

PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE
Friday, 7 December 2018

Minutes of the meeting of the Professional Standards and Integrity Sub (Police)
Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 7
December 2018 at 1.45 pm

Present

Members:

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

Officers:

Simon Latham	- Head of Town Clerk & Chief Executive's Office
Oliver Bolton	- Town Clerk's Department
Alistair MacLellan	- Town Clerk's Department
Alistair Sutherland	- Assistant Commissioner, City of London Police
Maria Woodall	- City of London Police
Karen Baxter	- City of London Police
Stuart Phoenix	- City of London Police

1. APOLOGIES

Apologies were received from Doug Barrow, Tijs Broeke, Mia Campbell, Deputy Richard Regan and James Tumbridge.

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

RESOLVED, that the public minutes and non-public summary of the meeting held on 17 September 2018 be approved as a correct record.

4. PUBLIC OUTSTANDING REFERENCES

Members considered a report of the Town Clerk regarding public outstanding references and the following points were made.

Reference 1 – Measures Due Dates

- The Chairman noted that this reference remained outstanding and that the due date should be amended to March 2019.

Reference 2 – Staff Survey Action Plan

- The Chairman noted that a report regarding this reference was on the agenda and therefore this reference could be closed.

Reference 3 – Community Scrutiny Group (CSG), Independent Advisory Group (IAG) Meeting Dates

- The Commissioner of Police noted that advertisements for new Members would be made in early 2019.
- In response to comments from Members over the length of time served by some Members of the CSG and IAG, and questions over to what extent the Police Committee could involve itself in the governance of those groups, the Commissioner agreed to include the CSG and IAG in the ongoing piece of governance work on City of London Police, and to consult with Nick Bensted-Smith and Tijs Broeke as appropriate **(Reference 1/2018/P)**.
- The Chairman noted that, subject to the reference to governance being captured, the reference regarding meeting dates could be closed.

Reference 4 – London Police Challenge Forum

- The Chairman requested that the outcomes for the forum be circulated when available and that Members be kept informed of future meeting dates **(Reference 2/2018/P)**. Subject to those requests being addressed, the reference could be closed.

Reference 6 – Professional Standards Newsletter

- The Chairman noted that this reference could be closed.

Reference 7 – Staff Survey Indicators on Dashboard

- Members noted that this reference was outstanding.

RESOLVED, that the report be received.

5. STAFF SURVEY RESPONSE

Members considered a report of the Commissioner of Police regarding responses to the Staff Survey and the following points were made.

- The Commissioner of Police noted that responses to the staff survey had been generally positive and that workshops had been convened to review common areas of feedback that had arisen from the survey.
- The Chairman noted that the report was the culmination of 12 months of work and welcomed the provision of an action plan.

- In response to a question from a Member, the Commissioner of Police confirmed that top-down results were shared with wider Police officers and staff. The Chairman noted that clear feedback was necessary to ensure survey respondents were given confidence in the survey process.
- Members noted that they would welcome an element of tracking of measures that had been implemented as a result of the survey.
- The Chairman suggested that the City Police should consider a further staff survey from November 2019, and that the Action Plan should be reported to the Sub-Committee at its March 2019 meeting (**Reference 3/2018/P**).

RESOLVED, that the report be received.

6. **INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE**

Members considered a report of the Commissioner of Police regarding the Integrity Dashboard and a Code of Ethics Update and the following points were made.

Integrity Dashboard

- The Commissioner of Police noted that two workshops had been convened to review the Integrity Dashboard.

Code of Ethics Update

- The Chairman requested that some examples of videos of Chief Officers talking about difficult decisions that they had faced be provided at the Sub-Committee's next meeting in March 2019 (**Reference 4/2018/P**).
- In response to a request from the Chairman, the Commissioner of Police agreed to review appropriate use of language in integrity and ethics reporting to improve clarity i.e. making clear whether zero drug tests referred to zero drug tests being undertaken, or zero positive drug tests having been recorded.
- In response to a question from a Member, the Commissioner of Police replied that the revised Integrity Standards Development Plan would be ready in early 2019.
- In response to a question from a Member, the Commissioner of Police confirmed that the use of a spit & bite guard would be recorded as a use of force.
- The Chairman requested that a report how spit & bite guards had been used be provided to the Sub-Committee at its meeting in June 2019 (**Reference 5/2018/P**).

RESOLVED, that the report be received.

7. IOPC POLICE COMPLAINTS: STATISTICS FOR ENGLAND AND WALES 2017/18

Members considered the IOPC Statistics for England and Wales 2017/18 and noted that the City of London Police was at the lower end of statistical reporting.

RESOLVED, that the report be received.

7.1 Questions

There were no questions.

7.2 Any Other Business

Spit & Bite Guards

Members considered a tabled report of the Commissioner of Police regarding spit & bite guards that had been submitted to the Police Committee at its meeting on 5 December 2018.

RESOLVED, that the report be received.

8. EXCLUSION OF THE PUBLIC

RESOLVED, that under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

9. NON-PUBLIC MINUTES

RESOLVED, that the non-public minutes of the meeting held on 17 September 2018 be approved as a correct record.

10. NON-PUBLIC REFERENCES

Members considered a report of the Town Clerk regarding non-public outstanding references.

11. NON-PUBLIC APPENDIX - STAFF SURVEY REPORT

Members considered a non-public appendix to the public report of the Commissioner of Police regarding the staff survey.

12. PROFESSIONAL STANDARDS STATISTICS - QUARTER 2

Members considered a report of the Commissioner of Police regarding Professional Standards Statistics for Quarter 2.

13. CASE SUMMARY

Members considered a Case Summary report of the Commissioner of Police.

13.1 Case to Answer - Upheld

Members considered an appendix regarding Cases to Answer that had been upheld.

13.2 No Case to Answer - Not Upheld

Members considered an appendix regarding No Cases to Answer that had not been upheld.

13.3 Local Resolution

Members considered an appendix regarding cases that had been dealt with via local resolution.

14. COMPLAINTS BULLETIN - QUARTER 2

Members considered a report of the Commissioner of Police regarding the Complaints Bulletin for Quarter 2.

15. GLOSSARY

Members considered a Glossary provided by the Commissioner of Police.

16. NON-PUBLIC QUESTIONS

There were no questions.

17. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND THE SUB-COMMITTEE AGREES SHOULD BE CONSIDERED WHEN THE PUBLIC ARE EXCLUDED

There were three items of other business.

The meeting ended at 3.03 pm

Chairman

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