



## Police Committee

**Date:** WEDNESDAY, 5 DECEMBER 2018  
**Time:** 11.00 am  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

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

**Enquiries:** Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)

Lunch will be served in Guildhall Club at 1PM

**NB: Part of this meeting could be the subject of audio or video recording**

**John Barradell**  
Town Clerk and Chief Executive

**Dates of Future Meetings (all at 11.00am):**

24 January 2019  
28 February 2019  
4 April 2019  
16 May 2019

# 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 - 1 November 2018**

**For Decision**  
(Pages 1 - 8)
  - b) **Performance and Resource Management Sub-Committee - 23 November 2018 - TO FOLLOW**

**For Information**
  - c) **Economic Crime Board - 28 November 2018 - TO FOLLOW**

**For Information**
4. **OUTSTANDING REFERENCES**

Report of the Town Clerk.

**For Information**  
(Pages 9 - 18)
5. **REVENUE BUDGET MONITORING REPORT TO SEPTEMBER 2018**

Report of the Commissioner of Police.

**For Information**  
(Pages 19 - 28)
6. **THE USE OF SPIT & BITE GUARDS AND LEG RESTRAINTS BY THE CITY OF LONDON POLICE**

Report of the Commissioner of Police.

**For Information**  
(Pages 29 - 42)
7. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
8. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

9. **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.

**For Decision**

**Part 2 - Non-Public Agenda**

10. **NON-PUBLIC MINUTES**

- a) **Police Committee - 1 November 2018**

**For Decision**  
(Pages 43 - 46)

- b) **Police Accommodation Working Party - 1 November 2018**

**For Information**  
(Pages 47 - 50)

- c) **Performance and Resource Management Sub-Committee - 23 November 2018 - TO FOLLOW**

**For Information**

- d) **Economic Crime Board - 28 November 2018 - TO FOLLOW**

**For Information**

11. **NON-PUBLIC OUTSTANDING REFERENCES**

Report of the Town Clerk.

**For Information**  
(Pages 51 - 52)

12. **MEDIUM TERM FINANCIAL PLAN - TO FOLLOW**

Report of the Chamberlain.

**For Decision**

13. **CITY OF LONDON POLICE IT MODERNISATION PORTFOLIO BLUEPRINT**

Joint Report of the Chamberlain and the Commissioner of Police.

**For Decision**  
(Pages 53 - 86)

14. **GATEWAY 6 ISSUE - ACTION AND KNOW FRAUD CENTRE - CONTRACT**  
Report of the Commissioner of Police.
- For Decision**  
(Pages 87 - 104)
15. **GATEWAY 7 - MOBILE WORKING SERVICES**  
Report of the Commissioner of Police.
- For Decision**  
(Pages 105 - 116)
16. **WOOD STREET POLICE STATION - DISPOSAL STRATEGY UPDATE**  
Report of the City Surveyor.
- For Decision**  
(Pages 117 - 128)
- a) **Resolution of the Capital Buildings Committee regarding Wood Street  
Police Station - Disposal Strategy Update - 4 October 2018**  
Report of the Town Clerk.
- For Information**  
(Pages 129 - 130)
17. **CITY OF LONDON POLICE TRANSFORM PROGRAMME - UPDATE**  
Report of the Commissioner of Police.
- For Information**  
(Pages 131 - 152)
18. **HEALTH, SAFETY AND WELLBEING ANNUAL PERFORMANCE UPDATE**  
Report of the Commissioner of Police.
- For Information**  
(Pages 153 - 162)
19. **COMMISSIONER'S UPDATES**  
The Commissioner of Police to be heard.
- For Information**
20. **CITY OF LONDON POLICE - NPCC BREXIT UPDATE**  
Report of the Commissioner of Police.
- For Information**  
(Pages 163 - 168)
21. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

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

**Part 3 - Confidential Agenda**

23. **CONFIDENTIAL MINUTES - POLICE COMMITTEE - 1 NOVEMBER 2018 – CIRCULATED SEPERATELY**

**For Decision**

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## **POLICE COMMITTEE** **Thursday, 1 November 2018**

Minutes of the meeting of the Police Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 1 November 2018 at 11.00 am

### **Present**

#### **Members:**

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

#### **Officers:**

John Barradell	- Town Clerk and Chief Executive
Oliver Bolton	- Town Clerk's Department
David Drane	- City of London Police
Ian Hughes	- Department of the Built Environment
Richard Jeffrey	- Comptroller and City Solicitor's Department
Peter Kane	- Chamberlain
Martin Newton	- Town Clerk's Department
Martin O'Regan	- City of London Police
Alex Orme	- Town Clerk's Department
Lee Presland	- Supt Operations, City of London Police
Alistair Sutherland	- Assistant Commissioner, CoLP
Chandni Tanna	- Media Officer
Hayley Williams	- City of London Police

#### **1. APOLOGIES**

Apologies for absence were received on behalf of Simon Duckworth, Christopher Hayward, the Commissioner, Commander Baxter and Commander Gyford.

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

There were no declarations.

3. **MINUTES**

The Committee noted that the confirmation of the public minutes of the Police Committee on 20 September 2018 would be deferred until agenda item 16.

On matters arising from those minutes, and in response to a question from a Member on item 11 relating to the equality and inclusion update, the Assistant Commissioner confirmed that he would update the Committee on recruitment following concern expressed by the National College of Policing on routes into policing and accessibility. The Chairman asked the Town Clerk to add this to the list of outstanding references.

The public minutes of the Professional Standards and Integrity Sub Committee and the Police Pensions Board on 17 September and 3 October 2018 were received.

4. **OUTSTANDING REFERENCES**

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

A Member referred to the Police reply to the Government cycling consultation and the Town Clerk undertook to circulate the details to the Committee.

RECEIVED.

5. **CITY OF LONDON POLICE MUSEUM GOVERNANCE: CLARIFICATION OF GOVERNANCE ARRANGEMENTS**

The Committee considered the joint report of the Assistant Town Clerk and Culture Mile Director and the Commissioner on the City of London Police Museum and clarification of governance arrangements.

**RESOLVED** – That

- (a) the governance structure outlined in the report be approved, namely that the business strategy for the City of London Police Museum and the cost of the staffing, accommodation and business operations sit under the governance of the Culture, Heritage and Libraries Committee for a period of three years (until 14 November 2021); and that ownership of the Museum collection, and costs pertaining to its rotation within the Museum and its conservation, as well as the recruitment of volunteers for Museum business, fall under the governance of the Police Committee;
- (b) delegated authority be approved for the Assistant Town Clerk and Culture Mile Director for the management and staffing of the Museum, and to the Commissioner, City of London Police, for the management of the Museum collection; and
- (c) the re-establishment of the officer-led Museum Board be approved (with representation from both departments) to manage the day-to-day



running of the Museum under the delegated authority approved above, noting major projects, expenditure, or changes to the running of the Museum business will be referred to the relevant committee(s) through the delegated Chief Officers, as appropriate.

6. **ANNUAL REVIEW OF FEES AND CHARGES 2018-19**

The Committee considered the report of the Commissioner on the annual review of fees and charges 2018/19.

The Deputy Chairman asked that the Committee receive a report back on details of what income is received from charges imposed. The Assistant Commissioner confirmed that fees and charges are levied in line with the policy, wherever it is felt appropriate to do so with full cost recovery whenever possible.

