

PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE

Friday, 29 June 2018

Minutes of the meeting of the Performance and Resource Management Sub (Police) Committee held at the Guildhall EC2 at 10.30 am

Present

Members:

Deputy James Thomson (Chairman)	Andrew Lentin (External Member)
Nicholas Bensted-Smith	Kenneth Ludlam (External Member)
Deputy Keith Bottomley	Caroline Mawhood (External Member)
Tijs Broeke	

Officers:

Tom Conniffe	- Town Clerk's Department
George Fraser	- Town Clerk's Department
Philip Gregory	- Chamberlain's Department
Alistair Sutherland	- Assistant Commissioner, CoLP
Stuart Phoenix	- Head of Strategic Development, CoLP
Glenn Maleary	- T/Det. Chief Supt. of Economic Crime, CoLP
Oliver Shaw	- Det. Supt., City of London Police
Hayley Williams	- City of London Police
Kelly Harris	- Human Resources, City of London Police

1. APOLOGIES

Apologies were received from Nicholas Bensted-Smith and Deputy Doug Barrow.

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

There were no declarations.

3. MINUTES

The Sub-Committee considered the minutes from the last meeting, held on 26 April 2018.

The Chairman asked if there was a roadmap for the delivery of the IT programme. The Assistant Commissioner explained that there was an existing roadmap set out for the programme that was awaiting finalisation of capital budgets before it could be circulated. He explained that there would be a report submitted to the Resource Allocation Sub (Policy & Resources) Committee and agreed to submit this to the next meeting agenda for information. (1)

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.

OR2 – Reporting Schedule

In reference to the three reporting areas quoted within the report, the Chairman noted that *i) Financial Performance and Budgets* and *ii) Demand and Value for Money* had both been addressed successfully.

To satisfy the request for clarification over *iii) Major Projects/Programmes*, the Chairman asked that, whilst not every report was necessary, appropriate key updates should be forwarded from Capital Buildings Committee on the Police Accommodation Programme, alongside those on the IT Strategy and other major programmes and projects. The Assistant Commissioner asked if sequencing updates were useful and the Chairman confirmed that they were. The Chairman confirmed that this action could now be closed.

OR3 – Public Order Open Day

The Chairman noted that new dates would come out in due course and confirmed that this action could now be closed.

OR4 – Stop and Search

The Chairman asked that the status of this item be marked as Due December 2018.

OR6 – Corporate Audit (Police Accommodation) Draft Report

The Chairman asked when the draft report would be available. The Head of Internal Audit explained that this would be expected in July. The Chairman emphasised the importance of the work and requested that it be circulated to the Sub-Committee when available. (2)

OR15 – Draft Workforce Plan

The Chairman asked if this was effectively completed. The Assistant Commissioner confirmed that it was a constantly evolving document and was current. It was agreed to give the Sub-Committee sight of the document on a bi-annual basis as an agenda item for discussion at the meeting. The Chairman requested that it also be circulated to Members via email following the meeting. (3)

RESOLVED – That the report be received.

5. **YTD PERFORMANCE VS. MEASURES**

The Sub-committee received a report of the Commissioner of Police that provided Members with a summary of the performance of the City of London Police for Q1 of 2018.

Measure 3 – Cyber Attacks

The T/Commander of Economic Crime explained that Cyber Crime figures were solely measured from victims within the City of London. He explained that CoLP were the only force nationally that responded to 100% of cases. A

Member noted that Cyber crime was a significant national issue with rising crime rates and falling prosecutions. The T/Commander of Economic Crime explained that there was a distinction between “Cyber” crime and “Cyber-enabled” crime, noting that cyber-enabled crime was very cheap and easy to deploy from global locations where law enforcement have no jurisdiction. The Assistant Commissioner explained that 70% of this type of crime originated overseas, and that building relationships with foreign agencies was integral.

