

## **PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE**

**Monday, 5 March 2018**

**Minutes of the meeting of the Professional Standards and Integrity Sub (Police) Committee held at the Guildhall EC2 at 2.30 pm**

### **Present**

#### **Members:**

Alderman Alison Gowman (Chairman)  
Nicholas Bensted-Smith  
Tijs Broeke

Mia Campbell (External Member)  
Lucy Sandford (External Member)

#### **Officers:**

|                 |   |                                           |
|-----------------|---|-------------------------------------------|
| Oliver Bolton   | - | Town Clerk's Department                   |
| George Fraser   | - | Town Clerk's Department                   |
| Tarjinder Phull | - | Comptroller & City Solicitor's Department |
| Maria Woodall   | - | Director of Economic Crime, CoLP          |

#### **1. APOLOGIES**

Apologies were received from Deputy Doug Barrow, Deputy James Thomson, James Tumbridge and Deputy Richard Regan.

#### **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 minutes of the last meeting, held on 1 December 2018.

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

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

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

##### **OR1 – Agenda Packs**

The Chairman illustrated her approval that the decision to enable reduced restrictions on the agenda packs in the interest of transparency had been finalised, thanking the Director of Professional Standards for her efforts in making this possible.

##### **OR3 – London Police Challenge Forum Minutes**

It was agreed by Members that, although this action had not been completed, this was no longer relevant and should be removed.

**OR4 – Gifts & Hospitality Report**

It was agreed that this would be submitted to the next meeting on 6 June 2018.  
(1)

**OR5 – Body Worn Video (BWV) Demonstration**

It was agreed that this would be postponed to the September meeting. (2)

**OR7 – LPCF Participation Process**

It was agreed that this would be confirmed by the next meeting on 6 June 2018.  
(3)

**OR8 – Force Leadership Changes Update**

It was agreed that the Assistant Commissioner would circulate an update on Force Leadership changes on a monthly basis to Members of the Police Committee and its Sub-Committees. (4)

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

5. **BODY WORN VIDEO (BWV) DEMONSTRATION**

**RESOLVED** - It was agreed that this item would be postponed to the meeting on 17 September 2018. (2)

6. **HANDCUFFING OF JUVENILE STATISTICS**

The Sub-Committee received a report of the Commissioner of Police that aimed to address concerns raised following submission of a paper to the Police Committee and Safeguarding Sub (Community & Children's Services) Committee that the City of London Police were using excessive force on juveniles in custody.

The Chairman noted that the figures were incorrectly presented, leading to concerns, but stated that there was now confidence that procedure was in fact correct and justified.

A Member noted that the original data was very clearly incorrect and explained that it was surprising that it had not been flagged initially.

The Chairman noted that issues with comparisons of data across forces was often problematic.

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

7. **CHANGES TO THE COMPLAINTS APPEALS PROCESS**

The Sub-Committee received a report of the Commissioner of Police that aimed to address concerns raised following submission of a paper to the Police Committee and Safeguarding Sub (Community & Children's Services) Committee that the City of London Police were using excessive force on juveniles in custody.

The Chairman noted that the figures were incorrectly presented, leading to concerns, but stated that there was now confidence that procedure was in fact correct and justified.

A Member noted that the original data was very clearly incorrect and explained that it was surprising that it had not been flagged initially.

The Chairman noted that issues with comparisons of data across forces was often problematic.

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

8. **STAFF SURVEY UPDATE**

The Sub-Committee received a report of the Commissioner of Police that gave an overview of the recent Staff Survey of the City of London Police.

The Chairman stated that the report had been submitted to the Police Committee in December 2017 and was requested at this Sub-Committee. It was appropriate to measure the impact of the Staff Survey.

A Member explained that it was important to have a good understanding of the survey and noted that it was produced as an academic paper which was not easily digestible, and perhaps this was an issue. Another Member explained that it was difficult to get meaningful conclusions from reports such as these.

The Sub-Committee noted the content of the report but advised that Members still wanted clarity on the understanding of the Intelligence and Information Directorate and asked for an action plan to be clarified with a report submitted to the next Sub-Committee. It was agreed that Chief Superintendent David Evans should attend. (5)

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

9. **HMICFRS PEEL LEGITIMACY INSPECTION 2017**

The Sub-Committee received a report of the Commissioner of Police that provided Members with a detailed overview of the findings of the recent HMICFRS PEEL Legitimacy inspection, ownership of Areas for Improvement and arrangements for oversight of progress.

The Head of Governance and Assurance explained that an action was currently in place. The Chairman asked him what the action plan was, and he advised that this was submitted to the Performance and Resource Management Sub-Committee but could be submitted to this Sub-Committee also if desired. The Chairman requested that it was. (6)

A Member noted that the report raised some concerns around the lack of appropriate training for stop-and-search received for all relevant officers.