**RESOLVED** – That the charging policy and rates for 2018/19 be approved, with a report back to Members setting out details of a) what income is received where charges are imposed and b) where charges are not imposed, along with reasons for this.

7. **ANNUAL UPDATE ON THE CUSTODY OF VULNERABLE PERSONS (YOUNG PERSONS, CHILDREN AND MENTAL HEALTH)**

Members had before them the joint annual report by the Commissioner and the Town Clerk on custody of vulnerable persons.

A Member raised the issue of local authority transfer arrangements (paragraph 20) and the work burden arising from a child or young person living some distance from London. The Assistant Commissioner confirmed that the issue of overnight custody arrangements and limited availability of supervised care home accommodation in these circumstances was not new. In most cases, the person had to be detained in a cell due to alternatives not being available, although every effort is made to avoid this.

RECEIVED.

8. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

The Committee considered the Commissioner's quarterly community engagement update.

*Alderman Edhem joined the meeting at 11.20am.*

The following matters were raised:-

- In response to a question from a Member on the community engagement review and IAG consultation it was noted that an update would be provided by the Commissioner.
- On anti-social behaviour (ASB), the Deputy Chairman said that he understood why this issue was not expressed as a priority in the Policing Plan but asked that the next review include details of how ASB was

being dealt with. It was noted that officers were aware of vulnerability issues relating to persons sleeping rough, with suitable help made available, and that where criminality was taking place, particularly with repeat offenders, appropriate enforcement measures were available and used. The Assistant Commissioner undertook to consider the ASB issue at the next Policing Plan workshop in December and provide further details of action taken at that workshop.

- Another Member also asked for details of the removal of the two established homeless encampments referred to in the paper and it was noted that this information would be circulated.

RECEIVED.

9. **STOP AND SEARCH UPDATE - BEST USE OF STOP AND SEARCH AND REPORT ON THE REMOVAL OF MORE THAN JACKET, OUTER CLOTHING OR GLOVES (JOG) DURING STOP SEARCH**

The Committee considered the Commissioner's stop and search update. The following matters were raised:-

- The Chairman asked for an early update on the training roll-out progress. The Assistant Commissioner confirmed this would be available within the next few days.
- A Member raised the issue of additional analysis of data, to ensure the CoLP approach was proportionate, and put forward the view that an understanding of residential addresses of people stopped would be of use. It was noted that better 'identification' is happening and that a dedicated team fully consider the 'niche data' that is captured.
- The Assistant Commissioner confirmed that the intention of the training refresh was to eradicate any disproportionate use of stop and search and reduce the number of complaints being made, although it was noted that these were minimal.
- A Member raised the matter of community engagement patrols, whether businesses are being reached, and whether Members could assist in the dissemination of information. The Assistant Commissioner welcomed this offer.
- The Chairman advised the meeting that the Police would be able to provide some additional context on strip search information provided in the report. A Member asked that future details to the Committee also include comparison with other forces and suggested that graphics to highlight this would be useful.

RECEIVED.

10. **CONGESTION MITIGATION: PARKING, TRAFFIC & CYCLING ENFORCEMENT RESOURCES**

The Director of the Built Environment reported on congestion mitigation.

The following matters were raised:-

- A Member asked that the department ensure that faded box junction and yellow line markings around the City be repainted where necessary. The Director of the Built Environment undertook to look into this requirement.
- In relation to accreditation to undertake cycling offences enforcement, the Committee was informed that the Community Safety Accreditation Scheme (CSAS) authority had been 'signed off' by the Commissioner.
- On vehicle loading times causing congestion, it was noted that the 40 minute period is part of a London-wide agreement and that this is being reviewed by the City in consultation with London Councils.

RECEIVED.

11. **REVIEW OF POLICE AUTHORITY - RESOURCING AND GOVERNANCE ARRANGEMENTS**

The Town Clerk reported on the review of the Policing authority – resourcing and governance arrangements.

The following matters were raised:-

- The Committee noted comments received from a Member regarding concern about the additional grade I post, given the current financial pressures, and whether another two posts were required to perform a function that he considered had normally worked well. The Committee noted the Chamberlain's response confirming his view that the proposals were appropriate.
- The role of other committees in governance of the CoLP was noted and a Member raised the issue of the Committee altering its title to the 'Police Authority Board'. Another Member questioned whether the Police Committee receive all relevant staffing information in view of its oversight terms of reference. The Town Clerk was asked to add the question of a future name change to the outstanding references report.
- Noted that spending in some areas may need to be increased where there was under resourcing.

RECEIVED.

12. **SPECIAL INTEREST AREA UPDATES**

Deputy Henry Pollard reported to the Committee on the Strategic Policing Requirement Overview and confirmed that he was confident that in respect of

national threats across boundaries the Policing Plan actively addressed and was compliant in all relevant areas. In the new year any necessary adjustments would be made to the Plan to ensure it remained robust.

The Committee noted that the update from a Member on equality, diversity and human rights would be made at the January 2019 meeting.

RECEIVED.

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

There were no questions.

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

There were no items of urgent business.

**15. 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 remaining items on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 3 of Part I of Schedule 12A of the Local Government Act.

**16. NON-PUBLIC MINUTES**

**RESOLVED** – That the public minutes, subject to an amendment, and the non public minutes of the Police Committee meeting on 20 September 2018 be confirmed and signed as correct.

The Committee also received the non public minutes of the Professional Standards and Integrity Sub Committee and the Police Pensions Board meetings on 17 September 2018 and 3 October 2018 respectively.

**17. GATEWAY 6 PROGRESS - ACTION AND KNOW FRAUD CENTRE - CONTRACT SERVICE**

The Committee considered the report of the Commissioner on Gateway 6 progress on the action and know fraud centre service contract.

**18. NON-PUBLIC SPECIAL INTEREST AREA UPDATES**

The Committee noted that earlier discussions at the meeting had already covered the verbal non public updates.

**19. COMMISSIONER'S UPDATES**

The Committee noted the Acting Commissioner's updates.

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

There were no questions.

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

There were no items of urgent business.

22. **STAFFING**

With the agreement of the Chairman, the Committee received a confidential update on senior staffing roles.

**The meeting ended at 12.40 pm**

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Chairman

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martin.newton@cityoflondon.gov.uk**

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**POLICE COMMITTEE**

**5 December 2018**

**OUTSTANDING REFERENCES (PUBLIC)**

<b>No.</b>	<b>Meeting Date &amp; Reference</b>	<b>Action</b>	<b>Owner</b>	<b>Status</b>
<b>1</b>	<b>1 November 2018</b> Item 3 – Minutes	The Assistant Commissioner confirmed he would update the Committee on recruitment following concern expressed by the National College of Policing on routes into policing and accessibility.  Update 26 <sup>th</sup> November- An update on this issue was provided to the Performance and Resource Management Sub Committee on the 23 <sup>rd</sup> November as part of the HR Monitoring and Workforce Plan item. It is suggested that the reports and the minutes once finalised could be sent to all Members of Police Committee for information as an update.	CoLP	<b>COMPLETE</b>
<b>2</b>	<b>1 November 2018</b> Item 4 – Outstanding References	The Town Clerk undertook to circulate to the Committee the details of the City of London Police response to the Government’s cycling consultation  Update 27 <sup>th</sup> November : this was sent to the Town Clerk to circulate to Members	Town Clerk/ CoLP	<b>COMPLETE</b>

