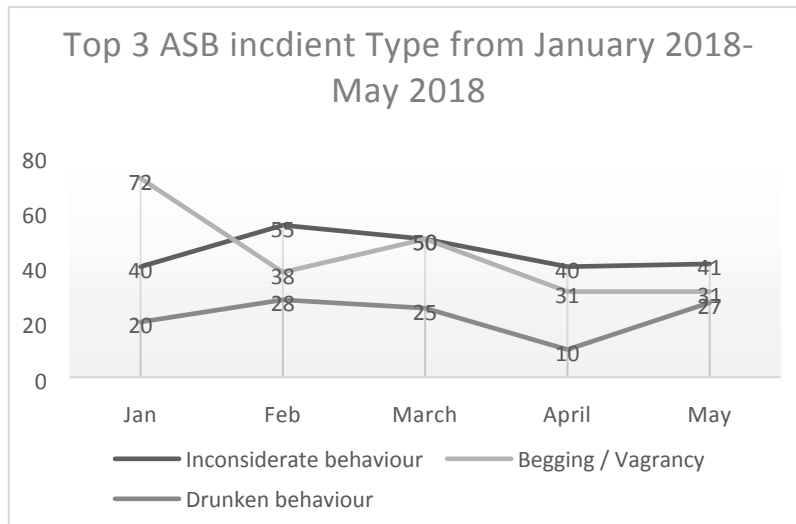
The force recently submitted a bid through a number of Corporation Committees of which Members will be aware from your previous committees for further development of Cyber Griffin in the form of recruitment and training of 5 additional cyber protect officers, a joint research project into cyber incident response exercising led by Bristol University and support of the Global Cyber Alliance's continuing work in cyber security.

4. Tackling and Preventing Anti-Social Behaviour (ASB)



TOP 3 ASB incident type from January 2018 – May 2018

1. Inconsiderate behaviour
2. Begging/vagrancy
3. Drunken behaviour



Inconsiderate Behaviour main types:

- Refusal of entry/to leave – usually shops or buses.
- 6 reports of cup and ball tricksters operating on Tower Bridge and London Bridge – This is being targeted via Op Callisto.

Begging / Vagrancy

CoL having primacy in dealing with rough sleeping in the City of London but reports of rough sleepers are still made direct to CoLP. Reports were received about a rough sleeping area around Minories. This was cleared by the City of London Corporation on 30/05/18. The City of London Corporation are endeavouring to work with land owner so that action can be taken to ensure they act responsibly and secure the area to prevent associated ASB which was impacting upon the Portsoken ward.

Begging reports are largely split between rough sleepers that also beg (Bishopsgate and Moorgate areas), housed beggars who travel into the City of London and professional beggars who may form part of an organised group (Cheapside and Bridges).

Community Protection Notices in the last year:

01/04 – 30/06/2017 – 14 x CPN Warning
 01/07 – 30/09/2017 – 34 x CPN Warnings and 7 x Community Protection Notices
 01/09 – 31/12/2017 20 x CPN Warnings and 3 x Community Protection Notices.
 01/01 – 31/03/2018 – 6 CPN Warnings.

A dedicated Operation- Op Luscombe- commenced on Wednesday 11/6/18 in response to the issues around rough sleeping and begging and the fact that simply dealing with the issue via a CPN from the police is not always an effective route to dealing with the issue as this tends to effect displacement.

Op Luscombe is a multi-agency response including, police, the relevant Drugs Action team and Homeless team, and NHS.

Process:

- Stage 1 – Initial intervention ticket and invitation to a joint partnership working 'Hub'. Hub to be organised bi-weekly.
- Stage 2 – Re-offenders will be given an intervention invite and a CPN. There will be a requirement to attend an intervention hub.
- Stage 3 – Re-offenders will be issued with an intervention full CPN. This will be for breach of condition on the CPN.
- Stage 4 – Re-offenders will be dealt with by means of summons or arrest and a CBO application.

Results and outcomes from First hub:

- 31 Invitation notice 'Green tickets' were issued to people found begging. Of these, 15 attended the 1st Intervention Hub.
- WDP (Westminster Drugs Project) and St Mungo's are recording their interventions. An NHS nurse was also in attendance as a paid consultant.
- Two people were immediately housed and referred to rehab programs.
- More people were expediently referred into their key workers in neighbouring boroughs.

This is viewed as a positive, as those that attended were at the 'invitation' stage. As we progress through the hubs we will continue to see newly found beggars attending at the 'Green Ticket' invitation stage, whilst those that have been dealt with previously progress through 'Amber Ticket' Written Warning, 'Red Ticket' Community Protection Notice and 'Blue Ticket' Arrest/Summons stage with a Community Behaviour Order application. At each stage past the invitation stage, a positive requirement is made to those issued the tickets to attend the Hubs. Failure to do so will strengthen the prosecution case for a Community Protection Order.

The scheduled dates for the Intervention Hubs are:

Wednesday 11th July 2018 – Monument Street
Wednesday 25th July 2018 – Baynard House, Queen Victoria Street
Wednesday 8th August 2018 – Tower Hill/Tower Place
Wednesday 15th August 2018 – Bishopsgate Churchyard Gardens
Wednesday 29th August 2018 – Lauderdale Place, Barbican

This covers a 3 month period, the surgery Hubs will run from 9am-1pm. At the conclusion of the Hub at Monument and Lauderdale Place, the locations will operate as police community surgery from 1pm-3pm. Outcomes from these hubs will be reported in your next update.

Drunken Behaviour

These include a number of City businesses including hotels, licensed premises, retail premises, coffee shops and betting shops. There were also a small number of incidents occurring on buses.

The recent increase in drunken behaviour may be linked to the improving weather and the World Cup.

5. Policing the Roads

In terms of Engagement, CoLP Roads Policing officers supported the MPS in delivering BikeSafe motorcycle education workshops to reduce vulnerable road user casualties. KSI (Killed or seriously injured) data for Q1 is not yet available but this is reported to the Performance and Resource Management Sub Committee in any event.

However, the Transport and Highways Operations Group mainly undertake criminal enforcement relating to road use and have run specific operations targeting commercial vehicles, motorcycle offences, pedal cycle offences, seatbelts and excess speed.

Since April 2018, specialist Roads Policing officers have been deployed in support of operations to tackle vehicle-enabled crime.

Work continues with TfL Public Carriage Office compliance staff, undertaking compliance checks on hackney carriage and private hire vehicles.

CoLP Commercial Vehicle Unit has continued working as part of the pan-London Freight Compliance Unit, undertaking targeted enforcement of the commercial vehicles in conjunction with Driver and Vehicle Standards Agency and MPS.

There is a current operation to tackle drink and drugs driving promoted by the National Police Chiefs Council (NPCC) from 14th June – 15th July involving any moving traffic offence – all offenders are to be breathalysed and drug tested. The results and outcomes from this operation will be included in the next Committee report.

Conclusion

This report informs Committee Members of some of the community engagement and intervention activities undertaken since the last report and highlights current issues and the City of London Police response.

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