The Chairman requested Project Servator data to be produced in a simple table that illustrated a month-by-month breakdown of deployments and results by major category. (4)

Measure 5 – Safeguarding and Vulnerable People

The Assistant Commissioner explained that suicide and mental health remained challenging despite significant work carried out to address this area. He noted that the figures were often affected by reports based outside the City limits, and therefore greater care was needed to ensure that these are an accurate portrayal of the position.

The Police Committee’s SIA Lead for community engagement thanked Superintendent Lee Presland for his introductory briefing and work around this area. He noted that the challenge of the significant daytime population in the City posed a unique challenge but suggested that it would be good to be able to shift away from close monitoring in this area. He explained that this would be an area of focus for him going forward.

A Member noted that the use of language claiming that 15% of reported rapes were “false reports” was not suitable. The Assistant Commissioner agreed, noting that false reports would imply that action would be warranted on the accuser. The Commissioner explained that not deterring victims from reporting sexual offences was very important, and therefore this area had to be treated with great care. However, the T/Detective Chief Superintendent of Economic Crime emphasised that a number of reports were falsified and this had been substantiated following investigation.

The Chairman asked if the figure for the number of suicides (17) included attempted suicides and the Head of Strategic Development confirmed that it did.

Measure 6 – Violent Crime

The Assistant Commissioner conceded that violent crime figures had increased but noted that this was in line with the national trend. He explained that dedicated Police Operations were taking place in areas with the highest rates of violence, notably Operation Sceptre and Operation Wimpole. He also noted that the reporting system had been significantly improved.

A Member asked how the City of London compared with other boroughs when population was taken into account. The Assistant Commissioner noted that the City of London had the largest daytime population and three times as many licensed premises as Westminster with policing demands around the night-time

economy proving challenging. He noted that one advantage that the City of London had in terms of prevalence of violent crime was its relatively small youth population. The Chairman noted that it would be useful to have per capita figures rather than absolute figures to allow a useful comparison with surrounding boroughs.

The Assistant Commissioner explained that the City of London had more licensed premises per hectare than any other borough. A Member noted that over 300 of these were open later than 1am and this was significant. The Assistant Commissioner explained that the Transform programme was placing great efforts into resourcing to tackle the challenge posed by the night-time economy.

A Member asked if detail on the times and days of the week that crimes were committed could be included in future reports. The Chairman agreed, also requesting that it be presented in a simple manner. (5)

Measure 7 – City Roads

The Head of Strategic Development explained that some data was not available due to the timings of quarterly data release falling after this meeting.

Members discussed the monitoring of cyclists. The Head of Strategic Development explained that when the measures were initially set up HGVs were a priority area of focus following a number of fatal incidents across London reported in the media. He explained that although the threat around cyclists was recognised, the threat around HGVs was still a greater one. A Member noted that cyclists were a particular focus of his and, although lots of work was being done it was not always visible. He explained that public perception was a big issue in this regard and a means of illustrating the Police focus would be beneficial. The Assistant Commissioner explained that the Commander of Security and Operations would be producing a regular newsletter on issues such as ASB, cyclists and rough sleepers which would provide a medium for this. The Member illustrated their approval of this but noted that City workers who aren't residents may be harder to reach in this way.

A Member asked if the number of cyclists receiving fixed-penalty notices could be included in future. (6)

Measure 8 – Security and Public Order

The Assistant Commissioner noted that capability issues suffered in this area were now being addressed.

Measure 9 – Acquisitive Crime

The Assistant Commissioner explained that burglary figures were challenging due to the recording of multiple victims in multi-occupancy premises. A Member asked if multiple companies were present in an office then would multiple crimes and multiple victims be recorded. The Head of Strategic Development confirmed that this was the case and noted that victim management was very time consuming as a result.

A Member asked if 5-10-year trend graphs could be produced to illustrate longer-term trends. The Assistant Commissioner explained that altered recording methods over time had sometimes led to inconsistent and increased crime rates when there was necessarily a link to increased instances of crime so looking at trends in this way was not advisable.