No.	Meeting Date & Reference	Action	Owner	Status
3	<p><b>1 November 2018</b> Item 6 – Annual Review of Fees and Charges</p>	<p>A report to be submitted to Members setting out (1) what income is received from fees and charges and (2) instances where fees and charges have not been imposed and the reasons for this.</p> <p>Update 26<sup>th</sup> November: The focus for Financial Services Dept has been on producing the Q2 Budget Monitoring Report and the MTFP Update Report. The action to produce a report therefore remains outstanding. Chairman may like to set a timescale to bring this back to Committee.</p>	CoLP	<b>OUTSTANDING</b>
4	<p><b>1 November 2018</b> Item 8 – Quarterly Community Engagement Update</p>	<p>An update to be provided by the Commissioner on the community engagement review and IAG consultation.</p> <p>Update 26<sup>th</sup> November: The E&amp;I Manager updates that work is continuing to explore the responsibilities for the IAG and Community Scrutiny Group and consultation with the IAG is continuing. A fuller update on this issue will be included in the next quarterly Community Engagement Update due in to the January 2019 Police Committee.</p>	CoLP	<b>OUTSTANDING</b>
5	<p><b>1 November 2018</b> Item 8 – Quarterly Community Engagement Update</p>	<p>Next community engagement update report to Committee to include details of how ASB has been dealt with. ASB to be considered as an issue at the Policing Plan Workshop in December 2018.</p> <p>Update 26<sup>th</sup> November: The next regular Community Engagement Update is due to the January 2019 Police Committee. The author has been requested to include detail of how ASB is being dealt with.</p> <p>Stuart Phoenix Head of Strategic Planning has been notified to include ASB as a consideration at the Policing Plan Workshop on the 20<sup>th</sup> December.</p>	CoLP	<b>COMPLETE</b>



No.	Meeting Date & Reference	Action	Owner	Status
6	1 November 2018 Item 8 – Quarterly Community Engagement Update	<p>Further detail on removal of two homeless encampments referred to within the report to be circulated to the Committee.</p> <p>Update 26<sup>th</sup> November- the update in the report related to encampments at the Minories and Bishopsgate Churchyard.</p> <p>The Minories was led by enforcement action by TfL. All of the clients were dealt with by the City of London Corporation.</p> <p>With respect to Bishopsgate Churchyard, this was police led by Community Policing and dealt with via Community Protection Notices (CPN) for ASB at the location. The clients received referral to St Mungos and Westminster Drug Project. Two of the individuals have been engaged with by Tower Hamlets and have since been CPN'd again by that local authority, the third individual was referred into the Luscombe Hub and is now in accommodation and on a drug referral treatment.</p> <p>More recently CoLP assisted the Homelessness Team at CoL on the 23<sup>rd</sup> November in the removal of a camp at Baynard House. The individuals were all referred to the Drug Enforcement Liaison as they were Tower Hamlets clients. This action was City of London Corporation led and CoLP attended to ensure that all parties were compliant.</p>	CoLP	<b>COMPLETE</b>

No.	Meeting Date & Reference	Action	Owner	Status
7	<p><b>1 November 2018</b> Item 9 – Stop and Search Update</p>	<p>Assistant Commissioner to circulate update to Committee on progress of training roll-out.</p> <p>Update 26<sup>th</sup> November: A full update on the roll out of stop and search training was provided to the Performance and Resource Management Sub Committee on the 23<sup>rd</sup> November. However, in summary:</p> <p>As of 15th November 2018, 218 officers have received the updated Stop and Search training (some of which have come from the priority 2 list).</p> <p>175 officers are left to train from the priority 1 list. L&amp;D recognise the importance of training these 175 as soon as possible, and therefore remains a priority.</p> <p>L&amp;D have scheduled 6 training dates between now and Christmas for the Stop Search training to be delivered, initially to the 175 outstanding Priority 1 officers/staff. If full attendance is achieved a further 117 officers will have been trained by Christmas, leaving only 58 priority 1 officers to be trained.</p> <p>22nd November – 17 booked to attend (US Thanksgiving service) 27th November – 20 booked to attend 05th December – 21 booked to attend 10th December – 18 booked to attend 13th December – 19 booked to attend 20th December – 22 booked to attend</p> <p>4 further Stop and Search training dates on the 9th, 17th, 22nd and 29th of January 2019 have been scheduled by L&amp;D, at the end of which if full attendance is achieved all priority 1 Officers / staff will have been trained.</p>	CoLP	<b>COMPLETE</b>

No.	Meeting Date & Reference	Action	Owner	Status
8	<b>1 November 2018</b> Item 9 – Stop and Search Update	Consideration to be given to Member assistance in communicating community engagement patrols to City businesses.	Members/Town Clerk	<b>OUTSTANDING</b>
9	<b>1 November 2018</b> Item 9 – Stop and Search Update	Future Stop and Search reporting to include graphics and comparative data with other Police forces.  Update 26 <sup>th</sup> November: The Stop and Search report is submitted annually. This has been noted and communicated to the author.	CoLP	<b>COMPLETE</b>
10	<b>1 November 2018</b> Item 10 – Congestion Mitigation	Director of Built Environment to review repainting of faded box junction and yellow lines throughout the City.	Director Built Environment	<b>OUTSTANDING</b>
11	<b>1 November 2018</b> Item 11 – Review of Police Authority	Town Clerk to add issue of potential name change for Police Committee to the outstanding references list.  Update 27 <sup>th</sup> November: Potential name change can be considered as part of Committee’s annual review of its terms of reference at the January 2019 meeting.	Town Clerk	<b>OUTSTANDING</b>
12	<b>1 November 2018</b> Item 12 – Special Interest Area Update	Equality, Diversity and Human Rights update to be delivered to January 2019 Committee.	SIA Member Lead	<b>OUTSTANDING</b>

No.	Meeting Date & Reference	Action	Owner	Status
13	<b>20-09-18</b> Item 6 – <i>Budget monitoring Report to June 2018</i>  <b>Budget Monitoring Tables</b>	Members proposed that budget monitoring report tables include six columns reporting the Budget, Expenditure and Net figures for both the year to date and the year going forward.	CoLP	<b>DUE DECEMBER 2018- Report on agenda</b>

No.	Meeting Date & Reference	Action	Owner	Status
14	<p data-bbox="271 296 595 363"><b>20-09-18</b> Item 13 – <i>Questions...</i></p> <p data-bbox="271 405 595 472"><b>Government Cycling Consultation</b></p>	<p data-bbox="707 296 1592 440">A Member noted that a government consultation was taking place on new cycling offences and asked if there was facility to provide a response in consultation with the Police. The Remembrancer agreed to feed back in due course.</p> <p data-bbox="707 459 1592 568">Update 26<sup>th</sup> November- The outcome of the consultation as referenced below was sent to Mr Broeke on 24<sup>th</sup> October who acknowledged and responded on the 25<sup>th</sup> October.</p> <p data-bbox="707 587 1592 730">The member further requested sight of the feedback to the consultation by CoLP to the NPCC. This will be provided in due course once the deadline has passed which is the 24<sup>th</sup> October.</p> <p data-bbox="707 772 1592 839">Update 10<sup>th</sup> October: A response as below was sent to the TCs for onward dissemination to the Member.</p> <p data-bbox="707 858 1592 1270">“With reference to the OR raised at the September 20<sup>th</sup> Police Committee as shown. On the 3<sup>rd</sup> October CoLP along with other forces nationally, received a request from the National Police Chiefs Council (NPCC) Lead on Cycle Safety, Assistant Chief Constable Tim Kingsman, West Yorkshire Police, to complete the Department of Transport consultation process in relation to introducing new and updated legislation around cycling offences, and send the response to ACC Kingsman as NPCC lead. This will then be fed into a Service wide response to the consultation from the Police Service nationally.”</p>	Remembrancer (CoLP responded)	<b>COMPLETE</b>

