

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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