A Member asked if CoLP attended all burglaries and the Detective Chief Superintendent confirmed that they did.

The Chairman noted the reduction in acquisitive crime due to the significant efforts in preventing moped-enabled crime and congratulated CoLP for their work in this area.

Measure 10 – Victim Satisfaction

A Member asked what determined the measure of “ease of access”. The Assistant Commissioner explained that new methods of taking in contacts directly, rather than via the Metropolitan Police Service meant that CoLP were able to more pro-actively manage and increase the efficiency of reporting to resolve issues at the front line as far as possible.

RESOLVED – That the report be received.

6. HMICFRS INSPECTION UPDATE

The Sub-Committee received a report of the Commissioner of Police that provided Members with an overview of activity undertaken within the last reporting period in response to the HMICFRS report.

The Head of Strategic Development explained that, although there had not been any new reports since the last meeting, HMICFRS’s move towards their new thematic inspections was due in the Autumn. He noted that the national picture was not favourable.

The Chairman noted the number of recommendations that had now been marked as GREEN and illustrated his approval.

In reference to the publication of stop-search data in the CoLP website, the Chairman asked if this had been completed and, if not, when it would be completed. The Head of Strategic Development explained that there were still issues with the data categories matching up with the NICHE system which were causing delays. The Chairman noted that it was not necessary to create extra work but requested that a date of completion be set for this. (7)

The Chairman queried stop and search training provision and the Assistant Commissioner confirmed that dates were in place as referenced in Item 4, Appendix 7. He reassured Members that he was confident of delivery. The chairman requested an update on the number of officers that had been trained at the November meeting. (8)

The Chairman requested an update on information-sharing agreements. The Head of Strategic Development explained that, although standards were high and agreements were in place with key partners, these agreements needed to be signed in order for the recommendation to be marked as GREEN.

In reference to the recommendation around CoLP's impact on serious and organised crime, the Chairman noted that there had been significant delay from the target completion date of September 2017. The Head of Strategic Development explained that the internal standards were higher than those demanded by HMICFRS and that this could otherwise be marked as GREEN. The Chairman requested that if HMICFRS standards are met then recommendations should be marked as GREEN and that any additional improvements be monitored internally as part of the forces performance management regime as business as usual.

RESOLVED – That the report be received.

7. **INTERNAL AUDIT UPDATE**

The Sub-Committee received a report of the Chamberlain that provided Members with an update on the work of Internal Audit that had been undertaken for CoLP since the last report in April 2018.

The Chairman noted that challenges around internal controls and asked if the number of days assigned to the audit work was appropriate. The representative of Internal Audit confirmed that it was deemed appropriate and was subject to constant review.

A Member noted that volumes of F.O.I. requests and deadlines to deal with these was marked as RED and suggested that this was worrying. The representative of Internal Audit explained that the timescales were challenging in this area and confirmed that they would feed further information back to Members. (9)

Members noted that there appeared to be repetition in the status column of the table included within Appendix 2 of the report which was likely erroneous. The Chairman asked for clarification of what was accurate within Appendix 2 as Members were not confident in the information.

A Member stated their concerns over the status of Police-seized goods, cited as the Assistant Commissioner to consider accepting risk and closing, suggesting that there could be a potential misappropriation issue. The Assistant Commissioner agreed to feedback information about the process involved. (10) The Chairman noted that it was possible that other controls covered this area so it was right to accept risk in some cases. The Chairman requested an update on the RED risks in relation to Police-seized goods. (11)

RESOLVED – That the report be received.

8. **HR MONITORING INFORMATION 2017/18**

The Sub-Committee received a report of the Commissioner of Police that set out CoLP's Human Resources monitoring data for 2017/18.

The Chairman noted that the number of Professional Development Reviews overdue within the Economic Crime Directorate appeared to be high. The representative of Human Resources explained that these were all currently being chased but there was a quality issue in some instances and so they would not be marked as complete until they were returned with the quality issues addressed. She noted that the highest PDR return rates were linked to areas where there were skills gaps.