No.	Meeting Date & Reference	Action	Owner	Status
15	<p data-bbox="271 296 568 400">24-05-18 (1) Item 4 - <i>Outstanding References</i></p> <p data-bbox="271 628 510 655"><b>Barbican CCTV</b></p>	<p data-bbox="707 296 1594 400">A Member noted that the outstanding action relating to Barbican CCTV had been removed and requested that it be reinstated.</p> <p data-bbox="707 424 1594 679"><b>Update 06-09-18-</b> As reported in the report to the May Police Committee this will now form part of Secure City Programme when CCTV is reviewed in the round. As outlined in the May report, the City of London Police in partnership with the City of London Corporation will conduct a full assessment of the Estate to gauge pedestrian flows and security, once the dependant (Crossrail and London Wall) works have been completed.</p>	CoLP	<b>DUE MARCH 2020</b>

No.	Meeting Date & Reference	Action	Owner	Status
16	<p data-bbox="271 296 651 475"><b>12-07-18 (5)</b> <i>Item 13a - Special interest Area Updates - Safeguarding and Public Protection, ICV Scheme</i></p> <p data-bbox="271 1034 589 1106"><b>Domestic Abuse Employers' Initiative</b></p>	<p data-bbox="707 296 1594 400">The Chairman asked if there were figures that could demonstrate the Employers' Initiative on Domestic Abuse effects on Domestic Abuse.</p> <p data-bbox="707 424 1594 751">06-09-18: DI Public Protection Unit (PPU) has reported that The Employers Initiative on Domestic Abuse (<a href="http://www.eida.org.uk">www.eida.org.uk</a>) is a nationwide initiative which companies can join to demonstrate their commitment to tackling domestic abuse and supporting their employees. It is a network of businesses/corporations attending conferences etc and provides resources for employers. This does not require us to do any 'work' as such around the issue but demonstrates our commitment to tackling it.</p> <p data-bbox="707 791 1594 895">As such, there will be no figures either nationally or locally to demonstrate the effect of the Employers Initiative on DA. (CoLP has only just signed up in any case).</p> <p data-bbox="707 935 1594 1118">The DI PPU has updated that CoLP has however introduced a new Domestic Abuse toolkit in mid-August, so when the next SIA Vulnerability update is due to Committee, has offered to include some information in the briefing for the Lead Member on that instead.</p>	CoLP	<b>DUE 2019</b>

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# Agenda Item 5

<b>Committee:</b> Police Performance and Resources Committee- For information  Police Committee- For information	<b>Date:</b> 23 <sup>rd</sup> November 2018.  5 <sup>th</sup> December 2018
<b>Subject:</b> Revenue Budget Monitoring Report to September 2018	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 86-18	<b>For Information</b>
<b>Report author:</b> Mark Reeves, Interim Director of Finance	

## Summary

The approved Chief Officer Cash Limited budget is £ 62.15m excluding £3.5m of net recharges from the Corporation. The forecast outturn for Police is an overspend position of £4.9m, which is a significant worsening from previous forecasts. The main reason for this is that the original budget significantly understated the costs of employing the planned workforce numbers, particularly given the need to provide for overtime and use of agency staff. This pressure on pay costs, for which the Q2 forecast is £5.8m higher than the original budget, was masked in earlier forecasts by the erroneous addition of £4.5m of income for the National & International Capital City grant, which for 2018-19 is treated as funding and was therefore double-counted as income.

Of the 5 directorates within the Force, two of the Directorates are forecasting almost to budget and variances on three of the other Directorates. There are still some areas within this financial year that require some further work and could add some further pressure into the forecast position. Further analysis needs to be carried out to fully understand the cost profile of supplies and services. There is also potential that there may be further cost pressures within Action Fraud. Work is being carried out with the Action Fraud Programme Manager to understand the cost model to 31<sup>st</sup> March and beyond.

Whilst this is the report of the Commissioner of Police it should be noted that it has been completed in discussion with the Chamberlain.

## Recommendation

Members are asked to note the report.

## Main Report

### Chief Officer Cash Limited Budget

1. Risks to outturn arising in Q2 without mitigation identifies an overspend of £4.9m. The Force has four operational directorates (Crime, Economic Crime, Intelligence and Information and Uniform Policing) and one support Directorate (Business Support Directorate) The position for each activity area is shown in the table below.

Table 1: Directorate Outturn at Summary Level

Directorate	Budget	Q2 Actual	Outturn Risk	Better/(Worse)
	£m	£m	£m	£m
Crime	12.08	6.05	11.90	0.17
ECD - Core Units	5.83	5.70	3.87	1.96
ECD - Funded Units	0.53	8.86	0.23	0.30
I&I	10.64	5.14	11.56	(0.92)
UPD	12.29	5.63	12.42	(0.13)
BSD	20.79	3.82	27.07	(6.28)
Total Net Expenditure	62.15	35.20	67.05	4.90

### Revenue

2. Crime Directorate shows a small projected underspend at year end of £0.17m. Previously Crime had been carrying a small number of vacancies however recruitment as proved successful of recent and expect to be at full strength come year end
3. Economic Crime Directorate (ECD) - A total of 19 vacancies in police staff across ECD is leading to a potential £1m underspend in police pay and on costs. At the current rate, overtime budgets will be underspent by £129k by the end of the financial year. Vehicle leasing, running costs and hire are projected to be underspent by £84k by the end of the year against budgets based on last year.
4. Action Fraud managed service fees between suppliers will overlap in addition to projected costs for one supplier which is over what was previously expected (£1m). NLF is not spending its Professional Fee budget £452k, but the NLF budget as a whole will be realigned, so this underspend may not appear in later forecasts. The Legal Fees budget is underspent, mainly in the NLF £206k. Surplus budget in NLF was placed in Software Purchase/Hire and this will be used in the realignment £1,178m. Forensic budgets will be underspent by £154k across the units. DCPCU budgeted for the same level of Metropolitan Police support as 2017/18, but fewer officers have been recharged to date this financial year £156k.