The Chairman asked for clarification of the main issues around Areas for Improvement (AFIs) Nos. 4 & 5. The Director of Professional Standards

explained that the “King Formula” was employed to define “discrimination”. She advised that the motivation was to avoid encouraging people to merely follow the letter of the law by not specifying defined characteristics. She also explained that the desire was to engage with complaints immediately to allow maximal use of the 10-day period, noting that complaints resolved within this period are not required to be recorded. She explained that these planned changes were yet to be implemented. A Member asked when these would come into effect, and the Director of Professional Standards confirmed that they would be prior to the next meeting of this Sub-Committee. (7)

The Chairman asked how AFI No.5, relating to the timeliness and quality of updates supplied to complainants, would be addressed. The Director of Professional Standards explained that there would be consultation with the complainant about timescale expectations to agree terms.

A Member queried when the causes of concern raised under paragraph 7ii of the report, relating to stop and search bias and practices, would be addressed. The Chairman requested that this be tracked as a standalone outstanding action. (8)

A Member queried external scrutiny of stop and search, as referenced within Appendix A. The Chairman requested that the Community Scrutiny Group meeting dates be followed up on, alongside those of the Independent Advisory Group. (9)

A Member asked, in reference to Appendix A, where an overview of all actions not marked as complete was recorded. The Head of Governance and Assurance explained that the Performance Management Group would address. The Chairman stated that it was important that addressing these issues was not reliant on failed inspections. The Head of Governance and Assurance explained that self-assessments were carried out in many of these areas, but often resourcing limitations led to known outstanding actions. He explained that in many cases follow-up inspections would aim to judge based on improvements made on previously highlighted issues. He explained that the results of the inspection should not produce any significant surprises as the CoLP were largely aware of the areas requiring improvement.

The Chairman requested that the action plan from the PEEL Legitimacy Inspection be submitted to the next meeting. (6)

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

#### 10. **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 the Integrity Standards Dashboard and Code of Ethics of the City of London Police.

The Chairman asked for an update on the London Police Challenge Forum meeting that had taken place in January 2018, and a Member advised that,

although it was a good meeting, it was difficult to determine any concrete conclusions.

Members noted that, for indicator 9, there were two Business Interest Investigations mentioned in Q3, though "0" recorded within the table.

A Member queried the repercussions of a vetting refusal. The Chairman stated that it would be useful to have a report on vetting that provided clarity on the following (10):

1. The re-vetting process;
2. Vetting refusals and their implications (referencing the 6 refusals recorded in this report); and
3. The different levels of vetting and their associated clearances

The Chairman noted that this issue was raised by the Police Committee at their last meeting during a discussion on the JCCR. The Director of Professional Standards explained that such vetting issues commonly arose in relation to Action Fraud and clarified that as far as she was aware refusals referenced did not lead to the loss of employment for any individual.

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

11. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no questions

12. **ANY OTHER BUSINESS**

There was no further business

13. **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.

14. **NON-PUBLIC MINUTES**

The Sub-Committee considered the non-public minutes from the last meeting, held on 1 December 2017.

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

15. **NON-PUBLIC OUTSTANDING REFERENCES**

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

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

16. **PROFESSIONAL STANDARDS STATISTICS Q3**

The Sub-Committee received a report of the Commissioner of Police that contained the statistics relating to the Professional Standards Directorate for Q3 of 2017/18.

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

17. **MISCONDUCT HEARINGS**

The Sub-Committee received a report of the Commissioner of Police that summarised complaint cases processed by the City of London Police since the last meeting that resulted in Misconduct Hearings.

18. **CASE TO ANSWER / UPHELD**

The Sub-Committee received a report of the Commissioner of Police that summarised complaint cases processed by the City of London Police since the last meeting where the complaints were upheld.

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

19. **NO CASE TO ANSWER / NOT UPHELD**

The Sub-Committee received a report of the Commissioner of Police that summarised complaint cases processed by the City of London Police since the last meeting where the complaints were not upheld.

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

20. **LOCAL RESOLUTIONS**

The Sub-Committee received a report of the Commissioner of Police that summarised complaint cases processed by the City of London Police since the last meeting that resulted in a local resolution.

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

21. **POLICE COMPLAINTS INFORMATION BULLETIN Q3**

The Sub-Committee received a report of the Commissioner of Police that summarised the IOPC complaints statistics up to Q3 of 2017/18.

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

22. **GLOSSARY OF TERMS**

The Sub-Committee received a report of the Commissioner of Police that provided Members with a glossary of the terms used within the reports supplied by the Professional Standards Directorate of the City of London Police.

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

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

There were no questions

24. **ANY OTHER NON-PUBLIC BUSINESS**

Members discussed two items of business whilst the public were excluded.

25. **EMPLOYMENT TRIBUNAL & OTHER LEGAL CASES**

The Sub-Committee received a report of the Comptroller and City Solicitor that summarised the recent Employment Tribunal and other legal cases relevant to the City of London Police that had been processed since the last report in September 2017.

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

26. **CONFIDENTIAL QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no confidential questions

27. **ANY OTHER CONFIDENTIAL BUSINESS**

There was no further confidential business

**The meeting closed at 16:15**

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Chairman

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