The Chairman noted that there appeared to be a significant number of resignations from CoLP. The representative of Human Resources explained that there had been a significant number of resignations from officers moving to the private sector seeking preferable remuneration. However, the Assistant Commissioner commented that he was also aware that there were a number of returning personnel in areas such as the Economic Crime Directorate, as some individuals had realised that there were other benefits to working for the Police including job satisfaction and the subsidised travel scheme meant that individuals were not earning as much as they thought they would without this benefit when working for the private sector. The HR representative explained that great work had gone into organisational development with an individual focus in order to try and retain skilled individuals. The Chairman requested that percentage figures rather than actual numbers be quoted in future reports to give a better comparison with other forces. (12)

A Member asked about the gender distribution and the representative of Human Resources explained that it was favourable, with a large intake of female staff in recent recruitment campaigns for probationers and transferees.

The Chairman noted that BAME representation was favourable with national comparison but was poor in comparison to MPS. The Assistant Commissioner noted this and explained that recruitment was hoped to see improvements with the workforce plan. The representative of Human Resources explained that great work had been done to improve the desirability of detective roles for BAME candidates, including social media initiatives. The Chairman noted that it would not be resolved quickly but required a long-term plan. The Assistant Commissioner also emphasised that the diversity of the City of London itself should be taken into account as it was likely not as diverse as the greater London area. A Member noted that BAME candidates were still underrepresented by comparison with the 20% non-white and 40% female figures in the City of London.

A Member asked about the gender disparity of senior roles and the Assistant Commissioner explained that although these figures were not available to quote at the meeting, he confirmed that two female Commanders had recently been appointed. A Member noted that although the gender pay gap data had been published for the City Corporation, it had not been published specifically for CoLP. He requested that this be provided to the Sub-Committee. (13)

A Member asked whether there was a record of fitness testing of employees of CoLP. The representative of Human Resources explained that this was recorded on a bi-monthly basis, with employees subject to testing on an annual basis.

A Member asked if there was an age limit on officers. The representative of Human Resources explained that there was technically no age limit, though pension considerations meant that it was not financially beneficial beyond a certain point.

A Member noted that there was no limit on commuting distance and asked if there had been any issues as a result of this. The Assistant Commissioner explained that 95% of staff relocate near London and noted the effectiveness of the Rail Delivery Group (RDG) Travel Concession Scheme in making this feasible, and therefore ensuring that skills requirements are met.

The Assistant Commissioner explained that a recent inspection of the HR grievance process by HMICFRS was very positive.

RESOLVED – That the report be received.

9. REVENUE AND CAPITAL OUTTURN 2017/18 [TO FOLLOW]

This item was received as a late report circulated on 28 June 2018 and tabled at the meeting.

The Assistant Commissioner emphasised that £3m of the referenced underspend would likely be attributed to Action Fraud implementation project spend.

The Chairman requested that reports be submitted on time in future so that Members would have a chance to read them prior to the meeting.

RESOLVED – That the report be received.

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

There were no questions.

11. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There was no urgent business.

12. EXCLUSION OF THE PUBLIC

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

Item No.	Paragraph(s) in Schedule 12A
13-15	3

13. **NON-PUBLIC MINUTES**

The Sub-Committee considered the non-public minutes of the last meeting, held on 26 April 2018.

RESOLVED – That the minutes be approved.

14. **NON-PUBLIC OUTSTANDING REFERENCES**

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

RESOLVED – That the report be received.

15. **DEMAND AND VALUE FOR MONEY REVIEW / COLP TRANSFORM PROGRAMME UPDATE**

The Sub-Committee received a report of the Commissioner of Police that provided Members with an update on progress made in relation to CoLP's *Demand and Value for Money* review and the ongoing *Transform* programme.

RESOLVED – That the report be received.

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

There were no questions.

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

There was no further business.

The meeting closed at 12.43 pm

Chairman

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