5. Verbal confirmation from the Home Office has been received that they will fund National Economic Crime Victim Care Unit (NECVCU) at the current run rate until the end of the financial year £450k over the original allocation. Underspends in DCPCU £140k, IFED £358k and PIPCU £166k may result in underachievement of income for those units.
6. Finance Business partners are working closely with operational colleagues to take steps to correct this budget to outturn by examining all non-pay spends and closely monitoring vacancies and recruitment in this area.
7. Intelligence and Information Directorate (I&I) is currently forecasting an overspend of £0.92m. This is directly attributable to pay. I&I increased in FTE's in 18/19 by 18 (17 officers and 1 staff) without budget. To accommodate these additional posts, 11 posts were assimilated into vacant posts held by I&I. The remaining seven posts resulted in an overspend, i.e. £50k per annum per officer. In addition, due to I&I being at full strength (or over strength) the 5% vacancy factor applied (in total £500k) at start of year has not materialised, resulting in the total overspend for I&I.
8. Uniformed Policing Directorate (UPD) shows a small predicted overspend of £0.13m. This overspend is attributable to a mixture of UPD being at full strength and significant spend on overtime due to unforeseen events and operational needs. Potential risks to highlight for 2018/19 there is a likelihood that overtime spend could increase as they are driven by various events. Actual overtime during 2017-18 financial year amounted to £0.5m in total.
9. Business Support Directorate (BSD) manages business support functions for the Force and includes resourcing the Force's extensive and ambitious capital programme including pipeline projects. Note, BSD contains the central holding account where vacant posts no longer deemed necessary are transferred to be used for efficiency savings.
10. At Q2, the forecast to year end is showing an overspend of £0.92m. This is predominantly due to 17/18 Premises Cost (Rates charge £340k) remained unpaid for New Street site, therefore will be paid in this financial year and was not accrued for in previous year.
11. Overspend of £294k within Staff Office/ Strategic Development which contains four supernumeraries against no funding. Discussions are being held how these costs can be accommodated into the force without creating a pressure to year end.
12. Overspend of £235k in relation to 'Free Rail Travel'. This pressure has arrived due to a reduction in the original 18/19 budget. Please note total forecast of costs relating to Rail travel has been predicted at £1m for the entire year, which also matches last year's spend, however again discussions are being held how much offsetting income will be received for 18/19.

## **Proceeds of Crime Act 2002 (POCA)**

13. Appendix 1 shows a summary of the actual spend for Q1 against budgets.

## **Capital and Supplementary Revenue Budgets**

14. The capital outturn for 2018/19 has been profiled to budget. There are major programmes under review mainly IMS/DRS and ESN (formally ESMCP) which will be updated to Members in Q3.
15. Appendix 2 comprises Table 1 and Table 2 and outlines the capital programme for 2018/19
16. Table 1 identifies approved capital expenditure programmes financed within the Chief Officer's capital budget.
17. Table 2 outlines Pipeline Projects which primarily need to be developed into full business cases before they can receive Committee approval. These programmes are unfunded and require approval from Resource Allocation Sub-Committee to determine how the capital expenditure will be financed.

## **Major Programmes**

18. There are several ongoing major programmes within the Police that are interdependent with the Corporation. These are Action Fraud, the Accommodation Programme and the Planned and Cyclical Maintenance of the Police Estates and the Emergency Services Mobile Communications Programme.

## **Action Fraud: Action and Know Fraud – 2018/19 Budget £3.1m**

19. Members are aware of the issues being experienced in the Action and Know Fraud Service which is reported separately to your Committee.
20. Spend to date has now reached £1.6m, comprised of payments to the supplier of £1.3m, £125k Home Office, £98k Consultants and £42k in legal fees.

## **Service Monetisation**

21. The monetisation work stream is progressing. To provide Members with perspective of the importance of the Supplier service to the monetisation work stream, the dependency on the Supplier is that there needs to be a stable service running and that data can be accessed at all times. The implication of the Service delivery delay, is that it pushes back the monetisation timeline and date that income can be realised.

## **Accommodation programme:**

22. Information relates to two elements of the programme, the Decanting of existing CoLP estate and New Build of accommodation.

## **Decant**

23. Decant works continue across the existing CoLP estate. However, delays have been experienced within the programme particularly at New Street that is now also impacting upon the Bishopsgate works. The additional impact is upon the CoLP logistics programme and the supporting projects associated with these existing facilities.
24. The risk of the delays are now also delaying any decommissioning works for Snow Hill and Wood Street. If the works programme slips further the ability to achieve vacant possession of Wood Street by the required planning dates could be severely compromised.

## **New Build**

25. The development proposals for the new build site are progressing well. The feasibility evaluation was accepted by Members earlier this summer with outline design scope for the site including the Courts and Police facilities.
26. Tender documents are currently being received and evaluated for Architects, Security, Building Services and Civil / Structural Services. Allowing for the completion of the tender processes and contracts awards through committee, it is anticipated that all contractors / consultants will be engaged by December 2018.
27. In the interim, the City of London Police and Courts services are developing their respective scope of requirements for consideration within the building specifications.

## **Planned and Cyclical Maintenance of the Police Estate**

28. A clear misalignment has been identified between the physical works required to maintain the estate of the City of London Police and appropriate budgets. The main cause of this has been the assumption that the accommodation programme would have removed the requirement for some of these essential works, but due to the delays within that programme, some of these essential works are now unavoidable. These are being regularly reviewed and limited to essential works only, particularly within sites with a short time frame of retention. A minor budget increase may be required in year for 2018/19 and a detailed profile of any works will be built into cyclical works budgets for 2019/20 onwards.

## **The Emergency Services Network programme**

29. This is a national programme providing mission critical communications and broadband applications and will affect all Bluelight services. The programme is still in its early stages and is due for completion in 2022. The programme is complex in that the national team delivers the network and each individual organisation provides its own use case, based on operational requirements which will involve network infrastructure redesign, control room upgrades, new smart type devices, vehicle fleet refits and replacement of in-building solutions in key locations. The lack of clarity around estimates and assumptions is due to the lack of detailed information from national programme / Home Office.
30. Recently the Force was approached by the national lead due to some concerns about the lack of local progress and this is currently highlighted as a

risk within the Force risk register. The team requires a technical architect, design and configuration expertise, test and assurance management, subject matter expertise in Police control rooms, mobile devices and in-vehicle units. The project will require stakeholder engagement with City Businesses to deliver in building solutions providing for communications inside strategic buildings / iconic locations. This is particularly important due to the threat from terrorism.

### Future Financial Planning

31. There are still some areas within this financial year that require some further work and could add some further pressure into the forecast position. Further analysis needs to be carried out to fully understand the cost profile of supplies and services. There is also potential that there may be further cost pressures within Action Fraud. Work is being carried out with the Action Fraud Programme Manager to understand the cost model to 31<sup>st</sup> March and beyond.
32. A plan is being formulated with the Commissioner to recover as much of the overspend position as possible to 31<sup>st</sup> March. This recovery plan will carefully consider the deliverable savings on all aspects of the Force budget.
33. A review of the Medium Term Financial Plan has been undertaken between the Force and the Chamberlains Department. There are significant cost pressures in the MTFP that will need to be addressed for the presentation of the MTFP to the Police Committee in early December.

### Other Police Funds

34. The forecast Police working balances includes the General fund £3.5m, the POCA reserve £0.5m and the transformational fund £0.1m as table 2 outlines.
35. The available £3.1m Action Fraud reserve balance will be used to match expenditure as and when incurred during 2018/19.

Table 2: Other Police Funds Forecast to March 2019

<b>Forecast Other Police Funds to 31st March 2019</b>	<b>2018/19 Opening Balance £m</b>	<b>2018/19 Projected Outturn £m</b>	<b>2018/19 Closing Balance £m</b>	
General	(3.50)	(3.5)	0.00	
POCA	(0.50)	(0.50)	0.00	
Transformational Funding	(0.01)	(0.01)	0.00	
Action Fraud	(3.10)	(3.10)	0.00	
<b>Total Other Police Funds</b>	<b>(7.11)</b>	<b>(7.11)</b>	<b>0.00</b>	

Appendix 1 - POCA Allocations for 2018/19

Appendix 2 – Capital and Supplementary Revenue Budget

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## POCA Reserve Allocations 2017/18

<b>POCA - 2018/19</b>			
<b>Indicative Allocations: Strategic POCA</b>			
<b>Priorities</b>			
Allocation	POCA Allocation 2018/19 £m	Actuals to Sept 18 2018/19 £m	Allocation Remaining 2018/19 £m
POCA Costs for ARTS/SARS Teams	0.3	0.13	0.17
Skynet Intelligence Hub	0.2	0.03	0.17
PCSO to June 2018	0	0.02	(0.02)
Operational Programmes	0	0.05	(0.05)
Voluntary Sector	0	0.13	(0.13)
Capital Programmes	0	-	0.00
	0.5	0.36	0.14

<b>Table 1: Approved Capital and Supplementary Revenue Projects</b>				
	<b>Forecast Outturn 2018/19 £'000</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>	<b>Total £'000</b>
<b>Approved Expenditure</b>				
Authority to start work granted				
ICT Support to CCCI Functions - MOPI	(195)			(195)
Digital Interview Recording Solution	(12)			(12)
IP Telephony	(94)			(94)
<b>Secure City Programme</b>	(211)			(211)
ESMCP - Integrated Command	(1,229)			(1,229)
Payroll and Duty Management System - HR Integrated	(286)			(286)
WAN	(846)			(846)
ROS - IMS/DRS (back office)	(963)			(963)
Vehicle Purchases	(250)	(250)	(250)	(750)
<b>Sub-total approved expenditure</b>	<b>(4,086)</b>	<b>(250)</b>	<b>(250)</b>	<b>(4,586)</b>
<b>Approved Funding</b>				
<b>General Support</b>				
Home Office Capital Grant	576	400	400	1,376
Revenue Contribution	29			29
<b>Earmarked Funding</b>				-
Proceeds of Crime Funds - CCCI				-
S31 Police Control Room Upgrade Grant - ESN	340			340
Bridge House Estates contribution to ROS - River Cameras/IMS/DRS				-
On-Street Parking Reserve contribution to ROS - IMS/DRS	175			175
Additional Proceeds of Crime Funds - CCCI				-
Proceeds from sale of vehicles		48		48
<b>Additional City Funding</b>	<b>2,966</b>			<b>2,966</b>
<b>Sub-total approved funding</b>	<b>4,086</b>	<b>448</b>	<b>400</b>	<b>4,934</b>
<b>Net Funding (Shortfall)/Carry forward Surplus</b>	<b>0</b>	<b>198</b>	<b>150</b>	<b>348</b>



## Appendix 2 contd.

<b>Table 2: Compliance and Pipeline Capital and Supplementary Revenue Projects</b>				
	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Compliance and Pipeline Projects</b>				
<u>Indicative implementation costs for projects which have not yet received authority to start work</u>				
ESMCP - (ESN)	0	(3,244)	(4,000)	(7,244)
Unified Comms	(18)	(157)		(175)
IP Telephony	(226)			(226)
e Discovery	(300)			(300)
Digital Interview Recording Solution	(100)	(150)		(250)
<b>Secure City Programme</b>	0	(3,000)	(3,690)	(6,690)
Intranet Upgrade	(100)	(145)		(245)
<b>Sub-total indicative implementation costs for pipeline projects</b>	<b>(744)</b>	<b>(6,696)</b>	<b>(7,690)</b>	<b>(15,130)</b>
<b>Net Funding Shortfall for compliance and pipeline projects</b>	<b>(744)</b>	<b>(6,696)</b>	<b>(7,690)</b>	<b>(15,130)</b>
<b>Overall Funding (Shortfall)/Surplus</b>	<b>(744)</b>	<b>(6,498)</b>	<b>(7,540)</b>	<b>(14,782)</b>

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# Agenda Item 6

<b>Committee(s):</b> Police Committee- For information	<b>Date(s):</b> 5 <sup>th</sup> December 2018
<b>Subject:</b> The use of Spit & Bite Guards and Leg Restraints by the City of London Police	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 88-18	<b>For Information</b>
<b>Report author:</b> Jane Gyford, Commander Operations and Security	

## Summary

This report is submitted in order to inform Members of the Force decision made at the Force Strategic Management Board (SMB) on the 14<sup>th</sup> November 2018, to approve the issue and use of spit & bite guards and limb restraints by City of London Police Officers.

Currently there is an unprecedented rise in assaults on Police officers nationally. The current estimate by the Police Federation of England and Wales is that an officer is assaulted in some manner every 13 seconds, or 6000 assaults on Police officers every day. It is this increase that has caused the force to reconsider its options in relation to the use of spit & bite guards and limb restraints. The City of London Police (CoLP) has a duty of care to its officers to provide them with whatever protection is necessary for them to do their job safely. The Home Secretary stated that public perception should not hinder Chief Constables from protecting their officers. At the London Ethics Panel recently, the matter of spit & bite guards was also discussed and it highlighted an inconsistency in their use in London by the three forces (CoLP, British Transport Police (BTP) and the Metropolitan Police Service (MPS)).

Home Office approval is in place for the use of spit & bite guards and limb restraints by police nationally. Thirty two police forces in England and Wales now use spit & bite guards to protect Officers and members of the public, with another eight forces considering their use. As an example force, Cambridgeshire Police have used spit guards since 2008 and report that there have been no complaints as a result of their use since the force commenced using them.

It is acknowledged however, that the nature of these guards and restraints has been and remains an emotive and divisive subject with some individuals, pressure groups and organisations protesting against their use.

The spit guards themselves, as selected by the City of London Police for use, are medically certified to CE93/42/EEC and fuller details are in the Main Report. The limb restraints selected for use by the Force are constructed of Velcro and are light in weight and flexible so as not to cause unnecessary harm to individuals to which they are applied.

The purpose of issuing of spit & bite guards and limb restraints is so that Officers are able to apply the minimum force when having to protect themselves during the detention of violent suspects.

The issue of personal protective equipment does not relieve the officer from the personal responsibility to justify every element of force used to achieve their legitimate aim. As such, the actual deployment of this equipment is not expected to be frequent. It is to be provided as an additional tactical option to officers.

Monitoring the use and application will be conducted as part of the Use of Force Working Group and report into Uniform Policing Resource & Operations Board, who in turn will report to Force Health & Safety Board.

### **Recommendation(s)**

It is recommended that Members note the report and the decision taken by the CoLP Strategic Management Board.

### **Main Report**

#### **Background**

1. Violent crime and assaults on police are continuing to rise within London with officers reporting being assaulted at an all-time high. Over 40000 police officers in the UK have reported being injured in the line of duty with an estimated 6000 assaulted every day (figures provided by the Police Federation of England and Wales).
2. In the City of London, Since April 2017 there have been 666 'Use of Force' reports stating that the detained person was offering 'Aggressive resistance' toward officers. In the same reporting period, a further 50 'Use of Force' reports stated that the detainee was offering 'Serious Aggressive resistance'.
3. In 2018 from January up to 8<sup>th</sup> October there were 10 'near-miss' reports stating that the detainee was spitting at officers. To put this into context, in 2016 and 2017 there were no reports of this nature.<sup>1</sup>
4. These figures suggest that there is an increased need for officers to have access to spit & bite guards and limb restraints, as an option open to them in their role as front line Police Officers. Operation Hampshire has been introduced by the City of London Police Federation to report assaults on officers and ensure that their welfare needs are met.

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<sup>1</sup> Source: Force Systems

## Current Position

5. Thirty two of the forty three Police forces across England and Wales have authorised the use of spit and bite guards to protect officers, other emergency workers and members of the public.
6. Of the thirty-two police forces issuing spit and bite guards to their officers, it includes the British Transport Police (BTP), who on occasion detain people in the City of London Police area and enter our custody. This presents a disparity in police procedures and a less than desirable quandary of policy for City custody officers to contend with.
7. The Metropolitan Police Service (MPS) has not, as yet, authorised the use of spit guards outside of custody suites. The demographics of the MPS area is considerably different to many other Police areas, including the City of London Police area, and this is a matter of determination for the MPS.
8. Both the MPS and the BTP use limb restraints when dealing with violent detainees who, on occasion, detain people in the City of London Police area and enter our custody. As with spit & bite guards, this poses an issue in relation to custody and how to deal with the restrained detainee and the risks that poses to both officers and the organisation, but this is regulated by clear guidelines and Forces who adopt these options have in place standard operating procedures.
9. In the absence of Spit and Bite Guards, officers are currently trained to deal with a spitting detainee by controlling the head and pushing it forward and/or down. Whilst this is generally successful in preventing mucus and blood-borne assaults, it also increases the risk of positional asphyxia and/or breathing difficulties for the detainee.
10. If the detainee cannot be controlled effectively whilst they are spitting at officers, the officers may be required to escalate the use of force against the detainee which increases the risk other physical injury to the detainee.
11. Spitting by detainees presents a very real risk of the transmission of potentially life-threatening and life-changing medical infections and diseases. After being spat at, officers that have come into contact with the bodily fluids face a prolonged wait for medical test results to see if there has been any transfer of illnesses, this can have a dramatic impact on Officers in terms of their domestic home life as subsequent onward transmission of disease by the officer poses a risk to the officers' family and friends. Following ingest of potentially diseased body fluids may also restrict the public contact an officer can have, until certain they are clear of disease themselves.
12. An increasingly common method of assault is by spitting. Within the City of London, officers increasingly deal with members of the public that use drugs, or have other underlying health issues. Statistics from the department for public health reveal that, in London, 59% of injecting drug users test positive for

Hepatitis C, a disease that can be transferred by bodily fluids. The scale of other communicable disease such as Tuberculosis is high in residents on neighbouring metropolitan boroughs, many of whom transit through the City of London Police area.

13. Current training in the prevention of officers being assaulted through spitting or biting is such that it requires a level of force to be applied against that person which, by comparison increases the risk to the detainee of positional asphyxia and/or breathing difficulties.
14. The approved Spit-Guard is the 'Spit Guard Pro' (Kit Design) which is medically approved under CE93/42/EEC. This is a single use guard that is hygienically disposed of after use. The cost of the above Spit-Guard is £94.50 for a pack of 50 Spit-Guards, or approximately £1.89 each. It is a breathable mesh hood that is placed over the head of the detainee if they have spat, are preparing to spit or have threatened to spit at officers. The guard does not restrict the movement, sight and hearing; nor cause any disorientation to the detainee; nor will it have any effect on the detainee's ability to breathe or speak.
15. Additional training will be delivered to allow officers to both apply and remove the spit-guard safely, as well as in its disposal and limitations. Similarly, additional training in the application, use and removal of the limb restraints will also be required, as well as the limitations of its use.
16. In the absence of limb restraints, officers are trained to restrain the legs using techniques around applying downward pressure, effectively using the officer's bodyweight to pin the legs. This pressure is not always effective and, in certain circumstances, such as dealing with persons with existing injuries or mobility issues, may cause harm or exacerbate existing injuries. This also places the officer in a vulnerable position whilst utilising this technique.
17. The current approved limb restraints are the Holdfast Limb Restraint and the Emergency response Belt. In some instances, forces utilize both belts within their tactical options. The City of London Police are currently deciding which of the options best suits their immediate needs, although the Holdfast Limb Restraint seems to be the preferred option amongst other forces including Kent, Surrey, Hertfordshire, TVP, Suffolk, Norfolk, Northamptonshire, Essex and the MPS. The cost of the Holdfast Limb restraint is low, at £12.95 per item with a similar cost for the Emergency Response Belt.
18. A report outlining the case to introduce spit & bite guards and limb restraints was presented to the 14<sup>th</sup> November 2018 City of London Police Strategic Management Board, aided by images and working examples of Spit & bite guards and limb restraints to support the facts presented, led to the board authorising the acquisition, training and use of this equipment as a tactical option.

## **Decision of SMB on 14<sup>th</sup> November 2018**

19. The City of London Police Strategic Management Board on 14<sup>th</sup> November 2018, made the policy decision to authorise the use of spit & bite guards and limb restraints by frontline officers as a tactical option. However it is important to note that their use will not be fully authorised until an agreed standard operating procedure (SOP) is finalised and a training package from nationally agreed methods is designed for local delivery. No officer will be issued a spit & bite guard or a limb restraints until trained.

### **Next steps**

20. Going forward, the spit & bit guard is a one use item, it will not be replaced for the officer until they have recorded the use of force on Police systems and a manager satisfied that the use has been so recorded and rationale applied. Limb restraints can be re-used, but will be replaced if overly worn or if they become contaminated with blood or other bodily fluids. Limb restraints should be considered as a supplement to the use of handcuffs, and is primarily intended for use on the legs, although they can be used as arm restraints and aid in the taking of fingerprints by force.

21. Based upon the experience of Cambridgeshire Police in that, since the adoption of Spit-Guards in 2008 there have been no complaints as to their use or their appearance (accurate as of 9<sup>th</sup> November 2018), the City of London Police (CoLP) will refer to the Cambridgeshire force to review the CoLP SOP, training package and governance structures, so as to replicate what is viewed as best practice in the use of this protective equipment.

22. Spit and Bite Guards have been an approved Home Office tactical option for a substantial amount of time, with the current home secretary publicly questioning why all forces are not yet utilising the option so as to afford better protection to arresting and supporting officers. The most current Home Office opinion will be factored into City of London Police SOP where appropriate.

23. Public perception of spit guards has been such that a dozen forces are still yet to authorise their use although, of these, eight forces are exploring options around their use. The City of London Police has already communicated with internal stakeholders, and after informing Police Committee will fully engage key external stakeholders and community representatives, informing them of the rationale and offer to demonstrate the equipment to be issued, so as to ease any community concerns.

24. The use of Spit guards and limb restraints will be continuously reviewed at the Use of Force Working Group and through the Professional Standards Directorate in order to assess both their effectiveness and the impact within the City of London. Any operational learning will be captured at the Organisational Learning Forum, chaired by the Assistant Commissioner. Immediate learning will be communicated by cascade briefings via the chain of command.

25. Longer term revised practices will be briefed and recorded through the intranet or via the NCALT online learning centre which records and monitors individual officers to ensure that they complete the packages provided.

### **Corporate & Strategic Implications**

26. The legal obligations put upon the City of London Police in the protection of its public and staff, as well as the obligations as a Police Service mean that the use of spit guards and limb restraints by officers fulfil its requirements in terms of maximising reasonable protective measures.
27. The application of spit & bite guards and limb restraints will be implemented in accordance with national authorised practice.
28. The adoption of the use of spit & bite guards and limb restraints may place the City of London Police under scrutiny from charities and organisations, as well as possibly increasing media and public attention. Transparency in their use is essential to maintaining community confidence. Police Committee Members are invited to observe training in this product when it is scheduled and rolled out.

### **Implications**

29. The financial implications of the introduction of spit guards is low. The guards themselves, whilst only single use, are a low cost item coming in at approximately £1.89 per guard. The financial implications of the introduction of Limb Restraints is also low. The cost of the restraints themselves are £12.95 each. The budget to purchase and re-order these items is yet to be confirmed.
30. The training will require a certain amount of time to fully implement, although officers will be trained in their use as part of their regular officer safety training. This will negate the need to have officers taken from other duties to complete their spit and bite guard and limb restraint training.
31. A robust SOP around the use of spit & bite guards and limb restraints along with the City of London's exemplary Use of Force training and transparent monitoring, will mitigate the risk of the City of London Police receiving any negative press, and/or attention from either the media or charities/organisations against their use.

### **Conclusion**

32. The City of London Police Strategic Management Board approved the introduction of the use of spit guards and limb restraints to provide additional protection to its officers at a time when resources are stretched and new threats and challenges are being faced by Police Officers in the UK.
33. Both the spit guards and limb restraints are approved by the Home Office and the Home Secretary believes that public perception should not hinder chief constables in protecting their officers (with reference to negative perception



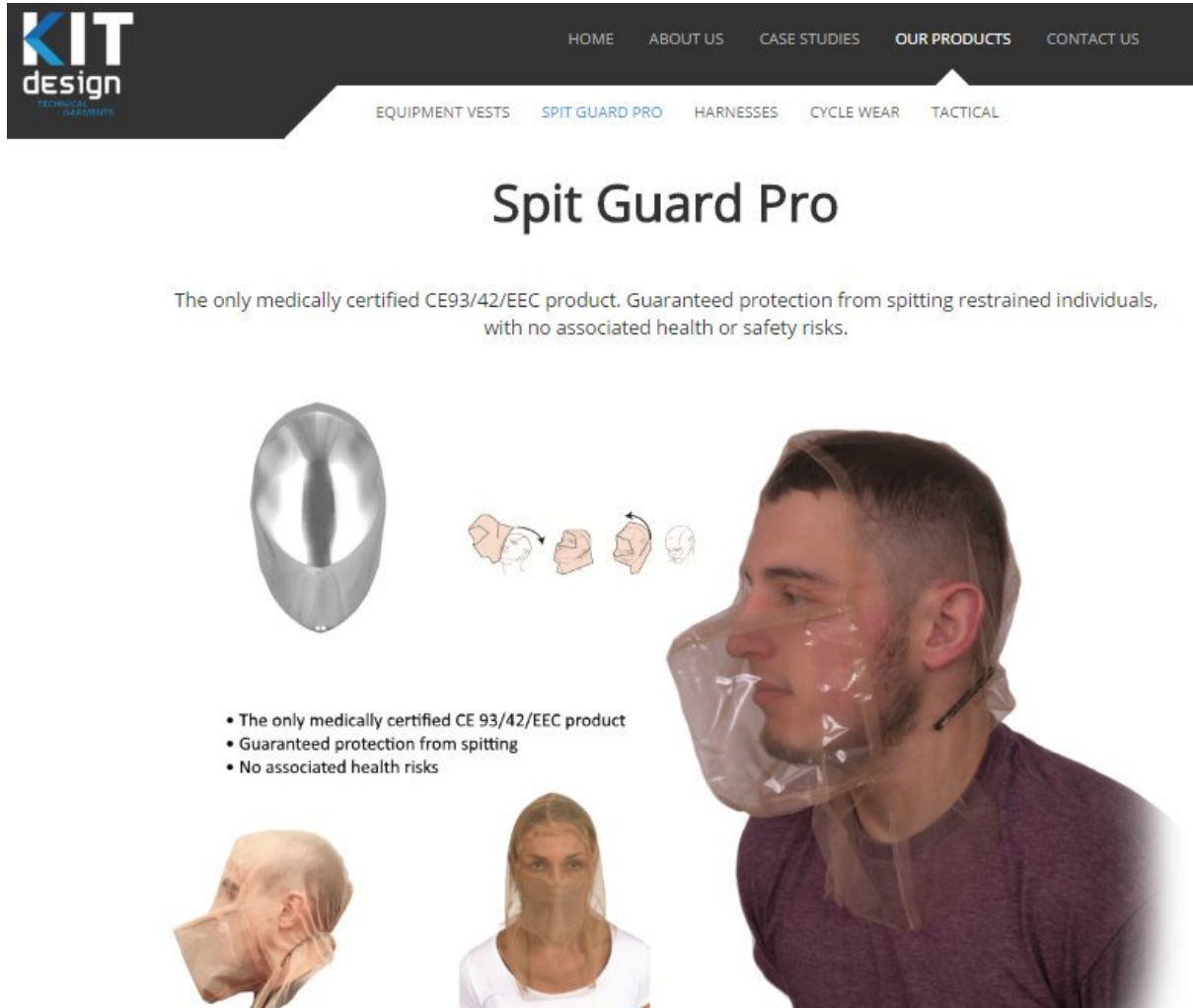
around this equipment). The Force will work together with other Police Forces currently using the equipment to ensure best practice is followed and a common approach to the use of both tactical options is employed.

## **Appendices**

- Appendix 1 – Picture of a deployed Spit Guard Pro (Kit Design) taken from the Kit Design website
- Appendix 2 – Picture of 2x Holdfast Limb Restraints being used along with handcuffing
- Appendix 3 – Picture of a Holdfast Limb Restraint

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- Appendix 1 – Picture of a deployed Spit Guard Pro (Kit Design) taken from the Kit Design website



The screenshot shows the Kit Design website's product page for the Spit Guard Pro. The header includes the Kit Design logo and navigation links: HOME, ABOUT US, CASE STUDIES, OUR PRODUCTS, and CONTACT US. Below the header, there are sub-navigation links: EQUIPMENT VESTS, SPIT GUARD PRO, HARNESSES, CYCLE WEAR, and TACTICAL. The main heading is "Spit Guard Pro". Below the heading is a descriptive text: "The only medically certified CE93/42/EEC product. Guaranteed protection from spitting restrained individuals, with no associated health or safety risks." To the left of the main image is a product image of the Spit Guard Pro, a clear, dome-shaped protective device. Below this image are three bullet points: "• The only medically certified CE 93/42/EEC product", "• Guaranteed protection from spitting", and "• No associated health risks". To the right of the product image is a large photograph of a man wearing the Spit Guard Pro. Below the main image are two smaller photographs: one of an older man wearing the device and one of a woman wearing the device. In the center, there are three small diagrams illustrating the device's use: a hand holding the device, a hand adjusting the device, and a hand holding the device to the side.

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- Appendix 2 – Picture of 2x Holdfast Limb Restraints being used along with handcuffing



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- Appendix 3 – Picture of a Holdfast Limb Restraint



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